

PEAK Learning Systems’ *Mapping Teaching for Excellence™* to Marzano’s Teacher Evaluation Model

The purpose of this document is to provide a guide suggesting which of the *Teaching for Excellence™* concepts, principles, approaches, tools, strategies and techniques could be helpful in meeting the expectations within Marzano’s Teacher Evaluation model. For an in-depth knowledge of what is meant by an entry in either column, investigate it further through the resources provided by each group. Because so many terms, such as “feedback” for example, can mean different things to different readers, we encourage further exploration for critical attributes.

In many areas, *Teaching for Excellence™* goes beyond and deeper for even greater impact than that suggested by the Marzano model. Similarly, in some areas, the Marzano model goes beyond the focus of *Teaching for Excellence™*. In this document, wherever a domain or element of a domain in Marzano’s model is outside the focus of *Teaching for Excellence™*, we have not indicated any domains or elements from the *PEAK Teaching for Excellence™* model. However, when elements from the *Teaching for Excellence™* model can positively impact the intent of Marzano’s domains and elements, we have included it with the footnote – “Tangential, Goes beyond the Marzano Framework.”

PEAK Support of the Marzano Teacher Evaluation Model

Mapping *Teaching for Excellence™* Domains to the Marzano Teacher Evaluation Domains

Marzano's Teacher Evaluation Model	PEAK Learning Systems' <i>Teaching for Excellence™</i> Domains
Domain 1: Classroom Strategies and Behaviors	<p><i>Teaching for Excellence™</i> Domain 1: The Physical Learning Environment</p> <p><i>Teaching for Excellence™</i> Domain 2: The Human Learning Environment</p> <p><i>Teaching for Excellence™</i> Domain 3: General Teaching Tools & Techniques</p> <p><i>Teaching for Excellence™</i> Domain 4: Participation, Interaction & Engagement Tools/Strategies, etc.</p> <p><i>Teaching for Excellence™</i> Domain 5: Classroom Curriculum Alignment, Design and Flow Tools</p> <p><i>Teaching for Excellence™</i> Domain 6: Classroom Assessment for Learning: On-Going/Formative, Summative, & Culminating</p> <p><i>Teaching for Excellence™</i> Domain 7: Implementing New Higher Standards and Assessments</p> <p><i>Teaching for Excellence™</i> Domain 8: Research Findings & Deep Conceptual Frameworks as Tools</p> <p><i>Teaching for Excellence™</i> Domain 9: Professional Responsibilities</p>
Domain 2: Planning and Preparing	<p><i>Teaching for Excellence™</i> Domain 3: General Teaching Tools & Techniques</p> <p><i>Teaching for Excellence™</i> Domain 4: Participation, Interaction & Engagement Tools/Strategies, etc.</p> <p><i>Teaching for Excellence™</i> Domain 5: Classroom Curriculum Alignment, Design and Flow Tools</p> <p><i>Teaching for Excellence™</i> Domain 7: Implementing New Higher Standards and Assessments</p> <p><i>Teaching for Excellence™</i> Domain 8: Research Findings & Deep Conceptual Frameworks as Tools</p>
Domain 3: Reflecting on Teaching	<p><i>Teaching for Excellence™</i> Domain 3: General Teaching Tools & Techniques</p> <p><i>Teaching for Excellence™</i> Domain 6: Classroom Assessment for Learning: On-going/Formative, Summative & Culminating</p>
Domain 4: Collegiality and Professionalism	<p><i>Teaching for Excellence™</i> Domain 9: Professional Responsibilities</p>

The Marzano Teacher Evaluation Model

Marzano's Domain 1 ↔ PEAK *Teaching for Excellence*™ Domains & Components

Marzano's Teacher Evaluation Model	PEAK Learning Systems' <i>Teaching for Excellence</i> ™ Domains & Components that provide valuable tools and understandings for improving effectiveness within Marzano's Domain 1 – Classroom Strategies and Behaviors
Domain 1: Classroom Strategies and Behaviors	<p><i>Teaching for Excellence</i>™</p> <p>Domain 1: Physical Environment Domain 2: Human Environment Domain 3: Teaching Tools Domain 4: Participation, Interaction, Engagement Domain 5: Curriculum Alignment, Design & Flow</p> <p>Domain 6: Assessment Domain 7: Higher standards & assess. Domain 8: Research Findings Domain 9: Professional Responsibilities</p>
Lesson Segments Involving Routine Events	<p><i>Teaching for Excellence</i>™</p> <p>Domain 3: General Teaching Tools & Techniques Domain 6: Classroom Assessment for Learning: On-going/Formative, Summative, & Culminating Domain 8: Research Findings & Deep Conceptual Frameworks as Tools</p>
<p><i>Design Question: What will I do to establish and communicate learning goals, track student progress, and celebrate success?</i></p> <p>Element 1: Providing clear learning goals and scales (rubrics)</p> <p>Continues Continued <i>(Design Question: What will I do to establish and communicate learning goals, track student progress, and celebrate success?)</i></p> <p>Element 2: Tracking student progress Element 3: Celebrating success</p> <p>Continues ...</p>	<p>Domain 3: General Teaching Tools and Techniques</p> <ul style="list-style-type: none"> k: Effort recognized** l: Essential questions and objectives** n: Feedback, criticism, praise and critiquing tools x: Rubrics z: Standards maintained <p>Domain 6: Classroom Assessment for Learning: On-going/Formative, Summative & Culminating Assessment</p> <ul style="list-style-type: none"> a: Formative Assessment b: Summative Assessment c: Culminating Assessment <p>Domain 8: Research Findings & Deep Conceptual Frameworks as Tools **</p> <p>Domain 9: Professional Responsibilities</p> <ul style="list-style-type: none"> a: Record grades after the standard is met ** <p>Continues ...</p>

