



Teacher Evaluation Model Comparison Table

Toward preparing students to be college, career, and culturally ready graduates

Domain or Dimension	The Framework for Teaching by Charlotte Danielson	CEL 5D+ Teacher Evaluation Rubric 2.0 (UW's Dimensions of Learning)	Marzano Art and Science of Teaching Framework
<p>Number of Components or Indicators for Teacher Evaluation</p>	<p>22 Components in 4 Domains:</p> <ul style="list-style-type: none"> 1: Planning and Preparation 2: The Classroom Environment 3: Instruction 4: Professional Responsibilities <p>10 observable Components in Domains 2 and 3</p>	<p>31 indicators – each addressing one best practice. One best practice per indicator makes the rubric psychometrically sound.</p>	<p>60 total elements/strategies over 4 domains. 41 of the 60 comprise Domain 1: Classroom Strategies & Behaviors (from the Art & Science of Teaching, these are the instructional categories that happen in the classroom).</p>
<p>Number of districts in which this framework is being used for teacher evaluation nationwide</p>	<p>Whole-state adoptions of the Danielson Framework include:</p> <ul style="list-style-type: none"> Arkansas Delaware Idaho Illinois Pennsylvania Wisconsin Louisiana South Dakota Kentucky <p>The Danielson Framework is among the approved instruments in states such as:</p> <ul style="list-style-type: none"> Florida Hawaii 	<p>Over 100 and counting. Districts and states continue to contact the Center for Educational Leadership and adopt the 5D+ rubric.</p>	<p>Latest information was over 600 school districts.</p> <p>The state model in Florida and a state approved model in:</p> <ul style="list-style-type: none"> Oklahoma New York Pennsylvania New Jersey Connecticut Wyoming Michigan Ohio Arizona Texas Washington Alaska

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	<p>New Jersey New York Oklahoma Washington Alaska</p>		<p>New Mexico North Dakota Missouri Nebraska</p>
<p>Which schools/districts are currently using this approach to evaluate teachers in Alaska?</p>	<p>A number of sites in Alaska use the framework. One model:</p> <p>Kenai Peninsula Borough School District</p>	<p>The 5D+ rubric was just adopted in Alaska. We have active 5D partnerships with Anchorage and Juneau School Districts.</p>	<p>Beginning stages, but the current ones planning to use the model: Kodiak Island Borough School District Yupit School District Bering Strait School District</p>
<p>Are Alaska-based consultants available? If so, who are they?</p>	<p>Melissa Linton is based in Alaska. A principal in KPBSD, she has used the Framework as the foundation for teaching evaluation, and she has provided assistance to her colleagues.</p> <p>Lynn Sawyer, a Danielson Group consultant, has done extensive training with the Kenai Peninsula Borough School District and the Copper River District. She also worked with the Alaska Administrators Coaching Project for several years on the coaching and supervision of teachers.</p>	<p>We do not currently work with any Alaska based consultants. We have a model that has the potential for training Alaska based consultants that is used in Michigan and Washington states and could be replicated for Alaska.</p>	<p>The Learning Sciences Marzano Center is currently working with established trainers in Alaska to certify them to train components of the Marzano Model. There are no Learning Sciences Marzano Center Consultants based in Alaska. They will have trainers in the Alaskan region. There are several people who might provide support through SERRC (rates are negotiated separately).</p>
<p>What professional</p>	<p>The Framework (2011 version and 2013 Instrument) is available for free</p>	<p>Possible professional development incorporates the following:</p>	<p>Although they highly recommend professional development to help districts</p>

