

Your Guide to  
Research-Based



# Professional Learning

Fall 2022/Winter 2023

All Marzano Resources products and services meet the definition of eligible expenses under ESSER I and II and the American Rescue Plan.

Learn more on the next page.

*Empowering educators to transform student learning*

Books & Videos • On-Site & Virtual Events • On-Site & Virtual PD • Global PD Teams

# Our vision

Transform education worldwide to ensure learning for all

## Exceptional Professional Learning from Experts You Can Trust

At Marzano Resources, we are defined by our passion for high-quality teaching and learning. Every solution we offer is based on Dr. Robert J. Marzano's 50 years of education research and delivers best practices educators can take straight to their classrooms, schools, and districts.

### Books & Resources

Browse our books and videos to discover effective and accessible strategies that are always at the forefront of best practice.

### Virtual & On-Site Events

Join our experts to build your knowledge and confidence in the areas that have the greatest impact—from building a safe, supportive, and collaborative culture to implementing effective instructional strategies to transitioning to competency-based education.

### Virtual & On-Site Professional Development

Choose to bring our experts on-site or connect with them virtually to receive customized support as you work to navigate a constantly changing educational landscape.

## Elementary and Secondary School Emergency Relief (ESSER) Federal Funding

Marzano Resources welcomes the opportunity to design meaningful custom experiences that meet the intent of federal education funding and the specific needs of schools in the COVID-19 environment. All Marzano Resources products and services meet the definition of eligible expenses under ESSER I and II and the American Rescue Plan. Read our ESSER Funding Guide.



[MarzanoResources.com/ESSERGuide](https://marzanoresources.com/ESSERGuide)

## Partner with us today for higher levels of student learning.



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## We offer 4 convenient ways to order

 **VISIT** [MarzanoResources.com](https://MarzanoResources.com)

 **EMAIL** [orders@MarzanoResources.com](mailto:orders@MarzanoResources.com)

 **FAX** 303.694.1778

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Apple Books, BN.com, and VitalSource.com.



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## Access free tools and resources you can use for professional growth or team learning.

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 Reports & Tools [MarzanoResources.com/ReportsandTools](https://MarzanoResources.com/ReportsandTools)

 Author Insights [MarzanoResources.com/AuthorInsights](https://MarzanoResources.com/AuthorInsights)

# Professional development designed for your success

*Backed by decades of research*

Choose from our wide range of customizable professional development opportunities for teachers, administrators, and district leaders. Each session offers hands-on support, personalized answers, and accessible strategies that can be put into practice immediately.

## High Reliability Schools

*see pages 16–17*

- Build a safe, supportive, and collaborative culture.
- Ensure effective teaching in every classroom.
- Design a guaranteed and viable curriculum.

## Social-Emotional Learning

*see pages 21–22*

- Empower students to take ownership of their learning.
- Build safe, supportive, and equitable learning environments.
- Prioritize well-being for your students and yourself.

## Wellness Solutions for Educators™

*see pages 24–25*

- Strengthen your work-life balance.
- Implement positive routines for sustained well-being.
- Identify opportunities for growth in the 4 Dimensions of Educator Wellness.

## Effective Teaching

*see pages 28–29*

- Optimize student learning with research-based instructional practices.
- Cultivate productive learning environments.
- Address barriers to effective teaching.

“Practical, stimulating, and exciting—a game changer if applied—great material.”  
—Mary Louise Williams, board member, Los Alamos National Laboratory Foundation, New Mexico



# Maximize learning with customized, results-driven PD

## *Deep learning, sustainable outcomes*

Our associates are personally trained by Dr. Robert J. Marzano and are hand-selected for their in-depth expertise and years of success as practitioners. Whether you seek a one-day workshop or long-term services, on-site training or virtual learning, our experts have the knowledge and experience to help you reach your goals in key topic areas.

### Guaranteed and Viable Curriculum

*see pages 38–39*

- Define clear learning expectations for every content area.
- Provide all students with an equal opportunity to learn essential content.
- Develop and use proficiency scales in the classroom.

### Vocabulary

*see pages 40–41*

- Support literacy development and proficiency.
- Implement a systematic plan for vocabulary instruction.
- Learn a tiered approach to vocabulary terms.

### Assessment & Grading

*see pages 47–48*

- Align curriculum and assessments with state and district standards.
- Design accurate, meaningful, and authentic assessments.
- Transition to a standards-based grading system.

### Personalized Competency-Based Education

*see pages 54–55*

- Lead the shift to competency-based education.
- Adopt a learner-centered approach to teaching.
- Identify and overcome common challenges during the transition.

“We have such power to make students believe in themselves. Our work in quality assessment, standards-based grading, and sound instruction provides transformational opportunities.”

—Tammy Heflebower, author and associate, Marzano Resources

# Our best education leaders can help you and your staff be *your* best

*Empower your school staff with virtual and on-site professional learning*

Collaborate with certified Marzano Resources associates for your professional learning needs for the 2022–2023 school year. Our experts are **hand-selected through a rigorous process** that weighs both qualifications and experience and are **personally trained by Dr. Robert J. Marzano**. Bring an expert to your school, or rely on one of our distance learning options to deliver quality custom guidance to your team.



Mario Acosta



Jeff Flygare



Melanie Lewis Magee



Tina H. Boogren



Shelley Gies



Kristin Poage



Toby Boss



Tammy Heflebower



Mike Ruyle



Bev Clemens



Jan K. Hoegh



Philip B. Warrick



# Develop knowledge, skills, and confidence throughout your building

Integrate meaningful professional learning within the structure of your school day—without the use of substitutes or in-service days.

Ensure best practices are adopted throughout your school or district with job-embedded coaching. Our expert coaches will provide professional development tailored to the needs of each staff member, with a custom mix of classroom observations, lesson-planning support, targeted feedback, and more.

*Embedded coaching is available in eight professional development topics:*

- Assessment and Grading
- Effective Teaching
- Guaranteed and Viable Curriculum
- High Reliability Schools
- Personalized Competency-Based Education
- Social-Emotional Learning
- Vocabulary
- Wellness Solutions for Educators™

 **Learn more**  
[MarzanoResources.com/PDCoaching](https://MarzanoResources.com/PDCoaching)



# Propel your collaborative teams to new levels of learning

**Global PD Teams is your one-stop digital resource for year-round professional learning.** Our new and improved platform provides your entire faculty with real-time access to advice, direction, and strategies from experts you know and trust.



**Learn more**

**[MarzanoResources.com/GlobalPDTeams](https://MarzanoResources.com/GlobalPDTeams)**



# High Reliability Schools

## What if schools refused to allow even one student to fail?

High reliability organizations (HROs) are fully committed to proactively preventing failures and ensuring success.

Discover how your school can adopt this same high reliability mindset and drive profound improvements in student achievement with the Marzano High Reliability Schools framework.







# Take the Next Step on Your School Improvement Journey

Trusted by administrators around the world, the **Marzano High Reliability Schools** (HRS) framework has helped hundreds of schools and districts dramatically improve. Now, in the rapidly changing educational landscape, educators rely on this trusted framework to help them keep a laser-like focus on the five key areas of performance that matter most:

- 5 Competency-Based Education
- 4 Standards-Referenced Reporting
- 3 Guaranteed and Viable Curriculum
- 2 Effective Teaching in Every Classroom
- 1 Safe, Supportive, and Collaborative Culture

## Celebrate your success

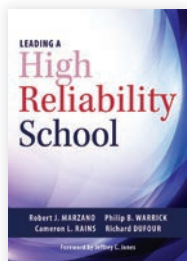
For schools and districts that have attained one or more levels of reliability, **Marzano Resources** offers **formal certification** to share with your community and stakeholders. All certified schools are recognized here: [MarzanoResources.com/hrs/certified-high-reliability-schools](https://MarzanoResources.com/hrs/certified-high-reliability-schools)



**Take your next step**

**[MarzanoResources.com/HRS](https://MarzanoResources.com/HRS)**

## Resources to guide you in moving forward with clarity and purpose



Published by Solution Tree



### Leading a High Reliability School

By Robert J. Marzano, Philip B. Warrick, Cameron L. Rains, and Richard DuFour

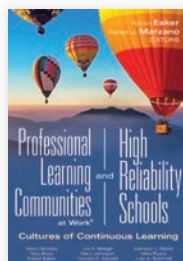
Foreword by Jeffrey C. Jones

Learn how and why High Reliability Schools use interdependent systems of operation and the PLC at Work® process to establish and maintain school effectiveness.

22MGCG-M8A-BKF795 **\$40.95**

ISBN 978-1-945349-34-8

216 pages



Published by Solution Tree



### Professional Learning Communities at Work® and High Reliability Schools

*Cultures of Continuous Learning*

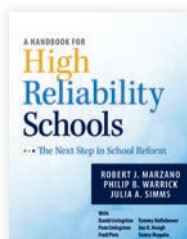
Edited by Robert Eaker and Robert J. Marzano

Dramatically improve schooling by harnessing the collective power of the High Reliability Schools model and the PLC at Work process.

22MGCG-M8A-BKF938 **\$40.95**

ISBN 978-1-949539-63-9

440 pages



### A Handbook for High Reliability Schools

*The Next Step in School Reform*

By Robert J. Marzano, Philip B. Warrick, and Julia A. Simms

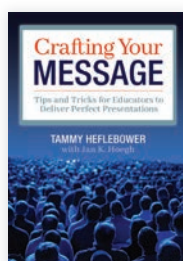
With David Livingston, Pam Livingston, Fred Pleis, Tammy Heflebower, Jan K. Hoegh, and Sonny Magaña

Transform schools into organizations that take proactive steps to ensure student success using a research-based, five-level hierarchy and leading and lagging indicators.

22MGCG-M8A-BKL020 **\$35.95**

ISBN 978-0-9833512-7-6

152 pages



Published by Solution Tree



### Crafting Your Message

*Tips and Tricks for Educators to Deliver Perfect Presentations*

By Tammy Heflebower

With Jan K. Hoegh

Become a confident, dynamic presenter with the guidance of *Crafting Your Message*. Written by expert presenter Tammy Heflebower, this book outlines a clear process for planning and delivering highly effective presentations. More than 100 ideas and strategies help you augment your message.

22MGCG-M8A-BKF931 **\$40.95**

ISBN 978-1-949539-49-3

192 pages

## ON-SITE WORKSHOP



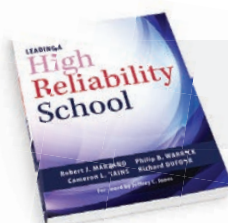
## Leadership, School Improvement, & High Reliability Schools Workshop

The main purpose of a school is student achievement, and school leaders must maintain a single-minded focus on this goal in order to attain and sustain it.

This highly interactive workshop challenges and equips leaders and leadership teams to achieve high levels of student achievement by achieving a high level of reliability as a school. Participants will explore the High Reliability Schools (HRS) framework, a hierarchy of five progressive levels of school improvement.

Orlando, Florida | October 25–26, 2022

Presenter: Philip B. Warrick



Included with your registration:  
*Leading a High Reliability School*



**Register today**

**MarzanoResources.com/LSIHRSWorkshop**

# The High Reliability Schools SUMMIT

San Antonio, Texas  
January 25–27, 2023

## New Year, New Opportunity for Growth

There's nothing like the beginning of a brand-new year to make a fresh commitment to school improvement goals. Make sure your staff starts off on the right foot, supported by a solid foundation of strategies and skills shared by some of the nation's leading experts in education.