Marzano's Teacher Evaluation Model	PEAK Learning Systems' Teaching for Excellence™ Domains & Components that provide valuable tools and understandings for improving effectiveness within Marzano's Domain 1 – Classroom Strategies and Behaviors
Domain 1: Classroom Strategies and Behaviors	Teaching for Excellence™ Domain 1: Physical Environment Domain 2: Human Environment Domain 3: Teaching Tools Domain 4: Participation, Interaction, Engagement Domain 5: Curriculum Alignment, Design & Flow Domain 6: Assessment Domain 7: Higher standards & assess. Domain 8: Research Findings Domain 9: Professional Responsibilities
Lesson Segments Addressing Content	Teaching for Excellence™ Domain 2: The Human Learning Environment Domain 3: General Teaching Tools & Techniques Domain 4: Participation, Interaction & Engagement Tools/Strategies, etc. Domain 7: Implementing New Higher Standards and Assessments Domain 8: Research Findings & Deep Conceptual Frameworks as Tools
<i>Design Question: What will I do to help students effectively interact with new knowledge?</i> Element 6: Identifying critical information Element 7: Organizing students to interact with new knowledge Element 8: Previewing new content Element 9: Chunking content into “digestible bites” Element 10: Helping students process new information Element 11: Helping students elaborate on new information Element 12: Helping students record and represent knowledge Element 13: Helping students reflect on their learning <i>Continues ...</i>	Domain 2: The Human Learning Environment ** c: Instructional positions e: Voices: volume, tone, and other auditory tools Domain 3: General Teaching Tools & Techniques c: Communication in subject matter language d: Complete sentence responses** e: Content concept posters f: Copying, replicating, emulating ** g: Cool Downs – closure l: Essential questions or objectives m: Every, Every, Every ** p: Manage by Time, NOT Numbers or Completion ** r: Model exactly – Ask students first to replicate what’s modeled t: Next-step processing ** w: Questioning tools – (i to ix) ** cc: Vocabulary ** dd: Warm ups – preparation ** <i>Continues ...</i>

<p>Marzano’s Teacher Evaluation Model</p>	<p align="center">PEAK Learning Systems’ Teaching for Excellence™ Domains & Components that provide valuable tools and understandings for improving effectiveness within Marzano’s Domain 1 – Classroom Strategies and Behaviors</p>
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<p><i>... Continued</i> <i>(Design Question: What will I do to help students practice and deepen their understanding of new knowledge?)</i></p> <p>Element 19: helping students practice skills, strategies, and processes Element 20: Helping students revise knowledge</p>	<p><i>... Continued</i></p> <p>t: Next-step processing u: Practice and interaction tools w: Questioning tools – (i to ix) ** y: Show Me You Understand cc: Vocabulary dd: Warm ups – preparation</p> <p>Domain 4: Participation, Interaction & Engagement Tools/Strategies, etc. a: Strategy/Activity tools effectiveness – critical attributes b: Strategy/activity variety</p> <p>Domain 5: Classroom Curriculum Alignment. Design and Flow Tools b: Instructional Activities Alignment d: Distributed practice e: Incremental Development over Time g: Three part lesson plan h: Topic planners i: Delayed Practice</p> <p>Domain 8: Research Findings & Deep Conceptual Framework as Tools **</p>
<p><i>Design Question: What will I do to help students generate and test hypotheses about new knowledge?</i></p> <p>Element 21: Organizing students for cognitively complex tasks</p> <p><i>Continues ...</i></p>	<p>Domain 3: General Teaching Tools & Techniques ** c: Communication in subject matter language t: Next-step processing w: Questioning tools – (i to ix) y: Show Me You Understand</p> <p><i>Continues ...</i></p>

