



## Teacher Observation Tools Fact Sheet

The Michigan Council for Educator Effectiveness is recommending that any one of these four teacher evaluation tools is qualified to serve Michigan:

- Marzano Teacher Evaluation Model
- Charlotte Danielson's Framework for Teaching
- The Thoughtful Classroom Teacher Effectiveness Framework (*see page 2*)
- The 5D+ Teacher Evaluation Rubric (*see page 2*)

The MCEE believes its vendor recommendations will result in the best possible outcomes for students, educators and, ultimately, for Michigan.

### Marzano Teacher Evaluation Model

- Developed by Robert J. Marzano, an education researcher, speaker and trainer, in partnership with Learning Sciences International of Blairsville, Pa.
- Twenty-seven states and hundreds of school districts use the evaluation model, along with schools in Canada, Australia and Kuwait.
- In Michigan, schools in Big Rapids, Farmington and North Branch used the model during the 2012-13 school year as part of the MCEE pilot project.
- Other Michigan districts that have used the model include Novi, South Lyon and Pontiac in southeast Michigan and Forest Hills in West Michigan.
- Preliminary data from districts such as Collier County, Fla., indicate that student end-of-year test scores have improved as a result of implementing the model.
- The model identifies a set of practices in four domains – classroom strategies, planning and preparation, reflecting on teaching, and collegiality and professionalism – that are directly related to improved student performance and increased teacher expertise.
- *Contact: Gail Shepherd, gshepherd@learningsciences.com or 717-845-6300, ext. 195*

### Charlotte Danielson's Framework for Teaching

- Developed by Charlotte Danielson, who specializes in the design of teacher evaluation systems and advises education departments at various levels.
- Fifteen states (including Wisconsin) have adopted the framework as their primary rubric, and nine states have made it one of their sanctioned rubrics.
- In Michigan, schools in Garden City, Montrose and Port Huron used the model during the 2012-13 school year as part of the MCEE pilot project.
- A study in Cincinnati found that midcareer teachers became more effective in raising student math scores the year after they participated in a district evaluation system, which was based on the Danielson Framework for Teaching.
- The framework is a research-based set of components of instruction. The complex activity of teaching is divided into 22 components (and 76 smaller elements) clustered into four domains of teaching responsibility: 1) planning and preparation; 2) classroom environment; 3) instruction; 4) professional responsibilities.
- *Contact: Email questions to [contact@danielsongroup.org](mailto:contact@danielsongroup.org).*

## **The Thoughtful Classroom Teacher Effectiveness Framework**

- Harvey Silver, an educational author and researcher and president of Silver Strong & Associates, served as the framework's lead developer.
- The framework is being used in about 30 districts across six states, including New York and New Jersey, as well as implemented in Australia and the Czech Republic.
- In Michigan, a pilot version was implemented in the Durand district in 2010-11, and the framework was refined into its current version in late 2011.
- Cassopolis, Gibraltar, and Calhoun County's Harper Creek schools tested the model during the 2012-13 school year as part of the MCCE pilot project.
- The framework allows for assessment according to 10 dimensions of teaching. It outlines a set of observable teaching indicators within each dimension and relevant student behaviors associated with effective instruction.
- In Durand, the fall 2012 MEAP results showed gains in the following areas: third-grade math and reading; fourth-grade reading; fifth-grade math, reading and science; sixth-grade reading and social studies; seventh-grade writing; eighth-grade math and reading; and ninth-grade social studies.
- *Contact: Alexis Connor, aconnor@thoughtfulclassroom.com or 800-962-4432*

## **5D+ Teacher Evaluation Rubric**

- The University of Washington Center for Educational Leadership, the service arm of the UW College of Education, developed the rubric.
- School districts in Michigan, Colorado, New Jersey, Oregon, Vermont and Washington are using the rubric.
- In Michigan, Clare, Leslie, Marshall and Mt. Morris schools tested the model during the 2012-13 school year as part of the MCCE pilot project.
- The five dimensions of the framework are purpose, student engagement, curriculum and pedagogy, assessment for student learning as well as classroom environment and culture.
- The Onalaska, Wash., district tracked seven cohorts of students after implementing the rubric. All but one achieved double-digit growth in student learning. Onalaska as was mentioned in state legislation as a model for improvement for persistently low-achieving schools.
- *Contact: University of Washington Center for Educational Leadership, edlead@uw.edu or 866-577-8066*