PA 173 SECTION 1249 EVALUATION INFORMATION

1. **Research Base**
   - White Paper
   - School Leader Evaluation
   - District Leader Evaluation
   - Research Base and Validation Studies [Resource Library]
2. **Identity and Qualifications of Tool Author**
   - Robert Marzano
3. **Reliability, Validity and Efficacy**
   - Research Base and Validation Studies
   - School Leader Evaluation
   - District Leader Evaluation
4. **Framework, Rubric, Performance Level Descriptors and Summative Indicators**
   - Teacher Evaluation
   - School Leader Evaluation
   - District Leader Evaluation
5. **Evaluation Process**
   - Evaluators will conduct formal, informal and/or walkthrough observation(s) during the school year, including (for instructional staff) reviewing the lesson plan(s), identifying the state curriculum standard(s) used and conducting an assessment of pupil engagement within the lesson(s) as appropriate.
   - Evidence will be collected using the iObservation system iObservation
   - Evaluation conferences will be conducted using the iObservation system, other web-supported applications and/or in person.
     - Performance ratings and performance improvement plans will be developed in accordance with the Marzano Teacher, instructional Support, School Leader and/or District Leader Evaluation Models, as appropriate and/or the iObservation system and Board of Education Policies pertaining to the evaluation of employees.
6. **Evaluator/Observer Training Plan selections**:
   - TBAISD iObservation
     - Domain I Framework, Protocols, Inter-Rater Reliability Scoring and Feedback
     - iObservation
     - Domains II, III, IV Creating Units of Instruction
     - Supervision and Feedback
     - Deliberate Practice
     - Observing for College and Career Readiness Standards
     - Leadership Academy
     - Board of Education Training