



Marzano School Leader Evaluation Tool
Administrator Evaluation: Postings and Assurances
Non-State Approved Evaluation Tool; District-Approved Evaluation Tool

Per MCL 380.1249b: Beginning with the 2016-2017 school year, a school district, intermediate school district, or public school academy shall post on its public website specific information about the evaluation tool(s) used for its performance evaluation system for school administrators.

This evaluation tool has been approved by the district, as the result of a review process implemented with fidelity. The contents of this document are compliant with the law laid forth, specifically pertaining to Marzano's School Leader Evaluation Tool.

Timothy Throne

Printed Name of Superintendent

2015-16 School Year

Date of Adoption in District

Research Base for the Evaluation Framework, Instrument, and Process [Section 1249b(2)(a)]

- See Attached

Identification and Qualifications of the Author(s) [Section 1249b(2)(b)]

- See Attached

Evidence of Reliability, Validity, and Efficacy [Section 1249b(2)(c)]

- See Attached

Evaluation Framework and Rubric [Section 1249b(2)(d)]

- See Attached
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Description of Process for Conducting Observations, Collecting Evidence, Conducting Evaluation Conferences, Developing Performance Ratings, and Developing Performance Improvement Plans [Section 1249b(2)(e)]

- Administrators will be observed in their roles in various settings, including community meetings, parent meetings, staff meetings, etc.
- Administrators will be observed in evaluations conferences, including evaluation reviews.
- Administrators will be evaluated based on Marzano's framework for School Leaders, which includes Administrative/Instructional Practice (75%), Student Growth (20%) and Deliberate Practice (5%)
- Performance improvement plans will be developed to assist in administrative growth. Plans will include identification of needed improvement, strategies identified to encourage growth, support needed, and measurement of growth

Description of Plan for Providing Evaluators and Observers with Training [Section 1249b(2)(f)]

- Evaluators and Observers will be/were provided training on the following dates:
 - September, 2016
 - December 20, 2016
 - January 24, 2017
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