



Certification Guide

Introduction

Become a High Reliability School™

Dr. Robert J. Marzano's vision for K–12 education is simple: all schools can be highly effective in promoting student learning. To show how, he created the Marzano High Reliability Schools (HRS) framework. Based on 50 years of research, the framework defines five progressive levels of performance that a school must master to achieve high reliability status:



“ I feel like I waited my entire educational career for this model...It gives us a guide of how we can best implement good research into practices within the classroom.”

—Kelly McCoy, principal,
Grove Valley Elementary School, Oklahoma

Why become a certified High Reliability School™?

Marzano Resources offers formal certification for schools or districts that want to attain one or more levels of high reliability. Each level has specific tangible benefits that will significantly improve school effectiveness and student achievement. Schools and districts use certification as a way to celebrate and officially document the work they have accomplished.

How is success at each level determined?

Leading and lagging indicators are used to create expectations and track progress at each level. Once leading indicators are met or exceeded, a school/district will be eligible for certification at that level.

- ▶ Leading indicators show what a school should work on to achieve a high reliability level. Example of a leading indicator: the faculty and staff perceive the school environment as safe and orderly.
- ▶ Lagging indicators are the evidence a school gives—such as pictures, videos, and data sets—to validate its achievement of a high reliability level, particularly in areas where there is general agreement that the school should improve. Example of a lagging indicator: one or no incidents occur each year in which student safety is compromised.



Certification Overview

The Certification Process:

- 1** The certification process begins by surveying teachers and administrators. (Student and parent surveys can also be administered for more comprehensive data.)
- 2** The survey results are aggregated, and reports are shared with the school. The results are in correspondence to each leading indicator. Schools must see success on each leading indicator within a level in order to be eligible for certification at that level.
- 3** If a school has leading indicators that don't meet the accepted level, lagging indicators are used as evidence to determine growth.
- 4** The school will identify lagging indicators and collect data and evidence to monitor progress. During this phase, the school will work with their HRS reviewer within the HRS Moodle platform to ensure that the data and evidence they are collecting and submitting adequately addresses their lagging indicators. Once the HRS reviewer determines that the school has submitted data and evidence that warrants certification, the HRS reviewer will recommend the school for certification. Final certification decisions will be made by a separate HRS certifier based on the data and evidence the school has provided
- 5** The school will need to collect quick data on a regular basis (e.g., monthly) to ensure continual progress.

Interested in district certification?

Each school in the district will need to be certified at each corresponding level.



Included with certification

- ▶ An HRS award certificate
- ▶ A Marzano Resources press release
- ▶ A digital HRS logo to use on your website and social media accounts
- ▶ Your school's or district's logo featured on the Marzano Resources website
- ▶ An HRS certified school name badge at the annual HRS Summit
- ▶ Your school's or district's name included in HRS Summit materials
- ▶ An award presented at the HRS Summit (districts only)

“My staff and I have completed HRS Level 1 and Level 2, and I couldn't be more pleased with the outcomes. Our instructional model has become the backbone for everything we do.”

—Michelle Eidson, principal,
Spring Creek Elementary, Oklahoma

Join the HRS Network

As a member of the HRS Network, you will:

- ▶ Gain access to 100+ resources for implementing the five levels of reliability
- ▶ Develop expertise through customized HRS services and professional development
- ▶ Receive a complimentary registration to the annual HRS Summit (*for district membership only*)



FAQs

Where do I sign up to begin the certification process?

To get started, contact the Marzano Resources business development manager for your state. Contact information can be found at <https://www.marzanoresources.com/about/contact-your-rep>.

What support do you offer to schools trying to build an HRS™?

We have a variety of products and services specially designed to guide school leaders and teachers through the HRS certification process, including books, events, onsite and online professional development, and webinars. Visit <https://www.marzanoresources.com/hrs> to see our full range of solutions.

Who determines certification?

The role of the HRS reviewer is to help the school collect and submit data and evidence which show they have met the leading and lagging indicators for a particular level. Final certification decisions will be made by a separate HRS certifier based on the data and evidence the school has provided.

How long does certification last?

Initial certification is valid for five years. Schools must notify Marzano Resources if they would like to renew their HRS certification for an additional five years. The renewal process follows the same guidelines as the original certification process. Schools must provide evidence that over the five-year period their lagging indicator scores have improved and show examples of data to support this growth.