Join us at the High Reliability Schools Summit to:

- Learn a powerful framework that can help address your school's or district's unique needs
- Gain support and guidance from acclaimed HRS experts
- Dive deep into the five levels of high reliability schooling
- Engage in strategic planning
- Become fully prepared to create the conditions for success across your school community

 **Register today**

[MarzanoResources.com/HRS23](https://MarzanoResources.com/HRS23)

### PRESENTERS



Mario  
Acosta



Tina H.  
Boogren



Michael  
Evans



Shelley  
Gies



Jan K.  
Hoegh



Melanie  
Lewis Magee



Robert J.  
Marzano



Kristin  
Poage



Philip B.  
Warrick



KEYNOTE SPEAKERS



**MARZANO** Resources





High  
Reliability  
Schools

COACHING  
ACADEMY

# Achieve the Highest Levels of School Effectiveness

Lead significant, lasting change with the High Reliability Schools Coaching Academy. This customized professional learning format is **specifically designed for highly motivated school leadership teams** committed to fulfilling their school's greatest potential.



I would like to learn more [MarzanoResources.com/MyHRS](https://MarzanoResources.com/MyHRS)

# High Reliability Schools

Wired  
EVENTS 



## The most distinctive learning experience you can bring to your educators

Give your entire school community a professional learning experience right from your campus that will deepen your understanding of High Reliability Schools. With the **High Reliability Schools Wired Event**, you can stream two days of learning sessions, with time built into each day for teams to collaborate.

### Choose the High Reliability Schools Wired Event to:

- Stream two days of interactive learning from top HRS experts to deepen shared knowledge of this proven framework
- Receive on-site or virtual support from a certified associate who will lead your Wired Event and facilitate group discussions
- Cultivate a positive team spirit and use collaborative team time to help achieve your desired learning outcomes
- Select a resource from a list of our best-selling titles to give to each attendee
- Share additional supportive resources with your teams
- Receive one complimentary registration to a live event



**Learn more**

**[MarzanoResources.com/WiredEvents](https://MarzanoResources.com/WiredEvents)**



# Interactive Learning in Every Session

Discover what a difference the right framework can make in ensuring effective instruction in every classroom, creating a positive school culture, making significant strides in continuous improvement, and motivating students to own their learning and make positive choices in the classroom.

## Sessions include:

- ▶ **What Can HRS Do for You?**  
*Philip B. Warrick*
- ▶ **Developing a Culture of Success: Putting HRS Into Practice**  
*Mario Acosta*
- ▶ **Motivating and Inspiring Students: Student Agency and Social-Emotional Learning**  
*Tina H. Boogren*
- ▶ **Six Steps for Effective Teaching in Every Classroom**  
*Toby Boss*
- ▶ **Collaborative Teams That Transform Schools**  
*Philip B. Warrick*
- ▶ **Turning Inspiration Into Action: Now What?**  
*Tina H. Boogren*
- ▶ **Team Time**  
*Your School Teams and an HRS Associate*
- ▶ **Directed Work Sessions**  
*Your School Teams and an HRS Associate*
- ▶ **Q&A**  
*HRS Associate*

## Optional sessions:

- ▶ **Response to Intervention: Aligning Goals, Data, and Systems**  
*Mario Acosta*
- ▶ **A Teacher's Guide to Standards-Based Learning**  
*Jan K. Hoegh*

## FEATURED PRESENTERS



Mario Acosta



Tina H. Boogren



Toby Boss



Jan K. Hoegh



Philip B. Warrick

# Operationalize your vision for continuous school improvement

## On-Site & Virtual Professional Learning for High Reliability Schools

With the guidance of our acclaimed HRS experts, you'll explore the five levels of high reliability, use data to identify and respond to your school's needs, and ensure every student, teacher, and educator has the ability to succeed.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input type="radio"/>		
	Becoming a High Reliability School Overview	<input type="radio"/>		
	Leading a High Reliability School Overview	<input type="radio"/>		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Safe, Supportive, and Collaborative Culture: HRS Level1		<input type="radio"/>	
	Collaborative Teams That Transform Schools		<input type="radio"/>	
	High Reliability Schools and PLC at Work®		<input type="radio"/>	
	Educator Wellness		<input type="radio"/>	
	The School Wellness Wheel		<input type="radio"/>	
	Motivating and Inspiring Students		<input type="radio"/>	
	Mindsets and Skill Sets for Learning		<input type="radio"/>	
	Schoolwide Positive Behavioral Interventions and Supports		<input type="radio"/>	
	Crafting Your Message		<input type="radio"/>	
	Effective Teaching in Every Classroom: HRS Level2		<input type="radio"/>	
	Guaranteed and Viable Curriculum: HRS Level3		<input type="radio"/>	



**Learn more**

[MarzanoResources.com/HRSPDServices](https://MarzanoResources.com/HRSPDServices)

## YOUR PRIMARY GOAL

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			○
	High Reliability Schools Coaching Academy			○
	Educational Services			○
	High Reliability Schools Action Planning			○
	Global PD Teams			○

Virtual PD gives you the freedom to choose the timeframe that fits best with your schedule:

ONE FULL-DAY SESSION

TWO HALF-DAY SESSIONS

THREE TWO-HOUR SESSIONS

## Featured Services

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

### Leading a High Reliability School Overview

Create the conditions for success in your school. You'll gain strategies for establishing a safe and collaborative school culture, cultivating effective teaching in every classroom, and developing a guaranteed and viable curriculum schoolwide.

- Learn the concepts for leading a High Reliability School.
- Explore and develop strategies for school leadership.
- Collaborate with other participants to share ideas and system structures for school leadership.
- Discover how to use quick data sources to create an information loop for data-driven leadership decisions.
- Reflect on your own areas of strength and areas for growth.

### Educator Wellness

Educator and teacher wellness is a personal journey. And like all journeys, there are starts, stops, and bumps in the road. Designed to prompt reflection and action, this training takes you on a deep exploration where you will uncover profound answers that ring true for you.

- Observe how a commitment to daily self-care and well-being leads to a more fulfilling, successful life in and outside of the school setting.
- Explore self-care activities for teachers and educators to sustain well-being in the face of workplace overload and potential burnout.
- Learn how to monitor your self-care progress and design an actionable wellness plan for next steps.

**SUSTAINING**  
Your Skills

### High Reliability Schools Coaching Academy

Facilitated by one or more HRS associates, this coaching academy is designed to develop your capacity for mastering all five levels of the HRS framework. Your team will leave each session with a new set of skills and activities and an action plan for implementing and teaching what they have learned.

### High Reliability Schools Action Planning

During this professional learning time, teams will reflect on their journeys through previously certified HRS levels and use that to inform planning for certification at subsequent levels. Action planning will include an honest assessment of the school's and team's current reality and the development of goals and benchmarks to successfully achieve higher levels of reliability.

# Power up your professional library with this collection of reliable resources



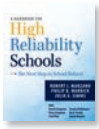
Based on 50 years of educational research, the Marzano High Reliability Schools framework defines five progressive levels of performance that a school must master to become a High Reliability School—where all students learn the content and skills they need for success in college, careers, and beyond.

- 5 Competency-Based Education
- 4 Standards-Referenced Reporting
- 3 Guaranteed and Viable Curriculum
- 2 Effective Teaching in Every Classroom
- 1 Safe, Supportive, and Collaborative Culture

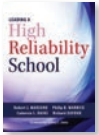
To extend your knowledge in those five areas, our experts have curated a package of professional development resources that will transform teaching and learning schoolwide. This toolkit is the perfect resource bundle to get you started on the path to becoming a High Reliability School.

- Create a safe, collaborative, equitable, and inclusive school culture for students and staff.
- Ensure your school operates as a cohesive network of teams focused on curriculum planning, instruction, assessment, and achievement for all students.
- Discover how to establish a schoolwide model of instructional strategies that fosters pedagogical growth for all teachers.
- Learn to design a guaranteed and viable curriculum, which includes establishing a schoolwide comprehensive vocabulary program.
- Acquire assessment strategies for implementing a standards-based grading and reporting system in your district or school.
- Examine the critical aspects of competency-based education and review strategic initiatives schools should consider when implementing it.
- Integrate social-emotional learning and trauma-sensitive instructional practices into your curriculum.
- Nurture and retain highly effective educators by supporting professional growth and wellness.

# The High Reliability Schools Toolkit contains the following titles:



***A Handbook for High Reliability Schools (Book)***



***Leading a High Reliability School (Book)***

Published by Solution Tree



***Professional Learning Communities at Work® and High Reliability Schools (Book)***

Published by Solution Tree



***Collaborative Teams That Transform Schools (Book)***

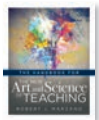


***Motivating and Inspiring Students (Book)***



***The New Art and Science of Teaching (DVD/CD/Facilitator's Guide/Book)***

**ascd** A joint publication of ASCD and Solution Tree



***The Handbook for the New Art and Science of Teaching (Book)***

**ascd** A joint publication of ASCD and Solution Tree



***A Handbook for Developing and Using Proficiency Scales (Book)***



***Making Classroom Assessments Reliable and Valid (Book)***

Published by Solution Tree

22MCG-M8A-KTL026



***The New Art and Science of Classroom Assessment (Book)***

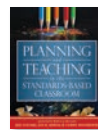
**ascd** A joint publication of ASCD and Solution Tree



***A Handbook for Personalized Competency-Based Education (Book)***



***Supporting Beginning Teachers, Second Edition (Book)***



***Planning and Teaching in the Standards-Based Classroom (Book)***



***Ethical Test Preparation in the Classroom (Book)***



***Educator Wellness (Book)***

Published by Solution Tree



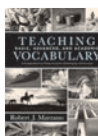
***The School Wellness Wheel (Book)***



***Improving Teacher Development and Evaluation (Book)***



***Leading Standards-Based Learning (Book)***



***Teaching Basic, Advanced, and Academic Vocabulary (Book)***

Products may be purchased individually.

**Buy now for only \$802**

Regular Price: \$943 You save \$141



**Order today**

**MarzanoResources.com/HRSToolkit**



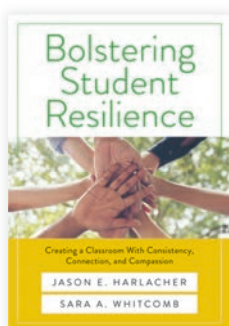


High Reliability Schools | Level 1

# Safe, Supportive, and Collaborative Culture



Level 1 addresses the factors considered foundational to the well-being of a school. The most crucial step at Level 1 is for schools to build a safe, supportive, and collaborative culture by operating as a professional learning community (PLC).



## **Bolstering Student Resilience**

*Creating a Classroom With Consistency, Connection, and Compassion*

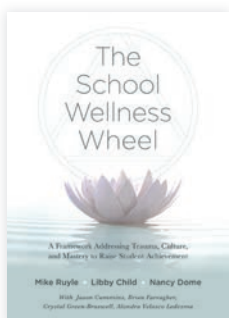
By Jason E. Harlacher and Sara A. Whitcomb

Discover three fundamentals for helping students choose and practice successful behaviors and coping skills.

22MGCG-M8A-BKL063 **\$40.95**

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## **The School Wellness Wheel**

*A Framework Addressing Trauma, Culture, and Mastery to Raise Student Achievement*

By Mike Ruyle, Libby Child, and Nancy Dome

With Jason Cummins, Brian Farragher, Crystal Green-Braswell, and Alondra Velasco Ledezma

Discover how your school can evolve to address trauma, promote well-being, and elevate learning with *The School Wellness Wheel*.

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## On-Site & Virtual Professional Learning for Building Social-Emotional Awareness and Skills

Cultivate a supportive school community that meets every student's learning needs. Our experts will equip you with a customized toolkit of skills and resources for fostering whole-child development and ensuring compassionate, positive learning environments where all students thrive.