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<p>development is required and for whom?</p>	<p>individual download from The Danielson Group website, and we strongly encourage face-to-face-training by Danielson Group-approved trainers prior to implementing the Framework.</p> <p>The Danielson Group offers in-person workshops; online training is available through our partner, Teachscape. Training can meet individual or large group needs depending on the delivery method. Generally, training can be customized to incorporate details related to a specific site, taking into consideration the school's culture, history, and desired outcomes.</p> <p>Workshops engage participants in a framework overview and deeper understanding and are open to administrators, school leaders, teachers, and other stakeholders. We also offer a training of trainers model, enabling participants to lead future introductory trainings in their setting. Our training for observers helps to minimize bias and build inter-rater reliability for the evaluating of teaching performance and for having focused, professional conversations. This training may be used for the purpose of teacher preparation, induction, mentoring,</p>	<p>Initial Stage I & II training of 5-8 days, followed by 4 days of Rater Reliability training.</p> <p>CEL recommends a minimum of 5 days of Stage I & II training for principals and teacher leaders. There can be up to 45 participants per trainer for the initial training and 24 participants per trainer for Rater Reliability. Additional support through trainings include:</p> <ul style="list-style-type: none"> • 5D Instructional Framework • Evaluation Implementation Assistance • Support for District Leaders • Support for School Leaders • 5D Learning Walks • Instructional Coaching for Teachers • Professional Development Sessions • Products and Tools (videos, online courses, etc.) 	<p>reach fidelity and efficacy with the Marzano Model, there is no required professional development to use/implement the model. The Learning Sciences Marzano Center professional development plan follows a growth-oriented-approach for Observers/Administrators, Teacher Mentors and Teachers. They have created an aligned progression of training that includes in-person training with a Marzano certified staff developer, turn-around-training for a teacher training teacher model and some virtual training. Training can be customized to meet state and local requirements. Contact the Learning Sciences Marzano Center to learn more about this professional development.</p> <p>To learn more, visit http://www.marzano-center.com/Teacher-Evaluation, call 1-877-411-7114 to speak with a representative, or complete this form.</p>

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	coaching, reflection, and evaluation.		
Costs for using the model	<p>The Danielson Group uses "bundled" pricing that is inclusive of the consultant's daily rate, hotel and airfare. The current fee structure is \$4,000 per consultant/per day when three or more consecutive days of training are scheduled. One and two-day rates are \$4,500/per consultant/per day. We will also schedule keynote presentations for large groups when feasible. A keynote presentations is for informational/overview purposes and does not constitute training in the Framework for Teaching.</p> <p>For districts who prefer an online system of learning and electronic tools – in lieu of or in addition to Danielson Group training, Framework training is available through</p> <p>https://www.teachscape.com/solutions/teacher-evaluation/research.html</p>	<p>The CEL 5 Dimensions of Teaching and Learning Instructional Framework and the CEL 5D+ Teacher Evaluation Rubric are used in tandem for teacher evaluation and are available for free download on our website. The URL is:</p> <p>http://www.k-12leadership.org</p> <p>CEL provides training to support the implementation of the framework, the rubric and the leadership to implement successfully. For the 5D framework and 5D+ rubric, the cost is \$1,900 per day, plus travel and 12% university overhead. Depending on the implementation plan, there may also be a 10% management fee. Contact Patty Maxfield for more details:</p> <p>Patty Maxfield Director of Teacher Evaluation Center for Educational Leadership University of Washington College of Education 206-660-1898 pamax@u.washington.edu</p>	<p>Learning Sciences Marzano Center can provide several options for professional development:</p> <ol style="list-style-type: none"> 1. In-person professional development, which typically costs \$4,500 per day, but may be higher due to travel costs. (Video Conference training could be considered for a smaller fee.) 2. Self-study teacher professional development courses, typically cost \$1,000 per school (could be a little less for very small schools). 3. iObservation software, is an industry leading virtual platform which also has professional development software to help teachers & observers: immediate feedback, reflection opportunities, a complete resource library of classroom videos, deliberate practice growth plans, evaluation module and more. Cost will range from \$1,500 - \$2,500 per school (depends on size of school). <p>For full training and ongoing support, the Learning Sciences Marzano Center (LSMC) recommends the extensive training spanning over two years and will supply full costs based on individual</p>

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			<p>district conditions. Speaking directly with the LSMC is recommended.</p> <p>http://www.marzanocenter.com or call 1.877.411.7114</p>
<p>Research Validating the Use of this approach for teacher evaluation</p>	<p>Recent independently conducted research:</p> <p><u>Ensuring Fair and Reliable Measures of Effective Teaching: Culminating Findings from the MET Project's Three-Year Study, 2013</u></p> <p>Measures of Effective Teaching Project (Bill and Melinda Gates Foundation)</p> <p><u>Rethinking Teacher Evaluation in Chicago: Lessons Learned from Classroom Observations, Principal-Teacher Conferences, and District Implementation, Consortium on Chicago School Research at the University of Chicago Urban Education Institute, 2011.</u></p> <p>Other research:</p> <p>http://www.danielsongroup.org/article.aspx?page=research</p>	<p>PDF that lists research and resources to support 5D+:</p> <p>http://depts.washington.edu/uwce/tpep/research_and_resources_5d+ 9-19-12_secured.pdf</p>	<p>There are several contemporary studies supporting Dr. Marzano's research, including Meta-analytic Synthesis of Studies, What Works in Oklahoma Schools, The Florida Study and several White Papers. All of these documents, and more, can be found by visiting:</p> <p>http://www.marzanocenter.com/Teacher-Evaluation-Resources/</p>
<p>What</p>	<p>No technology is required unless the</p>	<p>There is no technology required to</p>	<p>No electronic tools are required however,</p>