“ We have a very talented and dedicated group of educators who have worked very hard at improving their craft. To be the first Nebraska school to be HRS-certified is a great honor and one we are proud to showcase.”

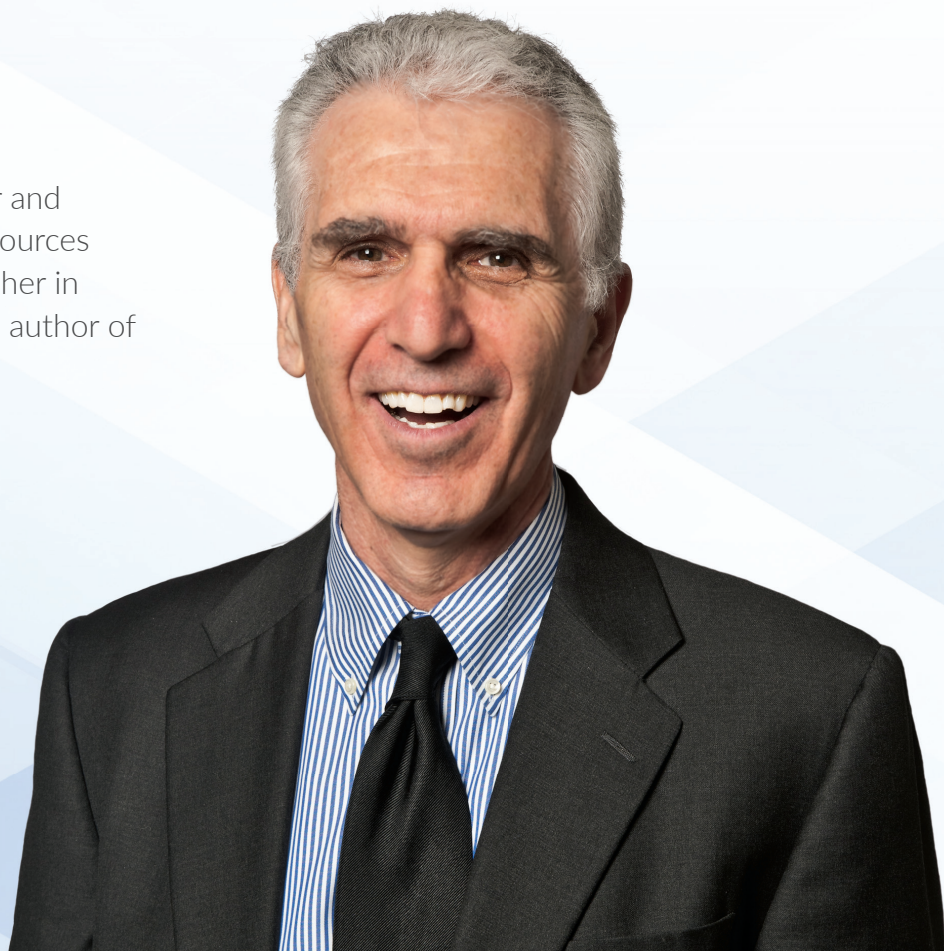
—Brent Hollinger, superintendent,
Cross County Community School District, Nebraska

About Marzano Resources

Located in Centennial, Colorado, Marzano Resources is a professional development organization that translates research into strategies educators can use to significantly advance student achievement.

Our solutions are based on Dr. Robert J. Marzano's 50 years of education research, combined with action research conducted in schools. Our services and products include customizable on-site professional development, educator events, books, videos, and online courses, with a strong emphasis on curriculum development, instruction, assessment, teacher support and development, student engagement, and personalized competency-based education.

Robert J. Marzano, PhD, is cofounder and chief academic officer of Marzano Resources in Denver, Colorado. A leading researcher in education, he is a speaker, trainer, and author of more than 50 books and 200 articles.



Resources

Marzano Resources
MarzanoResources.com

High Reliability Schools™
MarzanoResources.com/HRS/high-reliability-schools

A Comprehensive List of Certified High Reliability Schools
MarzanoResources.com/HRS/certified-high-reliability-schools

Questions?

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