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1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input type="radio"/>		
	The School Wellness Wheel Overview	<input type="radio"/>		
	Educator Wellness Overview	<input type="radio"/>		
	Motivating and Inspiring Students Overview	<input type="radio"/>		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	The School Wellness Wheel		<input type="radio"/>	
	Educator Wellness		<input type="radio"/>	
	Coaching for Educator Wellness		<input type="radio"/>	
	Motivating and Inspiring Students		<input type="radio"/>	
	Mindsets and Skill Sets for Learning		<input type="radio"/>	
	Self-Care for Educators		<input type="radio"/>	
	Cultivating Mindfulness in the Classroom		<input type="radio"/>	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			<input type="radio"/>
	Global PD Teams			<input type="radio"/>

Virtual PD gives you the freedom to choose the timeframe that fits best with your schedule:

ONE FULL-DAY SESSION TWO HALF-DAY SESSIONS THREE TWO-HOUR SESSIONS

# Featured Services

## BUILDING Your Skills

### The School Wellness Wheel

Learn how to transform your school from a traditional, curriculum-focused center to an organization that facilitates healing and builds resilience, allowing all students to reach their highest potential and engage in deeper, more authentic learning.

- Explore the critical components of mastery-based schooling.
- Consider the science supporting trauma-informed principles and how to implement them.
- Learn how culturally responsive teaching is a vital piece for deep learning.

## DEEPENING Your Skills

### Motivating and Inspiring Students

This interactive training is based on the idea that we all have four systems—knowledge, cognitive, metacognitive, and self—working in our minds at any given moment. While K–12 education has traditionally done a solid job of focusing on the knowledge and cognitive systems, the metacognitive and self systems have often been neglected in schools. Understand, appreciate, and address these other two systems in order to reach the whole child and awaken each and every learner in the classroom.

- Learn the four systems that humans operate under at all times and how these systems impact students and teachers in schools.
- Delve into the metacognitive and self systems' hierarchy of goals, and understand how teachers can address these goals in order to reach students' hearts, heads, and hands.
- Discover ways to create a culture and climate in schools and classrooms that awaken students to new possibilities and excitement.

### Coaching for Educator Wellness

Fully and confidently step into your role as an instructional coach. This training offers evergreen strategies alongside fresh new solutions that will help you differentiate coaching practices for new and veteran teachers, address teacher self-care, and more. Partner with our experts as you continue to improve your craft and help teachers find their own greatness.

- Review research surrounding best teacher coaching practices.
- Explore strategies for differentiating coaching practices for teachers at every stage of their career.
- Study the four types of support, and learn how to match support to meet each teacher's needs during different phases of the school year.
- Use interactive activities, tools, and templates to help support all teachers in increasing their expertise.
- Consider how self-care and professional wellness for adults are foundational supports for social-emotional learning for students.

## SUSTAINING Your Skills

### Embedded Coaching

A Marzano Resources associate will work side by side with you in cultivating a classroom and school culture that motivates and inspires students and educators alike. From integrating mindfulness practices into your daily routine to addressing trauma within the school community to nurturing educator wellness, your expert coach will help you create and implement the necessary systemic changes documented in your school's individualized learning plan.

### Learn more

**[MarzanoResources.com/SELPDServices](https://MarzanoResources.com/SELPDServices)**



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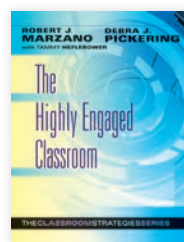
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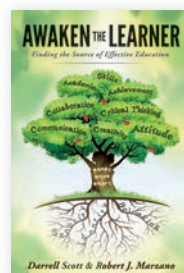
By Tina H. Boogren

Embark on a clear path to well-being by working through Maslow's hierarchy of needs—physiological, safety, belonging, esteem, self-actualization, and transcendence.

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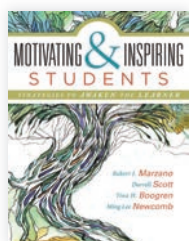
By Darrell Scott and Robert J. Marzano

Explore strategies to enhance relationships, learn ways to awaken student passion for learning, and cultivate student security, identity, and belonging.

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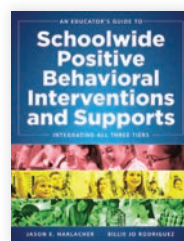
By Robert J. Marzano, Darrell Scott, Tina H. Boogren, and Ming Lee Newcomb

Discover a results-driven framework—based on a six-level hierarchy of student needs and goals—that you can use to provide engaging instruction to students.

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*Integrating All Three Tiers*

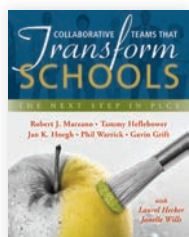
By Jason E. Harlacher and Billie Jo Rodriguez

Discover how to create an encouraging, productive school culture using the Schoolwide Positive Behavioral Interventions and Supports (SWPBS) framework.

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## Collaborative Teams That Transform Schools

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By Robert J. Marzano, Tammy Heflebower, Jan K. Hoegh, Philip B. Warrick, and Gavin Grift

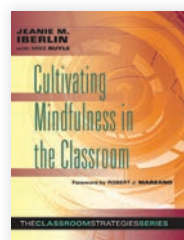
With Laurel Hecker and Janelle Wills

Explore research-based steps and strategies you can use to increase the effectiveness of collaborative teams and enhance professional learning communities.

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By Jeanie M. Iberlin

With Mike Ruyle

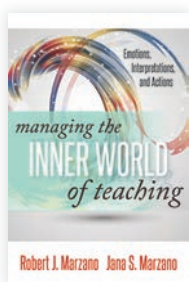
Foreword by Robert J. Marzano

Discover how to use research-based mindfulness practices to help improve your students' social and emotional wellness as they learn and grow.

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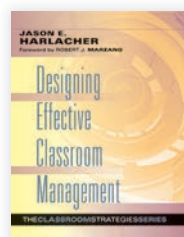
By Robert J. Marzano and Jana S. Marzano

Cultivate a positive mindset, and choose productive actions by examining your emotions and interpretations in the classroom and understanding factors that influence your decisions.

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By Jason E. Harlacher

Foreword by Robert J. Marzano

With this practical, step-by-step guide, teachers and school administrators will uncover five components that help improve student achievement and decrease classroom problems.

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1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
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	1-Day Professional Wellness Workshop for Educators	○		
	1-Day Professional Wellness Workshop for School Leaders	○		
2-4-Day	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	The 4 Dimensions of Educator Wellness Series		○	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Global PD Teams			○
	Customized Services			○

Virtual PD gives you the freedom to choose the timeframe that fits best with your schedule:

ONE FULL-DAY SESSION

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THREE TWO-HOUR SESSIONS

## Featured Services

BUILDING  
Your Skills

### Professional Wellness Keynote

Achieve a lasting state of well-being, even in the face of relentless stress and change. Designed for educators and leaders at every level, this inspirational keynote provides a research-backed framework that will support you as you engage in the process of self-care and wellness. Explore the 4 Dimensions of Educator Wellness and 12 routines that will help you live your best life in each area of focus.

- Learn healthy habits for sleep, nutrition, and physical activity.
- Beat decision fatigue and bring balance to each day.
- Strengthen relationships and build trust with teammates who share your goal of bringing your best self to students.
- Reflect and design intentional actions for improvement that you can put to use immediately.



# Featured Services

## DEEPENING Your Skills

### The 4 Dimensions of Educator Wellness Series

Offered as individual 1-day sessions, the components in the series each focus on one of the 4 Dimensions of Educator Wellness:

- The **physical** dimension of wellness represents the most essential needs for educators. In this session, you are invited to measure your physical wellness progress in three distinct routines: food, movement, and sleep.
  - Understand the primary role physical wellness plays in your everyday life.
  - Learn how the three routines interconnect to impact your energy.
  - Access research-based strategies for physical self-care.
  - Gain a better understanding of your physical wellness and create a self-improvement action plan.
- The **mental** dimension of wellness represents the need to maintain manageable levels of stress while staying highly engaged in our busy lives. During this time together with fellow educators, you will tap into routines that will help you avoid the out-of-control, exhausted feeling that often accompanies prolonged stress.
  - Discover opportunities for progress on three distinct routines: decision, balance, and efficacy.
  - Realize the value of these routines for improving energy and making a positive impact on others.
  - Bring confidence and competence to your daily work life.
  - Gain a better understanding of your mental wellness and create a self-improvement action plan.
- The **emotional** dimension of wellness represents the need for healthy and positive emotional responses to daily experiences. The three routines explored in this one-day workshop—awareness, understanding, and mindfulness—will help you best take care of your emotional well-being so you respond to positive and negative situations alike with care and intention rather than reacting without control.
  - Consider how to identify, track, and respond to daily emotions.
  - Investigate the why behind emotions and how to reflect on responses to different emotions.
  - Learn how mindfulness practices allow for a positive response to strong, even unpleasant, emotions.
  - Gain a better understanding of your emotional wellness and create a self-improvement action plan.
- The **social** dimension of wellness represents the need for positive and healthy relationships with students and colleagues. This session expands the exploration of wellness beyond individual needs into appropriate outreach to others. You will work with three routines in this dimension: relationship, trust, and purpose.
  - Discover fresh ways to build strong relationships and social connections.
  - Find value in incorporating vulnerability and active, nonjudgmental listening into your daily work routine.
  - Empower yourself to create daily work experiences that feed into your greater purpose and bring forth meaning and joy.
  - Gain a better understanding of your social wellness and create a self-improvement action plan.

Sessions are scheduled to allow time between each one for participant reflection.

## SUSTAINING Your Skills

### Customized Services

Our Wellness Solutions team will listen to your specific challenges and work with you to create a custom plan designed to meet the needs of educators in your school or district. By integrating research and evidence-based content along with on-site and virtual training, Marzano Resources experts are uniquely positioned to help design an effective approach to increased educator well-being.

 **Learn more**  
[MarzanoResources.com/WellnessPDServices](https://MarzanoResources.com/WellnessPDServices)

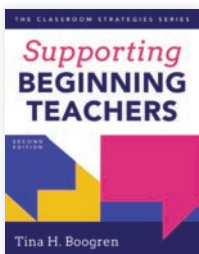


High Reliability Schools | Level 2

# Effective Teaching in Every Classroom



High-quality instruction is the most important tool educators have at their disposal to positively affect student learning. Level 2 details how to develop and maintain effective instruction in every classroom by building a shared language of instruction and using this common language to raise the level of pedagogical skill both individually and collectively.

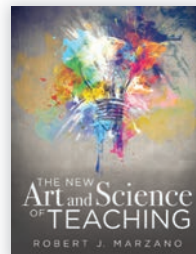


## Supporting Beginning Teachers, Second Edition

By Tina H. Boogren

Support and retain your best and brightest new teachers. The second edition of this acclaimed resource retains much of what made the original a classic, but now offers the latest research along with new insights, strategies, and best practices.

22MGCG-M8A-BKL065 **\$35.95**  
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## The New Art and Science of Teaching

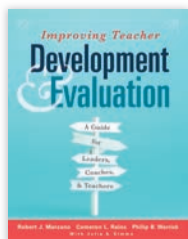
By Robert J. Marzano

**BESTSELLER** This title is a greatly expanded volume of the original *The Art and Science of Teaching*, offering a framework for substantive change based on Dr. Marzano's 50 years of education research.

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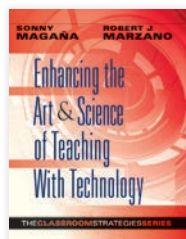
With Julia A. Simms

Teachers cannot become great unless they are given the time, support, and tools to grow in their professional practice. Written for teachers, coaches, and educational leaders, this resource offers a paradigm-shifting approach to teacher development and evaluation.