<p>Marzano's Teacher Evaluation Model</p>	<p align="center">PEAK Learning Systems' Teaching for Excellence™ Domains & Components that provide valuable tools and understandings for improving effectiveness within Marzano's Domain 1 – Classroom Strategies and Behaviors</p>
<p>Domain 1: Classroom Strategies and Behaviors</p>	<p><i>Teaching for Excellence™</i> Domain 1: Physical Environment Domain 2: Human Environment Domain 3: Teaching Tools Domain 4: Participation, Interaction, Engagement Domain 5: Curriculum Alignment, Design & Flow Domain 6: Assessment Domain 7: Higher standards & assess. Domain 8: Research Findings Domain 9: Professional Responsibilities</p>
<p>... Continued <i>(Design Question: What will I do to establish and maintain effective relationships with students?)</i></p> <p>Element 36: Understanding students' interests and backgrounds Element 37: Using verbal and nonverbal behaviors that indicate affection for students Element 38: Displaying objectivity and control</p>	<p>... Continued</p> <p>b: With-it-Ness d: Energy management ** f: Inviting and inclusive language g: Sarcasm, put downs and bullying absence h: The 6 Keys</p> <p>Domain 3: General Teaching Tools & Techniques a: Agendas ** i: Delayed assessment & practice ** k: Effort recognized ** n: Feedback, criticism, praise and critiquing tools o: Learning Support Stations ** aa: Stress reducers, energizers and attention acquisition</p> <p>Domain 8: Research Findings & Deep Conceptual Frameworks as Tools</p>
<p><i>Design Question: What will I do to communicate high expectations for all students?</i></p> <p>Element 39: Demonstrating value and respect for low-expectancy students Element 40: Asking questions of low-expectancy students Element 41: Probing incorrect answers with low-expectancy students</p> <p><i>Continues ...</i></p>	<p>Domain 2: The Human Learning Environment a: Command presence** b: With-it-Ness ** f: Inviting and inclusive language g: Sarcasm, put downs and bullying absence h: The 6 Keys</p> <p>Domain 3: General Teaching Tools & Techniques d: Complete sentence responses** k: Effort recognized</p> <p><i>Continues ...</i></p>

<p>Marzano's Teacher Evaluation Model</p>	<p align="center">PEAK Learning Systems' <i>Teaching for Excellence™</i> Domains & Components that provide valuable tools and understandings for improving effectiveness within Marzano's Domain 1 – Classroom Strategies and Behaviors</p>										
<p>Domain 1: Classroom Strategies and Behaviors</p>	<p><i>Teaching for Excellence™</i></p> <table border="0"> <tr> <td>Domain 1: Physical Environment</td> <td>Domain 6: Assessment</td> </tr> <tr> <td>Domain 2: Human Environment</td> <td>Domain 7: Higher standards & assess.</td> </tr> <tr> <td>Domain 3: Teaching Tools</td> <td>Domain 8: Research Findings</td> </tr> <tr> <td>Domain 4: Participation, Interaction, Engagement</td> <td>Domain 9: Professional Responsibilities</td> </tr> <tr> <td>Domain 5: Curriculum Alignment, Design & Flow</td> <td></td> </tr> </table>	Domain 1: Physical Environment	Domain 6: Assessment	Domain 2: Human Environment	Domain 7: Higher standards & assess.	Domain 3: Teaching Tools	Domain 8: Research Findings	Domain 4: Participation, Interaction, Engagement	Domain 9: Professional Responsibilities	Domain 5: Curriculum Alignment, Design & Flow	
Domain 1: Physical Environment	Domain 6: Assessment										
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<p><i>... Continued</i> <i>(Design Question: What will I do to communicate high expectations for all students?)</i></p>	<p><i>... Continued</i></p> <ul style="list-style-type: none"> m: Every, Every, Every n: Feedback, criticism, praise and critiquing tools o: Learning Support Stations ** p: Manage by Time, NOT by Numbers or Completion ** r: Model exactly – Ask students first to replicate what's modeled ** t: Next-step processing ** u: Practice and interaction tools ** w: Questioning tools – (i to ix) ** y: Show Me You Understand ** <p>Domain 8: Research Findings and Deep Conceptual Frameworks as Tools</p>										