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<p>technology is required, and what are associated costs? (hardware, software, and internet connectivity)</p>	<p>district wishes to pursue online training and tools – standard or customized. Information on infrastructure requirements and costs for online training are available through Teachscape.</p>	<p>implement the 5D+ teacher evaluation tool. There is an electronic management tool available that buildings or districts can purchase to support the process called the 5D+™ GoObserve™ App 5D+GoObserve enables administrators to conduct classroom observations, walkthroughs and summative evaluations in a totally mobile and paperless environment. 5D+GoObserve with GoCloud service generates reports at the teacher, department, grade, school and district levels. At this time it is available for iPad or Android tablets. The cost is \$499.95 per evaluator the first year and \$299.95 in subsequent years. This includes access for the evaluator and the teachers that evaluator supervises.</p>	<p>iObservation is recommended for supporting teacher and instructional leader growth with the Marzano Model. iObservation is web-based software and should work on any hardware with an internet connection (wireless environment is ideal, but iObservation does work offline). Costs range from \$1,500 - \$2,500 per school, depending on the size of the school. iObservation technical specifications can be found here: http://www.iobservation.com/support/technical-specifications/</p>
<p>Principal Evaluation</p>	<p>The Danielson Group has not developed a framework for evaluating the role of a principal that is analogous to the research-based Framework for Teaching.</p> <p>We will provide consultative services to assist districts in developing their own descriptions of performance aligned with the specific expectations of educators in specialized roles. These roles may differ from school to school.</p>	<p>UW CEL elected not to develop a principal evaluation tool instead, instead they developed a framework for instructional leadership – identifying those most salient, high leverage leadership actions improve teacher practice. They provide professional development to help principals learn how to become stronger instructional leaders. There is also a comprehensive curriculum and set of tools to help central office leaders learn how to support principal instructional leadership. They</p>	<p>The Marzano School Leadership Evaluation Model, which includes five domains with 24 elements, provides principals and administrators with strategies and tools to empower their teachers, so leaders and teachers can focus together on the ultimate objective of improving student learning.</p> <p>The Marzano School Leadership Evaluation Domains 1-5 training will introduce the School Leadership Evaluation Model and the research to</p>

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		<p>believe their framework can be used compatibly with whatever principal evaluation instrument is selected by the district. The costs for this work are the same as teacher evaluation- \$1,900 per day plus travel, a management fee of 10%, and 12% university overhead.</p>	<p>support the model. For the onsite training, recommended participants are: evaluators of principals, principals, and assistant principals.</p> <p>Participants will learn how to use sources of evidence to score and give feedback on the model and track their progress in understanding and applying the model through authentic application and assessment.</p> <p>Costs are approximately \$4500 per day for 2- or 3-day sessions (*possible additional travel fees)</p>
<p>Other</p>	<p>A webinar with Charlotte Danielson (March 14, 2013):</p> <p>https://www.teachscape.com/resources/webinars/special-topics/the-new-framework-for-teaching-evaluation-instrument.html</p> <p>More information:</p> <p>https://www.teachscape.com/frameworkforteaching/charlotte-danielson</p> <p>Contacts for discussing and developing</p>	<p>Patty Maxfield Director of Teacher Evaluation Center for Educational Leadership University of Washington College of Education 206-660-1898 pamax@u.washington.edu</p>	<p>A Marzano School Leadership Evaluation Model webinar is archived and available for interested in more information about this model through their website.</p> <p>Learning Sciences Marzano Center Advisor: Wes Holsinger wholsinger@learningsciences.com 717.845.6300 x178</p>

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	training plans: Margaret Booth booth@danielsongroup.org Kris Deni deni@danielsongroup.org		

This information was provided and written by representatives from each of the Teacher Evaluation Models. For more details, please contact them using the information supplied above.