22MGCG-M8A-BKL046 **\$40.95**

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## Enhancing the Art & Science of Teaching With Technology

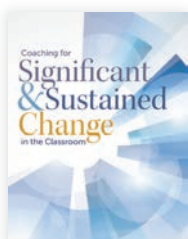
By Sonny Magaña and Robert J. Marzano

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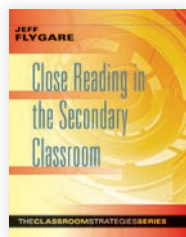
By Tom Roy

This practical guide leads coaches and administrators through the process of building a strong coaching program that drives significant schoolwide change.

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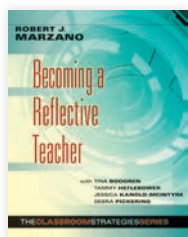
By Jeff Flygare

*Close Reading in the Secondary Classroom* offers high school and middle school educators extensive guidance on introducing close reading to students to help improve comprehension and critical thinking.

22MGCG-M8A-BKL033 **\$35.95**

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256 pages



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## The Beginning Teacher's Field Guide

*Embarking on Your First Years*

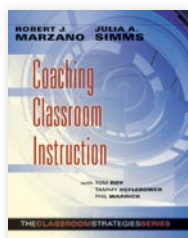
By Tina H. Boogren

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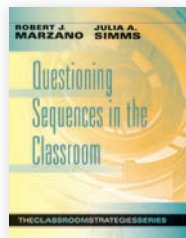
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1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input type="radio"/>		
	The New Art and Science of Teaching Overview	<input type="radio"/>		
	Effective Teaching in Every Classroom: High Reliability Schools Level 2 Overview	<input type="radio"/>		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	The New Art and Science of Teaching		<input type="radio"/>	
	Improving Teacher Development		<input type="radio"/>	
	Coaching for Educator Wellness		<input type="radio"/>	
	Supporting Beginning Teachers		<input type="radio"/>	
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	Mindsets and Skill Sets for Learning		<input type="radio"/>	
	Self-Care for Educators		<input type="radio"/>	
	Motivating and Inspiring Students		<input type="radio"/>	
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Virtual PD gives you the freedom to choose the timeframe that fits best with your schedule:

ONE FULL-DAY SESSION TWO HALF-DAY SESSIONS THREE TWO-HOUR SESSIONS



## YOUR PRIMARY GOAL

### BUILDING Your Skills

### DEEPENING Your Skills

### SUSTAINING Your Skills

Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
MULTI-DAY	Embedded Coaching		
	Essentials of Online Instruction for a Blended World		
	Educational Services		
	High Reliability Teacher New Cohort Planning		
	Global PD Teams		

## Featured Services

### BUILDING Your Skills

#### ● The New Art and Science of Teaching Overview

The New Art and Science of Teaching is an instructional framework for substantive change based on Dr. Marzano's 50 years of education research. This training outlines the elements of three overarching categories of teaching, which define what must happen to optimize student learning.

- Explore instructional strategies carefully designed to maximize student engagement and achievement.
- Study the state of the modern standards movement and what changes must be made in K-12 education to ensure high levels of learning for all.

### DEEPENING Your Skills

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- Acquire specific strategies to provide essential physical, emotional, and institutional support for beginning teachers.

### SUSTAINING Your Skills

#### ● Educational Services

##### High Reliability Teacher

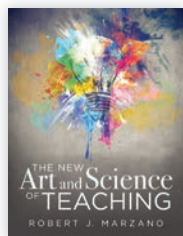
The Marzano Resources High Reliability Teacher (HRT) program encourages and celebrates teacher effectiveness.

- Focus on continuous improvement.
- Grow professionally in instruction, assessment, and feedback.
- Improve student achievement.
- Develop expertise and expand career opportunities.



**Learn more**

**MarzanoResources.com/EffectiveTeachingPD**



### The New Art and Science of Teaching

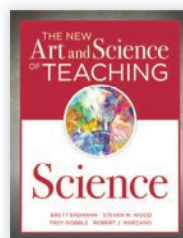
By Robert J. Marzano

**BESTSELLER** This title is a greatly expanded volume of the original *The Art and Science of Teaching*, offering a framework for substantive change based on Dr. Marzano's 50 years of education research.

22MGCG-M8A-BKF776 **\$37.95**

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152 pages



### The New Art and Science of Teaching Science

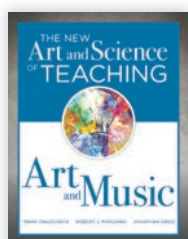
By Brett Erdmann, Troy Gobble, Robert J. Marzano, and Steven M. Wood

**NEW RELEASE** Strengthen science education practice based on Robert J. Marzano's instructional framework, the New Art and Science of Teaching. Driven by data, this book positions teachers to promote student learning as they engage in strategies and activities to enhance teaching and student achievement in science.

22MGCG-M8A-BKF808 **\$40.95**

ISBN 978-1-945349-60-7

184 pages



### The New Art and Science of Teaching Art and Music

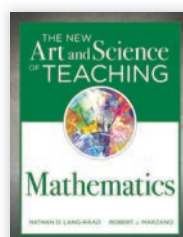
By Mark Onuscheck, Robert J. Marzano, and Jonathan Grice

Built on the foundation of the New Art and Science of Teaching framework, this research-based resource outlines an art- and music-specific model of instruction.

22MGCG-M8A-BKF817 **\$35.95**

ISBN 978-1-945349-80-5

168 pages



### The New Art and Science of Teaching Mathematics

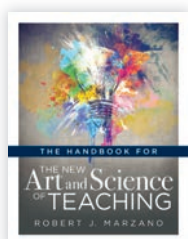
By Nathan D. Lang-Raad and Robert J. Marzano

Discover how to make the most of the groundbreaking New Art and Science of Teaching model in mathematics classrooms.

22MGCG-M8A-BKF810 **\$35.95**

ISBN 978-1-945349-65-2

152 pages



### The Handbook for the New Art and Science of Teaching

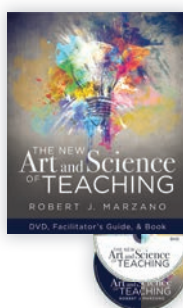
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### The New Art and Science of Teaching [DVD/CD/Facilitator's Guide/Book]

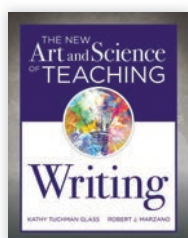
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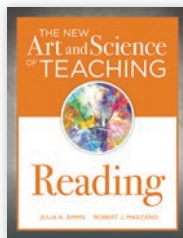
By Kathy Tuchman Glass and Robert J. Marzano

Using a clear and well-organized structure, the authors apply the strategies originally laid out in *The New Art and Science of Teaching* to the teaching of writing.

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By Julia A. Simms and Robert J. Marzano

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“No single instructional strategy can guarantee student learning,” writes Dr. Robert J. Marzano. But research has uncovered what can work together in concert to create optimal learning for students. Decades of Dr. Marzano’s research and studies of real classrooms and schools inform the elements and strategies you’ll find in the New Art and Science of Teaching series and other supporting resources in this toolkit.

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- **INCREASE** the effectiveness of collaborative teams
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- **ACQUIRE** practical tools and detailed instructions for the standards-based classroom
- **SUPPORT** and retain your best and brightest new teachers
- **IMPLEMENT** research-based strategies for effective instruction in a variety of content areas

“Instructional strategies are best likened to techniques an artist might develop and refine over years of practice. The artist then uses these techniques to create works that are not only unique and complex but elegantly focused. The more skill the artist exhibits with available techniques, the better his or her creations. Likewise, the more skill the classroom teacher has with the instructional strategies that research and theory have uncovered over the decades, the better the teacher will be able to create lessons that optimize student learning.”

—Dr. Robert J. Marzano, *The New Art and Science of Teaching*



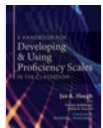
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**Collaborative Teams That Transform Schools (Book)**



**Designing & Teaching Learning Goals & Objectives (Book)**



**A Handbook for Developing and Using Proficiency Scales in the Classroom (Book)**



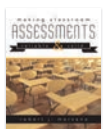
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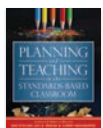
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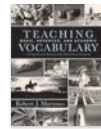
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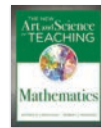
**The New Art and Science of Teaching (DVD/CD/Facilitator's Guide/Book)**



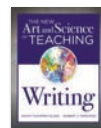
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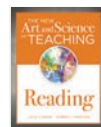
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22MGCG-M8A-KTL030

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# Strong Teachers, Strong Schools

Marzano Resources' High Reliability Teacher (HRT) program develops and celebrates teacher effectiveness. Our three-level certification process facilitates the advancement of a teacher's pedagogical knowledge and skills in these key areas: effective use of instructional strategies, student learning, and valid and rigorous feedback.

## HRT empowers educators to:

- Focus on continuous improvement
- Grow professionally in instruction, assessment, and feedback
- Improve student achievement
- Develop expertise and expand career opportunities

## Who should participate in the HRT certification process?

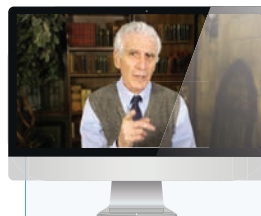
HRT is most beneficial for practicing teachers who have classroom experience. In addition, participants should be open to implementing Dr. Robert J. Marzano's New Art and Science of Teaching instructional framework in their classrooms.

## What are the benefits of participating in the HRT program?

- Receive detailed feedback regarding your instruction.
- Increase your competence in instructional practice.
- Become a teacher leader.
- Further your understanding of assessment literacy.
- Earn CEUs/PD credit.

“Being a part of the High Reliability Teacher program has made me want to be a better teacher. Through the work I've done, I have pushed myself professionally to find new and better ways to educate children. I truly feel I'm doing things in my classroom to help students take ownership in their learning while making it fun.”

—Trisha Fox, teacher,  
Clark-Pleasant Community  
Schools, Indiana



Dr. Marzano delves into what it means to be a High Reliability Teacher.

Watch the video at [MarzanoResources.com/StrongTeachers](https://MarzanoResources.com/StrongTeachers)

# Advance your knowledge and skills—**virtually**

The **High Reliability Teacher (HRT)** program includes a series of four sequential online courses designed for educators who are seeking growth in the areas of instructional strategies, student learning, and valid and rigorous feedback.

## LEVEL 1 Course 1

### Foundation of Instructional Strategies

Participants will assess their current instructional performance, set goals for improvement, and engage in purposeful practice to increase instructional effectiveness.

- Create unit lesson plans and daily lesson plans aligned to a proven model of instruction.
- Complete a self-assessment and create growth goals.
- Engage in deliberate practice with growth goals.

## LEVEL 1 Course 2

### Reflection of Instructional Strategies

Participants will reflect on their instructional practices in relation to 10 major areas of student outcomes and 43 elements of effective instruction.

- Provide evidence of effective instruction by submitting and reflecting on video recordings of your instruction.
- Provide self-assessment scores for video-recorded lessons.
- Compare self-assessment scores to certification reviewer scores.

## LEVEL 2 Course 3

### Student Learning

Participants will ensure that students are learning at an adequate rate. They will demonstrate implementation of a viable curriculum and assessments that are aligned to the curriculum.

- Provide evidence that measurement topics and proficiency scales are in place.
- Provide evidence that assessments are aligned to those scales.
- Demonstrate overall growth of the class.
- Report growth of each student with a corresponding explanation of growth.

## LEVEL 3 Course 4

### Valid and Rigorous Feedback

Participants will ensure grading and reporting methods are valid and reliable and provide statistical evidence showing this is the case.