Marzano's Domain 2 ↔ PEAK *Teaching for Excellence*™ Domains & Components

Marzano's Teacher Evaluation Model	PEAK Learning Systems' <i>Teaching for Excellence</i>™ Domains & Components that provide valuable tools and understandings for improving effectiveness within Marzano's Domain 2: Planning and Preparing
Domain 2: Planning and Preparing	<p><i>Teaching for Excellence</i>™</p> <p>Domain 3: Teaching Tools & Techniques</p> <p>Domain 4: Participation, Interaction & Engagement Tools/Strategies, etc.</p> <p>Domain 5: Classroom Curriculum Alignment, Design and Flow Tools</p> <p>Domain 7: Implementing New Higher Standards and Assessments</p> <p>Domain 8: Research Findings & Deep Conceptual Frameworks as Tools</p>
<p>Category 1: Planning and Preparing for Lessons and Units</p> <p>Element 1: Planning & preparing for effective scaffolding of information within lessons</p> <p>Element 2: Planning and preparing for lessons within a unit that progress toward a deep understanding and transfer of content</p>	<p>Domain 3: General Teaching Tools & Techniques</p> <ul style="list-style-type: none"> e: Content concept posters t: Next-step processing cc: Vocabulary dd: Warm ups – preparation <p>Domain 4: Participation, Interaction & Engagement Tools/Strategies, etc.</p> <ul style="list-style-type: none"> a: Strategy/Activity Tools Effectiveness – critical attributes b: Strategy/activity variety <p>Domain 5: Classroom Curriculum Alignment, Design and Flow Tools</p> <ul style="list-style-type: none"> a: Alignment to Standards b: Instructional Activities Alignment c: Pre-instruction d: Distributed practice e: Incremental Development over time f: Prioritized Curriculum g: Three Part Lesson Plans h: Topic Planners i: Delayed practice <p>Domain 7: Implementing New Higher Standards and Assessments</p> <ul style="list-style-type: none"> a: Scaffolding b: Communication in content language c: Describe, explain, defend, justify, connect, apply

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<p>Category 2: Planning and Preparing for Use of Materials and Technology</p>	<p>NA</p>
<p>Category 3: Planning and Preparing for Special Needs of Students Element 6: Planning and preparing for the needs of English language learners Element 7: Planning and preparing for the needs of special education students' Element 8: Planning and preparing for the needs of students who come from home environments that offer little support for schooling</p> <p><i>Continues ...</i></p>	<p>Domain 3: General Teaching Tools & Techniques e: Content concept posters f: Copying, replicating, emulating o: Learning Support Stations p: Manage by Time, NOT Numbers or Completion r: Model exactly – Ask students first to replicate what's modeled t: Next-step processing Domain 4: Participation, Interaction & Engagement Tools/Strategies, etc. a: Strategy/Activity Tools Effectiveness – critical attributes b: Strategy/Activity variety Domain 5: Classroom Curriculum Alignment, Design and Flow Tools a: Alignment to standards b: Instructional activities alignment c: Pre-instruction d: Distributed practice e: Incremental Development over time f: Prioritized curriculum g: Three part lesson plans h: Topic planners i: Delayed practice</p> <p><i>Continues ...</i></p>

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<p><i>... Continued</i> Category 3: Planning and Preparing for Special Needs of Students</p>	<p><i>... Continued</i> Domain 7: Implementing New Higher Standards and Assessments a: Scaffolding b: Communication in content language c: Describe, explain, defend, justify, connect, apply Domain 8: Research Findings & Deep Conceptual Frameworks as Tools</p>

Marzano's Domain 3 ↔ PEAK *Teaching for Excellence*™ Domains & Components

Marzano's Teacher Evaluation Model	PEAK Learning Systems' <i>Teaching for Excellence</i> ™ Domains & Components that provide valuable tools and understandings for improving effectiveness within Marzano's Domain 3: Reflecting on Teaching
Domain 3: Reflecting on Teaching	<i>Teaching for Excellence</i> ™ Domain 3: General Teaching Tools & Techniques Domain 6: Classroom Assessment for Learning: On-going/Formative, Summative & Culminating
Category 1: Evaluating Personal Performance Element 2: Evaluating the effectiveness of individual lessons and units Element 3: Evaluating the effectiveness of specific pedagogical strategies and behaviors across different categories of students	Domain 3: General Teaching Tools and Techniques w: Questioning tools (Using surveys, reflection journals, tickets out the door to gather information from students about lessons, strategies, procedures, etc.) Domain 6: Classroom Assessment for Learning: On-going/Formative, Summative & Culminating a: Formative Assessment
Category 2: Developing and Implementing a Professional Growth and Development Plan	NA

Marzano's Domain 4 ↔ PEAK *Teaching for Excellence*™ Domains & Components

Marzano's Teacher Evaluation Model	PEAK Learning Systems' <i>Teaching for Excellence</i>™ Domains & Components that provide valuable tools and understandings for improving effectiveness within Marzano's Domain 4: Collegiality and Professionalism
Domain 4: Collegiality and Professionalism	<i>Teaching for Excellence</i>™ Domain 9: Professional Responsibilities
Category 1: Promoting a Positive Environment Element 1: Promoting positive interactions about colleagues Element 2: Promoting positive interactions about students and parents	Domain 9: Professional Responsibilities e: Parent letters and memos f: Open House g: Building a team with parents
Category 2: Promoting Exchange of Ideas and Strategies	NA
Category 3: Promoting District and School Development	NA