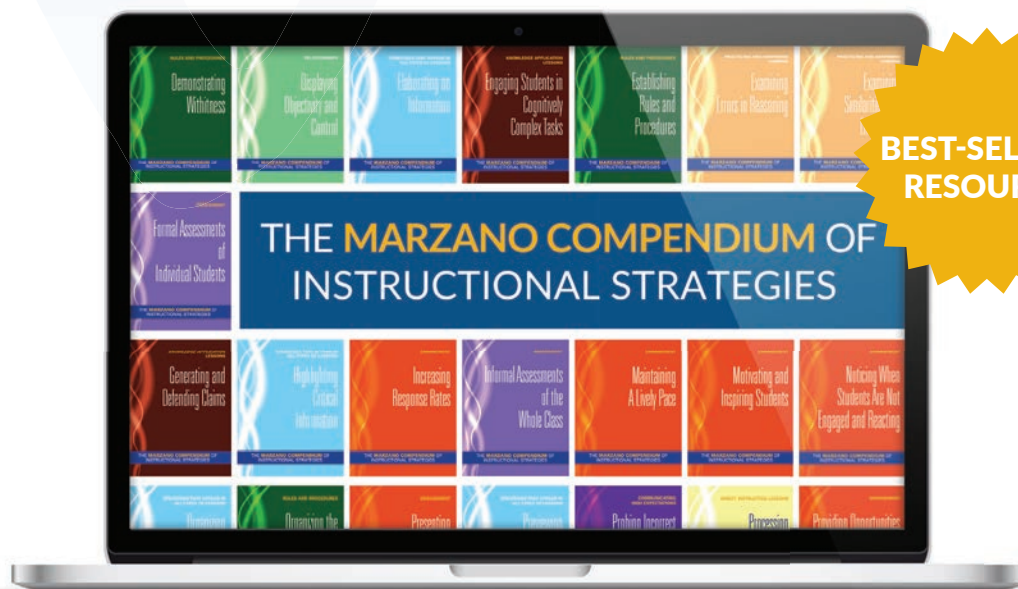
- Track assessment reliability with the use of an online tool.
- Demonstrate that student results based on proficiency scales correlate to state or other external tests.
- Describe the summative scores used to correlate to the state or other external tests.

 **Expand your expertise**  
[MarzanoResources.com/StrongTeachers](https://MarzanoResources.com/StrongTeachers)



# The Marzano Compendium of Instructional Strategies

The ultimate collection of Marzano Resources strategies



Developed for teachers, instructional coaches, teacher mentors, and administrators, this easy-to-navigate online resource combines and updates content from Dr. Marzano's most popular titles, including *The New Art and Science of Teaching*, *Becoming a Reflective Teacher*, and *Coaching Classroom Instruction*.

## Gain access to:

- ▶ 43 folios, explaining each element in depth
- ▶ More than 300 research-based instructional strategies
- ▶ Resources for students and teachers
- ▶ Surveys to track progress
- ▶ Videos explaining the elements and categories of the New Art and Science of Teaching framework
- ▶ 24/7 online access

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“To have everything at your fingertips is amazing. It has all you need to use research-based strategies.”

—Holly Hawkins, federal programs director,  
City View ISD, Texas



**Learn more**

**MarzanoResources.com/Compendium**



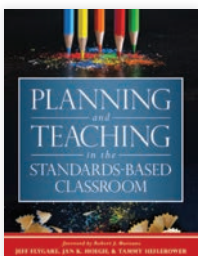


High Reliability Schools | Level 3

# Guaranteed and Viable Curriculum



At Level 3, schools focus on developing a guaranteed and viable curriculum. The work at this level ensures teachers have the time they need to teach the curriculum and that all students, no matter the teacher to whom they are assigned, have access to the same high-quality curriculum.

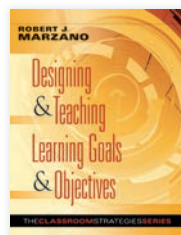


## Planning and Teaching in the Standards-Based Classroom

By Jeff Flygare, Jan K. Hoegh, and Tammy Heflebower

Shifting to standards-based learning is a big change. Rely on *Planning and Teaching in the Standards-Based Classroom* to help you move forward with clarity and confidence. This can't-miss guide delivers straightforward, practical tools and detailed instructions for everything from lesson planning to proficiency scales to parent communication.

22MGCG-M8A-BKL069 **\$35.95**  
ISBN 978-1-943360-71-0  
144 pages



## Designing & Teaching Learning Goals & Objectives

By Robert J. Marzano

**BESTSELLER** Design and teach effective learning goals and objectives by following strategies based on the strongest research available. This book summarizes key research behind best practices and translates that research into step-by-step, hands-on strategies.

22MGCG-M8A-BKL001 **\$35.95**  
ISBN 978-0-9822592-0-7  
152 pages

# Ensure success for every student

## On-Site & Virtual Professional Learning for Guaranteed and Viable Curriculum

Give all your students access to the same high-quality curriculum. Our experts will help you implement and maintain a guaranteed and viable curriculum focused on enhancing student learning in your school or district.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	○		
	A Teacher's Guide to Standards-Based Learning Overview	○		
	Leading Standards-Based Learning Overview	○		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	A Teacher's Guide to Standards-Based Learning		○	
	Leading Standards-Based Learning		○	
	Developing and Using Proficiency Scales in the Classroom		○	
	Planning and Teaching in the Standards-Based Classroom		○	
	Customizing the Critical Concepts		○	
	Teaching Basic, Advanced, and Academic Vocabulary		○	
	Crafting Your Message		○	
	Standards-Based Grading for English Learners		○	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			○
	Global PD Teams			○

Virtual PD gives you the freedom to choose the timeframe that fits best with your schedule:

ONE FULL-DAY SESSION TWO HALF-DAY SESSIONS THREE TWO-HOUR SESSIONS

# Featured Services

## BUILDING Your Skills

### **Guaranteed and Viable Curriculum: High Reliability Schools Level 3 Overview**

Reach unprecedented levels of academic excellence. The Marzano High Reliability Schools (HRS) framework serves as a strategic planning model to help schools focus on specific, research-based conditions for continuous school improvement.

At Level 3 of the HRS framework, schools focus on developing a guaranteed and viable curriculum. Ensure that teachers have the time they need to teach the curriculum and all students have access to the same high-quality curriculum.

- Learn how schools can ensure that curriculum and assessments adhere to state and district standards.
- Explore ways to focus curriculum so that teachers can address it in the time available.
- Discuss how a school can establish appropriate programs and practices to help students meet individual achievement goals when interventions are needed.
- Examine strategies for using data to regularly monitor progress toward school achievement goals.

## DEEPENING Your Skills

### **Developing and Using Proficiency Scales in the Classroom**

Discover a clear path for creating and utilizing high-quality proficiency scales. Through this practical training, you will gain access to a comprehensive toolkit of strategies, methods, and proficiency scale examples for a variety of content areas and grade levels. You'll also explore accommodations and modifications to support students with disabilities, English learners, and gifted and talented students.

- Understand how to create and use proficiency scales to clearly frame classroom instruction and assessments for academic success.
- Learn how to write high-quality proficiency scales, and review how to enrich student learning opportunities toward proficiency development.
- Recognize the various ways teachers, students, and parents can use proficiency scales to achieve learning goals.

### **Customizing the Critical Concepts**

Work with an associate to customize your set of Marzano Resources Critical Concepts proficiency scales.

- Understand the research and theory supporting the creation and structure of the Critical Concepts proficiency scales.
- Learn about three areas of potential customization for the Critical Concepts proficiency scales.
- Use a process to customize the Critical Concepts proficiency scales for the unique needs of your school or district.
- Make changes to the Critical Concepts proficiency scales in consultation with a Marzano Resources associate.

## SUSTAINING Your Skills

### **Embedded Coaching**

A Marzano Resources associate will work side by side with you to ensure a guaranteed and viable curriculum is in place for every child in every classroom. Feel confident in knowing you have ongoing support through the paradigm shifts and everyday challenges inherent to this vital work. Throughout your multi-day experience, your expert coach will help you create and implement the necessary systemic changes documented in your school's individualized learning plan.

 **Learn more**  
**[MarzanoResources.com/GVCPD](https://MarzanoResources.com/GVCPD)**

# Build a solid foundation for academic achievement

## On-Site & Virtual Professional Learning for Vocabulary

Help your students learn new words and build literacy skills. Partner with Marzano Resources to learn strategies for teaching academic terms and designing a coordinated schoolwide plan for vocabulary instruction.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input type="radio"/>		
	Teaching Basic, Advanced, and Academic Vocabulary Overview	<input type="radio"/>		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Teaching Basic, Advanced, and Academic Vocabulary		<input type="radio"/>	
	Vocabulary Coaching with Grade-Level or Content-Area Teams		<input type="radio"/>	
	Vocabulary Schoolwide Coordination Training		<input type="radio"/>	
	Teaching Tier One Vocabulary Terms		<input type="radio"/>	
	Teaching Tier Two and Tier Three Vocabulary Terms		<input type="radio"/>	
	Making Classroom Assessments Valid and Reliable		<input type="radio"/>	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			<input type="radio"/>
	Global PD Teams			<input type="radio"/>

Virtual PD gives you the freedom to choose the timeframe that fits best with your schedule:





## Featured Services

### DEEPENING Your Skills

#### Teaching Basic, Advanced, and Academic Vocabulary

Learn how to construct a strong foundation for literacy development and academic achievement through direct vocabulary instruction on tier one, tier two, and tier three terms. You'll explore Dr. Robert J. Marzano's analysis of more than 8,000 terms for grades K-5, organized into semantic clusters.

- Understand how the cluster approach to vocabulary instruction helps students gradually learn the unique features of terms.
- Gain word clusters specific to basic (tier one), advanced (tier two), and academic (tier three) terms.
- Learn how to design a schoolwide plan for comprehensive vocabulary instruction.

### SUSTAINING Your Skills

#### Embedded Coaching

A Marzano Resources associate will work side by side with you to implement effective vocabulary instruction for all students. From best practices for direct vocabulary instruction to essential strategies that unify the entire school or district in a guaranteed and viable curriculum, your expert coach will help you create and implement the necessary systemic changes documented in your school's individualized learning plan.

 **Learn more**  
[MarzanoResources.com/VocabPD](https://MarzanoResources.com/VocabPD)

## Build Basic Vocabulary at School and at Home

Helping your child build their vocabulary is a wonderful and important goal. But sometimes it's hard to know where to begin. With the support of our free online tool, you will receive custom word study recommendations from our database of more than 5,500 terms.

#### Step 1: Take the quiz

Ask your child to take our brief quiz to determine their vocabulary level

#### Step 2: Review the results

Rely on the results to help you identify which word groups to focus on next

#### Step 3: Grow vocabulary skills

Use our free tools to promote your child's literacy and learning



 **Access your free online tool**  
[MarzanoResources.com/VocabularyTool](https://MarzanoResources.com/VocabularyTool)

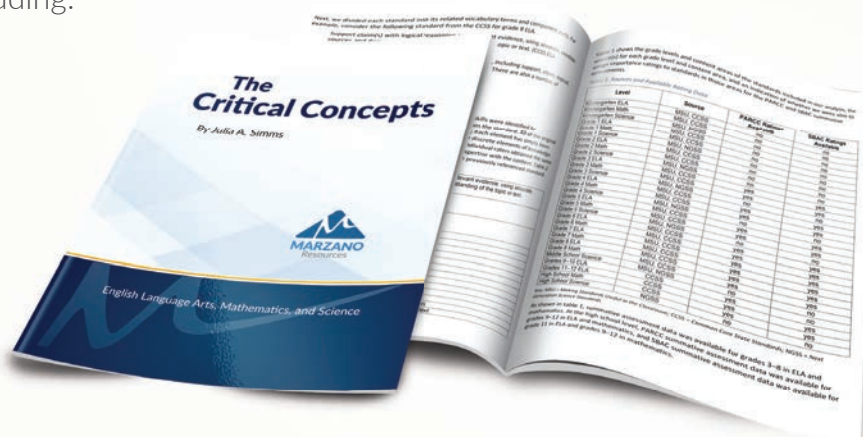


# No matter how the educational landscape continues to evolve, be confident in teaching the **Critical Concepts**

The challenges teachers and students face in this moment are great. Now, more than ever, it is important to maintain laser focus on essential standards that will make the most impact on learning progression.

To help you get started with this important work, we developed premade, research-backed proficiency scales called the **Critical Concepts**. Rely on these scales to help you identify what's most important to teach in your classroom and better assess what students have learned in key topic areas, including:

- English Language Arts
- Mathematics
- Science
- Social Studies
- And more



**Get started**

[MarzanoResources.com/TheCriticalConcepts](https://MarzanoResources.com/TheCriticalConcepts)



# The Critical Concepts

Our experts are available to help you customize the Critical Concepts proficiency scales to your exact needs.

**Original Critical Concepts:** These proficiency scales were created by Marzano Resources experts. Educators can customize these proficiency scales on their own by selecting the most important vocabulary terms and elements that they intend to directly teach and assess.

**Customized Critical Concepts:** These ready-to-use proficiency scales have been customized by Marzano Resources analysts. This customization includes adjusting the content of existing elements or adding vocabulary terms and elements to maximize usability and better inform instruction. This version includes both the original and customized versions of each Critical Concepts proficiency scale, with customization decisions clearly marked.

**Single-Target Customized Critical Concepts:** In this version, each customized scale that included two or more target elements has been split into multiple scales, with each target element and its associated simpler content forming a new, independent scale. These single-target scales enable educators to measure student learning at a more granular level.

## The Critical Concepts Proficiency Scales

	K	1	2	3	4	5	6	7	8	9	10	11	12	Total # of Levels
ELA	•	•	•	•	•	•	•	•	•	•	•	•	•	11
Math	•	•	•	•	•	•	•	•	•	•	•	•	•	13
Science	•	•	•	•	•	•	•	•	•	•	•	•	•	13
Social Studies	•	•	•	•	•	•	•	•	•	•	•	•	•	6
History	•	•	•	•	•	•	•	•	•	•	•	•	•	4
Civics	•	•	•	•	•	•	•	•	•	•	•	•	•	2
Economics	•	•	•	•	•	•	•	•	•	•	•	•	•	2
Geography	•	•	•	•	•	•	•	•	•	•	•	•	•	2

Note: Each • indicates one level.

## Scales for Additional Content Areas

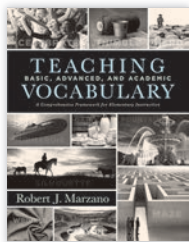
	K-2	3-5	6-8	9-12
Metacognitive Skills	•	•	•	•
Cognitive Analysis Skills	•	•	•	•
Knowledge Application Skills	•	•	•	•
Life Skills	•	•	•	•
Technology	•	•	•	•

Note: Each • indicates one level.



**Learn more and download free white papers**

[MarzanoResources.com/TheCriticalConcepts](https://MarzanoResources.com/TheCriticalConcepts)

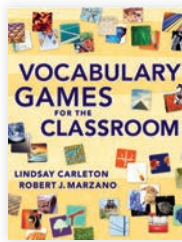


### Teaching Basic, Advanced, and Academic Vocabulary *A Comprehensive Framework for Elementary Instruction*

By Robert J. Marzano

Construct a strong foundation for literacy development and academic achievement. Based on a robust analysis of high-frequency words, Dr. Robert J. Marzano identifies more than 8,000 basic, advanced, and academic vocabulary terms for grades K–5, organizing them into 444 semantic clusters.

22MGCG-M8A-BKL050 **\$43.95**  
ISBN 978-1-943360-33-8  
304 pages

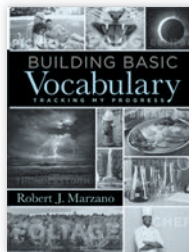


### Vocabulary Games for the Classroom

By Lindsay Carleton and Robert J. Marzano

**BESTSELLER** Make direct vocabulary instruction fun and successful with this simple, straightforward, and easy-to-use book. Hundreds of vocabulary terms handpicked by Dr. Marzano cover four content areas and all grade levels.

22MGCG-M8A-BKL007 **\$43.95**  
ISBN 978-0-9822592-6-9  
272 pages

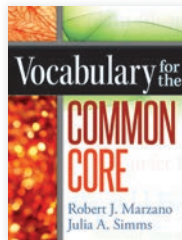


### Building Basic Vocabulary *Tracking My Progress*

By Robert J. Marzano

A companion to *Teaching Basic, Advanced, and Academic Vocabulary* by Dr. Robert J. Marzano, this notebook helps students learn and practice more than 5,000 vocabulary terms.

22MGCG-M8A-BKL039 **\$40.95**  
ISBN 978-1-943360-17-8  
232 pages

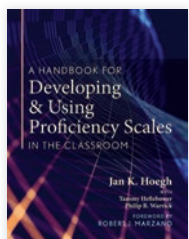


### Vocabulary for the Common Core

By Robert J. Marzano and Julia A. Simms

**BESTSELLER** The Common Core State Standards present unique demands on students' ability to learn vocabulary and teachers' ability to teach it. The authors address these challenges in this resource, helping you create a successful vocabulary program.

22MGCG-M8A-BKL014 **\$43.95**  
ISBN 978-0-9858902-2-3  
280 pages



### A Handbook for Developing and Using Proficiency Scales in the Classroom

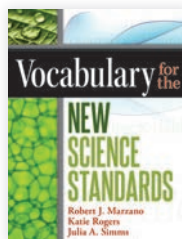
By Jan K. Hoegh

With Tammy Heflebower and Philip B. Warrick

Foreword by Robert J. Marzano

Discover a clear path for creating and utilizing high-quality proficiency scales. Through this practical handbook, you will gain access to a comprehensive toolkit of strategies, methods, and examples for a variety of content areas and grade levels.

22MGCG-M8A-BKL045 **\$40.95**  
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184 pages



### Vocabulary for the New Science Standards

By Robert J. Marzano, Katie Rogers, and Julia A. Simms

Impact science education using a six-step process that will help ensure you successfully incorporate vocabulary from the science standards into student learning.

22MGCG-M8A-BKL026 **\$40.95**  
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## ON-SITE WORKSHOP

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**Philadelphia, Pennsylvania | October 6–7**

Presenter: Jan K. Hoegh



**Register today**

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**Included with your registration:**

*A Handbook for Developing and Using Proficiency Scales in the Classroom*







High Reliability Schools | Level 4

# Standards-Referenced Reporting



At Level 4, schools shift from a whole-school perspective to an individual student perspective. Staff identify individual students' strengths and weaknesses and provide each learner with highly specific feedback on each of the topics in the curriculum.



## Ethical Test Preparation in the Classroom

By Robert J. Marzano, Christopher W. Dodson, Julia A. Simms, and Jacob P. Wipf

Large-scale assessments—and the conclusions drawn from them—have the power to either open or close future doors for your students. Based on the latest research, this resource clearly articulates everything you need to know about ethical and effective test preparation.

- Understand the role and profound impact large-scale assessment and high-stakes testing have in students' lives.
- Study an analysis of 8,804 items from state, national, and international standardized tests.
- Examine recommendations for item creation in ELA, mathematics, and science based on the analysis findings and ethical testing principles.

22MGCG-M8A-BKL059 **\$43.95**  
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INTRODUCING

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1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input type="radio"/>		
	A Teacher's Guide to Standards-Based Learning Overview	<input type="radio"/>		
	Leading Standards-Based Learning Overview	<input type="radio"/>		
	Standards-Referenced Reporting: High Reliability Schools Level 4 Overview	<input type="radio"/>		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	A Teacher's Guide to Standards-Based Learning		<input type="radio"/>	
	Leading Standards-Based Learning		<input type="radio"/>	
	Formative Assessment and Standards-Based Grading		<input type="radio"/>	
	The New Art and Science of Classroom Assessment		<input type="radio"/>	
	Ethical Test Preparation in the Classroom		<input type="radio"/>	
	Making Classroom Assessments Valid and Reliable		<input type="radio"/>	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			<input type="radio"/>
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## Featured Services

### BUILDING Your Skills

#### Leading Standards-Based Learning Overview

Standards-based learning is a valuable step forward for schools, but it must be implemented correctly to ensure the best results. In this training, you'll learn how a standards-based system benefits all students, as well as how you can lead the transition in your school or district.

- Develop a strong standards-based curriculum.
- Align instruction and reliable assessments to the standards.
- Change outdated grading and reporting practices to promote student learning and growth.

### DEEPENING Your Skills

#### A Teacher's Guide to Standards-Based Learning

Transitioning to a standards-based classroom is a major change but one that is highly beneficial for both teachers and students. This training provides teachers, and those who guide change in their classrooms, with practical, hands-on strategies and advice for shifting to standards-based learning.

- Understand the role of standards and proficiency scales in a standards-based classroom.
- Review how to apply standards-based procedures for planning and delivering instruction.
- Learn effective ways for students to set goals and track their progress.
- Discover how to use proficiency scales as the basis of creating and scoring quality classroom assessments.
- Acquire strategies for configuring grades in a thoughtful manner and communicating them effectively.

#### Ethical Test Preparation in the Classroom

Large-scale assessment and standardized testing have the power to either open or close future doors for your students. Based on the latest research, this training will help you explore and address the ethical challenges teachers face in preparing students for these tests and what can be done to ensure effective test preparation. You'll review a first-of-its-kind study of over 8,000 assessment items and receive specific recommendations for ELA, mathematics, and science.

- Understand the role and profound impact large-scale assessment and high-stakes testing have in students' lives.
- Study an analysis of 8,804 items from state, national, and international standardized tests.
- Examine recommendations for item creation in ELA, mathematics, and science based on the analysis findings and ethical testing principles.
- Provide students with instruction and formative assessment designed to aid them in answering the types of items most likely to appear on large-scale assessments.
- Receive tools and templates to create formative and summative assessments to measure students' knowledge.

### SUSTAINING Your Skills

#### Embedded Coaching

A Marzano Resources associate will work side by side with your staff to implement the necessary systemic changes documented in your school's individualized learning plan. Whether you need focused guidance in planning and teaching standards-based learning or in leading the transition to more effective assessment and grading practices, your expert coach will provide the support you need to meet and exceed your goals.



**Learn more**

**MarzanoResources.com/AssessmentPD**



# ON-SITE & VIRTUAL WORKSHOPS

## Motivate Action for Meaningful Change



## Standards, Assessment, and Grading for Teachers

Transitioning to standards-based learning is a process. As teachers seek to shift the way they think about what and how they teach, this workshop provides concrete tools and practical experiences that help teachers navigate the transition one step at a time.



**September 27, September 29, October 4, October 5, October 11 & October 13**

Presenter: Tammy Heflebower

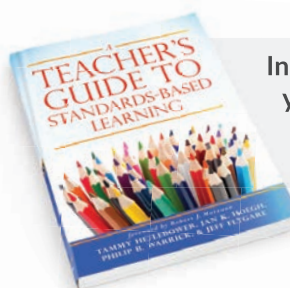


**Philadelphia, Pennsylvania | October 4-5**

Presenter: Jan K. Hoegh

### Learning Outcomes

- Discover concrete tools that will help you successfully navigate the transition to standards-based learning.
- Learn how to leverage proficiency scales and standards-based reporting to improve student achievement.



Included with  
your registration:  
*A Teacher's Guide to  
Standards-Based Learning*

## Standards, Assessment, and Grading for School Leaders

In this highly interactive virtual workshop, Tammy Heflebower outlines a five-phase plan that school leaders can leverage to plan, build capacity for, implement, and monitor their transition to standards-based learning.

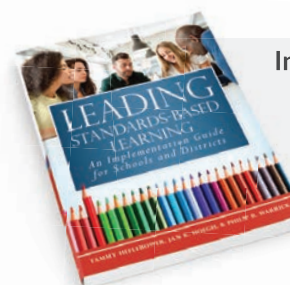


**October 18, October 20, October 25, October 27, November 1 & November 3**

Presenter: Tammy Heflebower

### Learning Outcomes

- Discover a five-phase process for planning, implementing, and monitoring your transition to standards-based learning.
- Discuss how to set students and educators up for success before, during, and after the transition to standards-based learning.



Included with  
your registration:  
*Leading Standards-  
Based Learning*

WORKSHOP FORMAT



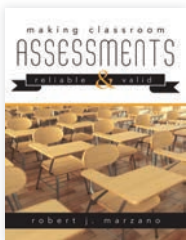
On-Site



Virtual



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## Making Classroom Assessments Reliable and Valid

By Robert J. Marzano

Learn why classroom assessments should become the primary method for formally measuring student learning and how to revamp them to ensure validity and reliability.

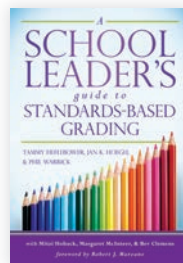
Published by Solution Tree



22MGCG-M8A-BKF789 **\$35.95**

ISBN 978-1-945349-17-1

144 pages



## A School Leader's Guide to Standards-Based Grading

By Tammy Heflebower, Jan K. Hoegh, and Philip B. Warrick

With Mitzi Hoback, Margaret McInteer, and Bev Clemens

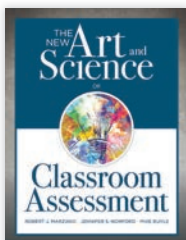
Foreword by Robert J. Marzano

**BESTSELLER** Learn to assess and report student performance with standards-based grading rather than using traditional systems that incorporate nonacademic factors.

22MGCG-M8A-BKL019 **\$35.95**

ISBN 978-0-9858902-8-5

144 pages



## The New Art and Science of Classroom Assessment

By Robert J. Marzano, Jennifer S. Norford, and Mike Ruyle

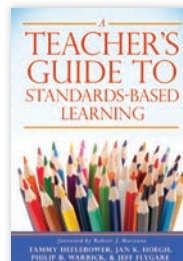
Shift to a new paradigm of classroom assessment that is more meaningful and accurate. Step by step, the authors outline a clear path for transitioning to a holistic mode of assessment that truly reflects course curriculum and student progress.

22MGCG-M8A-BKF788 **\$35.95**

ISBN 978-1-945349-15-7

152 pages

A joint publication of ASCD and Solution Tree



## A Teacher's Guide to Standards-Based Learning

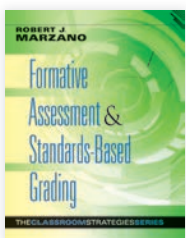
By Tammy Heflebower, Jan K. Hoegh, Philip B. Warrick, and Jeff Flygare

**BESTSELLER** Designed specifically for K-12 classroom teachers, this resource details a sequential approach for adopting and implementing standards-based learning.

22MGCG-M8A-BKL044 **\$35.95**

ISBN 978-1-943360-25-3

176 pages



## Formative Assessment & Standards-Based Grading

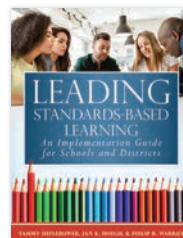
By Robert J. Marzano

**BESTSELLER** Learn everything you need to know to implement an integrated system of assessment and grading. The author explains how to design, interpret, and systematically use three different types of formative assessments and how to track student progress and assign meaningful grades.

22MGCG-M8A-BKL003 **\$40.95**

ISBN 978-0-9822592-2-1

184 pages



## Leading Standards-Based Learning

*An Implementation Guide for Schools and Districts*

By Tammy Heflebower, Jan K. Hoegh, and Philip B. Warrick

Foreword by Jennifer Steele and Cecily Klein

Standards-based learning is a great step forward for schools, but it must be implemented correctly to ensure the best educational experience possible. In this comprehensive guide, the authors outline a research-backed, five-phase plan for leading the transition to a standards-based system.

22MGCG-M8A-BKL052 **\$40.95**

ISBN 978-1-943360-37-6

232 pages

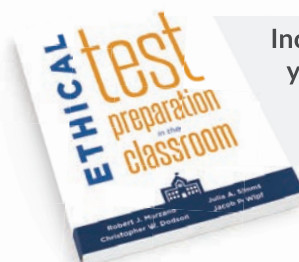
## ON-SITE WORKSHOPS

### Ethical Test Preparation in the Classroom

Large-scale assessment and standardized testing have the power to either open or close future doors for your students. Based on the latest research, this training will help you explore and address the ethical challenges teachers face in preparing students for these tests and what can be done to ensure effective test preparation.

Houston, Texas | September 22-23

Presenter: Shelley Gies



Included with  
your registration:  
*Ethical Test Preparation  
in the Classroom*





High Reliability Schools | Level 5

# Competency-Based Education



Level 5 calls on schools to implement competency-based education. This critically important shift not only allows educators to monitor individual students but also provides opportunities for each student to move through the curriculum at his or her own pace.

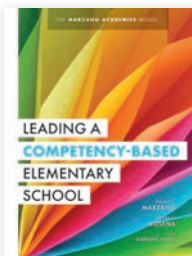


## Leading a Competency-Based Secondary School

*The Marzano Academies Model*

By Robert J. Marzano and Patrick B. Hardy  
**NEW RELEASE** Based on decades of research and refined in the Marzano Academies, the model presented in this book will aid you and your staff in the process of shifting from a traditional school to a high reliability, competency-based organization.

22MGCG-M8A-BKL056 **\$40.95**  
 ISBN 978-1-943360-45-1  
 184 pages



## Leading a Competency-Based Elementary School

*The Marzano Academies Model*

By Robert J. Marzano and Brian J. Kosena  
 With Barbara Hubbs

Transition from a traditional school to a high reliability organization that ensures students master academic, cognitive, and metacognitive skills and knowledge. With this valuable guide, you'll employ 16 leading indicators to measure your school's high reliability status and discover a process to create and address lagging indicators.

22MGCG-M8A-BKL054 **\$40.95**  
 ISBN 978-1-943360-41-3  
 192 pages

# AUTHOR SPOTLIGHT

*with Robert J. Marzano and Patrick B. Hardy*



**Q: In 2020, Proviso East High School in Maywood, Illinois, became the first certified Marzano Academy in the United States. How would you describe this journey as principal of the school?**

**Hardy:** Proviso East is the oldest high school in our district, with students who don't necessarily come from advantaged backgrounds. Historically, desegregation made an impact on our school as Maywood became an abandoned community during desegregation. Proviso East is right at the heart of Maywood, and the school suffered. We were put on the state's watch list. There was a real educational desperation in our community to do something different for our kids and our families. Traditional education was no longer working, and we had to do something to counter the decades-long abandonment that had occurred in our community.

Marzano Resources stepped in to really support work that we had been prototyping to become a competency-based school. **Dr. Marzano and his team partnered with us to bring focus to this work** through the various indicators and the way the organization views leadership.

There's really not a blueprint to competency-based education (CBE). It wasn't going to work at Proviso to tell teachers "we want you to do this work, but we don't have a plan for it." **To be able to partner with Marzano Resources and bring that type of focus and definition to the CBE work that we had started was just absolutely tremendous.**

The fact that we were able to do this work at a large, comprehensive high school speaks volumes. Secondary schools are extremely difficult to change. To be able to take this freighter ship and turn it around from traditional education to CBE, and to do that alongside Dr. Marzano, was an opportunity we couldn't pass up.

**Q: What led you to the Marzano Academies model to support the work of Proviso?**

**Hardy:** We were about to engage in several school improvement processes a la carte and were struggling to bring those pieces together when a colleague of mine suggested becoming a Marzano Academy. That ended up being the perfect solution.

On a conference call with Dr. Marzano, I felt a great connection with him on our vision for CBE—what could happen with schools that don't typically look like those that are doing CBE, and what we could be doing at an urban high school facing high poverty and the daunting status of being on the state watch list.



## **Q: How did this work translate into your book, Leading a Competency-Based Secondary School?**

**Marzano:** The passion, energy, and knowledge Patrick has is unmatched. I knew I wanted to write books on the Academies model that would become the core documentation of what the Academies model is. I wanted the books to be in such detail that it would give teachers and leaders a solid path for doing this work. About a year into our work together it became obvious that I wanted to write the leadership book at the secondary level with Patrick.

The book is built around the Academies model, but I gave Patrick free rein to take the first cut at writing. He came up with a unique sequence and a chapter in the back on leadership that is brilliant—a very different way of looking at leadership within the context of CBE in secondary schools.

**Hardy:** A year after we started this work, the State Board of Education in Illinois started a statewide CBE pilot program. Right now, there are about 53 schools in Illinois implementing some version or elements of CBE. I want this book to be essential, practical field notes that will guide educators in my state of Illinois and beyond.

This book will be beneficial to school leaders beyond the notion of CBE. You don't have to become a certified CBE high school. This is about good instruction and what works for kids in this century. We can't keep doing what was done in a system that was never designed to serve the kids we're trying to serve today. This is a book for any leader looking for effective strategies to be innovative in an industry that doesn't like innovation. You can transfer these skills to other work that you're doing. It doesn't just have to be about CBE. Lastly, using the Marzano Academies structure makes your instruction equitable naturally. It's what works for all kids.

## **Q: What are some of the most common challenges leaders will face in doing this work?**

**Marzano:** Built-in obstacles in K–12 education include the governance structure. Sometimes, no matter how much teacher and community support you have behind your work, you can get new leadership that does not understand innovations that might really be helping. This is a constant hindrance in education.

**Hardy:** First, leaders looking to innovate will run into policy challenges. You must tackle these and persevere. Second, there is a natural resistance among educators. You must find a way to meet this resistance and move forward anyway. Third, the brick wall of creativity that leaders will face is real. There will come a point where you'll be out of ideas on how to get past that next obstacle. You have to sit at the table and find a way to really regain creativity. Lastly, it's always important to generate the support you need for systemic innovation—from within the school building and from the larger community.

This book will give you the tools to tackle all these challenges. For example, we talk about abandoning the notion of “buy-in” and instead building coalitions around the work. The greatest leaders don't have to surround themselves with people who agree. In fact, you want people who courageously disagree with you and edge you on and sharpen you. So, how do we build coalitions of people with disparate views but who have the same vision? Leverage that disagreement to get to a better place because it sharpens everyone.

## **Q: What makes this book unique?**

**Hardy:** This book is about systemic change and innovation and how you can lead it successfully using practical strategies. We're actually using a real and comprehensive initiative to create this blueprint for educators to tackle their own innovations.

# Ensure all students master essential content

## On-Site & Virtual Professional Learning for Personalized Competency-Based Education

The shift from a traditional system to personalized competency-based education might seem intimidating. Rely on the knowledge and experience of our world-renowned experts to guide you forward. No matter where you are on your transition, we have a professional learning service that fits your needs.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input type="radio"/>		
	Personalized Competency-Based Education Overview	<input type="radio"/>		
	The Marzano Academies Model Overview	<input type="radio"/>		
	Competency-Based Education: High Reliability Schools Level 5 Overview	<input type="radio"/>		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Content and Proficiency Scales for Personalized Competency-Based Education		<input type="radio"/>	
	Learning Environments and Student Agency for Personalized Competency-Based Education		<input type="radio"/>	
	Instruction for Personalized Competency-Based Education		<input type="radio"/>	
	Assessment for Personalized Competency-Based Education		<input type="radio"/>	
	Scheduling for Personalized Competency-Based Education		<input type="radio"/>	
	Reporting and Tracking Progress for Personalized Competency-Based Education		<input type="radio"/>	
	Leading the Transition to Personalized Competency-Based Education		<input type="radio"/>	
	Mindsets and Skill Sets for Learning		<input type="radio"/>	
	The Marzano Academies Model		<input type="radio"/>	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			<input type="radio"/>
	Global PD Teams			<input type="radio"/>

Virtual PD gives you the freedom to choose the timeframe that fits best with your schedule:

ONE FULL-DAY SESSION

TWO HALF-DAY SESSIONS

THREE TWO-HOUR SESSIONS

# Featured Services

## BUILDING Your Skills

### Personalized Competency-Based Education Overview

Learn about the key differences between time-based and performance-based systems of learning, and explore the benefits of a student-centered approach to teaching and learning that allows students to move through levels of content at their appropriate pace. This training provides an overview of key terms, concepts, and approaches for personalized learning and competency-based education, with a focus on the Marzano Resources Reinventing Schools approach.

- Discover an approach for designing and implementing personalized competency-based education in classrooms and schools.
- Learn about implementation from concrete examples in schools.

- Examine practical strategies for addressing the following key design questions:
  - › What content will be addressed within the system?
  - › How will the learning environment support student agency?
  - › How will instruction support student learning?
  - › How will student proficiency be measured?
  - › How will scheduling accommodate student learning?
  - › How will reporting facilitate student learning?

## DEEPENING Your Skills

### Leading the Transition to Personalized Competency-Based Education

Transitioning from a traditional, time-based system to a competency-based model is a complex endeavor. Our experts can help you examine issues related to policy, curriculum, instruction, assessment, scheduling, and more that can impact your transition. You'll learn how to design a plan for piloting competency-based education, discover ways to support schools in creating unique models while maintaining coherence at the district level, and explore the types of professional development principals and teachers will need and how to provide them.

- Examine key design questions and their implications for your local context.
- Create a design and action plan for implementing personalized competency-based education in your school that addresses issues related to content, learning environment, instruction, assessment and measurement, scheduling, and reporting.
- Consider and discuss options for transitioning within and across schools.
- Learn about a set of recommended steps for ramping up over two years before rolling out across a set of schools or an entire district.

### The Marzano Academies Model

Lead the transition from a traditional school model to an effective competency-based system in your school or district. You'll employ 16 leading indicators to measure your school's high reliability status and discover a process to create and address lagging indicators based on collected data.

- Gain a deeper understanding of competency-based education.
- Learn how to successfully shift to a high reliability, competency-based education system.
- Review 16 school-level indicators implemented by Marzano Academies schools.

## SUSTAINING Your Skills

### Embedded Coaching

A Marzano Resources associate will work side by side with you to ensure a guaranteed and viable curriculum is in place for every child in every classroom. Feel confident in knowing you have ongoing support through the paradigm shifts and everyday challenges inherent to this vital work. Throughout your multi-day experience, your expert coach will help you create and implement the necessary systemic changes documented in your school's individualized learning plan.

### Learn more

[MarzanoResources.com/PCBEPD](https://MarzanoResources.com/PCBEPD)

## SUCCESS STORY

# John E. Flynn | A Marzano Academy

WESTMINSTER, COLORADO



## DEMOGRAPHICS

- › 296 Students
- › 72% Economically disadvantaged
- › 13% Special education
- › 54% Male
- › 46% Female
- › 60% Hispanic/Latino
- › 29% White
- › 9% Asian
- › 1% American Indian
- › 1% African American

A Colorado innovation school in Westminster Public Schools, John E. Flynn A Marzano Academy welcomes all students in grades preK–8 and serves as an instructional laboratory for the district. Flynn is the first school in the United States to achieve Level 5 certification in the High Reliability Schools (HRS) Network.



## Challenge

John E. Flynn A Marzano Academy lives up to its title as an innovation school. It is **designed around Dr. Robert J. Marzano's vision of personalized education and the HRS framework**. The school has developed and continues to refine the processes and practices of competency-based education (CBE), a system in which students progress to the next level based on demonstration of proficiency rather than age or the end of a school year. As former principal of this school within an established CBE district, Dr. Brian Kosena knew the endgame he wanted to achieve. He just had to instill the systems and processes that would make his staff—and, ultimately, his students—successful.

While Flynn is an innovation school, it's important to note that it operates as a local community school that welcomes all students.



*The five levels of High Reliability Schools*

## Implementation

Dr. Kosena designed his innovation plan based on the 16 School Level Indicators outlined in the Marzano Academies model. "The indicators are a precise scope and sequence of research-supported components which lead to a school becoming a high reliability organization."

To establish a plan for success, Dr. Kosena used the High Reliability Schools framework. "I introduced the HRS framework with the staff as an improvement process for our school," shared Dr. Kosena. "I framed it as something I was going to use as a way to better serve the teachers, the students, and the entire school community."

As they tackled HRS Levels 1 (Safe, Supportive, and Collaborative Culture) and 2 (Effective Teaching in Every Classroom), the early work placed the onus on Dr. Kosena to figure out how he could best support his staff for success. Digging into the data presented new challenges and, at times, got really personal.

"As a leader, you have to be willing to look inward, face what this process reveals, and have hard conversations with yourself," reflected Dr. Kosena.

At HRS Level 2, Dr. Kosena required every teacher to move through the High Reliability Teacher framework. This demanded the same self-reflection and openness to change that he had modeled from the start. "It's easy to ask teachers to turn the mirror on themselves if you're already doing it," he explained.



“The HRS process is the best PD a principal can have on leadership. It is a reflective process that research says is one of the best strategies for school improvement.”

—Dr. Jeni Gotto, chief academic officer, Westminster Public Schools

Having an instructional model in place provided a common language for staff, and the School Level Indicators were easily customized to this shared language at Flynn. The systems and processes of HRS made it clear to see whether their instructional model was being effectively practiced. This removed emotion from performance assessments, and responses became data driven. “We became open to change and began to see vulnerability as a strength at Flynn,” said Dr. Kosena.

HRS Level 3, Guaranteed and Viable Curriculum, is where Dr. Kosena and his staff took a hard look at what the external data was saying about their transformative work. This presented its own set of challenges. The external measure really forced them to connect their HRS work with their end goal of student success. The data was sometimes hard to face, which led to some tough goal setting. In the end, it moved Flynn to new levels of staff and student performance.

Levels 4 and 5, Standards-Referenced Reporting and Competency-Based Education, were already in place districtwide, thanks to district leadership and an unwavering commitment to establish Westminster Public Schools as a competency-based system. The early work allowed Flynn to embrace the Marzano Academy and HRS trajectory from day one.

The district relied on Empower Learning as their learning management system, which allowed Dr. Kosena to look at tighter indicators to ensure consistent application across all classrooms and content areas. Scheduling was an intricate part of the work at Flynn, as Dr. Kosena and his staff created a schedule that allowed students to transition to the appropriate level of instruction for each content area.

## Results

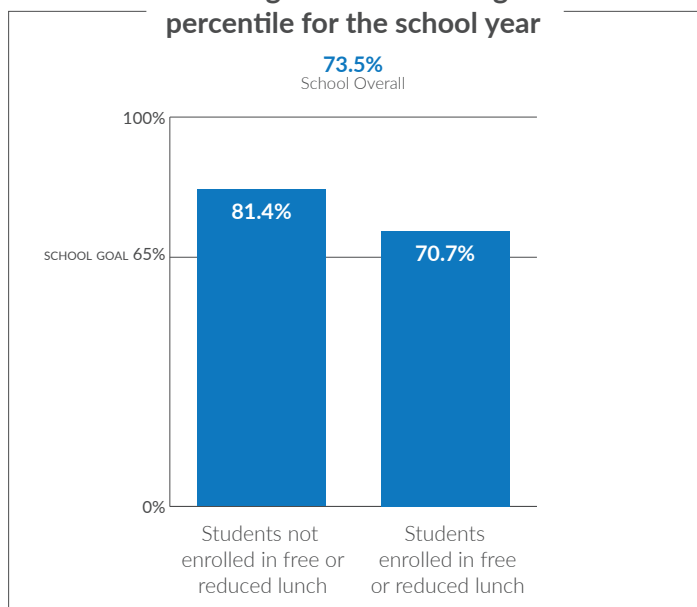
The John E. Flynn school community celebrates students who level up throughout the year. Chief academic officer Dr. Jeni Gotto recalled one such Level Up Assembly occurring when visitors happened to be in the building. “Students stopped visitors in the lunch line to tell them how excited they were to be moving a level. This is intrinsic motivation, moving kids past that traditional thinking that nothing magical can happen until that last day of school.”

One of many significant positive outcomes since instilling the HRS process in the daily work of staff was that 70.7% of students enrolled in the free and reduced lunch program met or exceeded the state of Colorado's annual growth expectation in literacy, and 76.5% of this student population met or exceeded state expectations in math. This surpassed Flynn's goal of 65% for the school year.

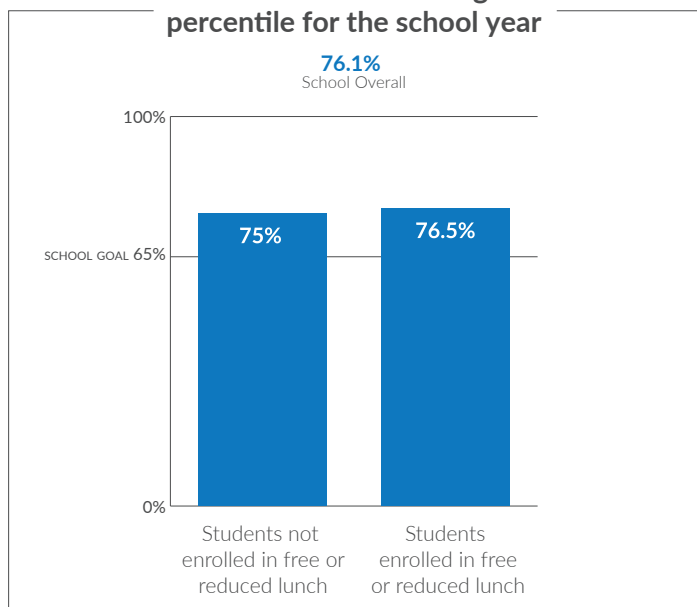
“One evolution in my understanding is that this is a continuous improvement process and not a list of tasks

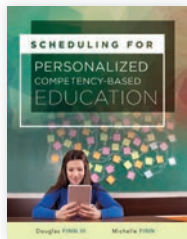
to check off once you're done,” said Dr. Kosena. “You're always looking at what's being implemented, assessing your success, and adjusting. That's the power of the HRS framework. It's such a driving force for continuous improvement, and it can work for any school, regardless of status—from a turnaround school to one that is already high performing.”

**Star Reading current student growth percentile for the school year**



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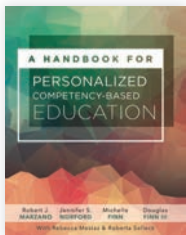
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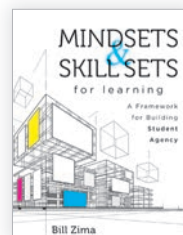
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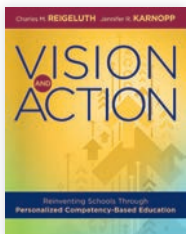
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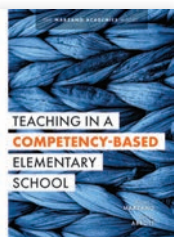
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