

HIGH-RELIABILITY TEACHER (HRT) CERTIFICATION

OPPORTUNITY

August 30, 2022

[DR. CAMERON RAINS, MARZANO RESOURCES, VIDEO INTRODUCTION TO HRT](#)

OVERVIEW

1. Project Background and Description

The Arkansas Department of Education (ADE) Division of Elementary and Secondary Education (DESE) and the Education Renewal Zones have partnered to develop and expand the Marzano Resources High-Reliability Teacher Certification process with selected teachers. These teachers will serve as part of a cohort as a working laboratory, conducting action research and sharing best practices with other teachers throughout the state.

The Marzano Resources High-Reliability Teacher™ (HRT) program encourages and celebrates teacher effectiveness. The multileveled HRT certification process recognizes the advancement of a teacher's pedagogical skills and knowledge in three specific areas:

- Effective Use of Instructional Strategies
- Student Learning
- Valid and Rigorous Feedback

High-Reliability Teacher Certification Cohorts are distinguished by the process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve. The HRT certification operates under the assumption **that the key to improved learning for students is continuous job-embedded learning for educators.**

The HRT certification provides intensive training and support for a growing number of educators each year. Participating educators will be part of a collaborative evaluation process (ADE, DESE, ERZ, and Marzano Resources) that collects data regarding student achievement, teacher practices, and effective professional development.

Selected educators will be part of a statewide cohort facilitated by Directors of Education Renewal Zones and receive intensive support as they implement and deepen their understanding of instructional strategies and student learning for a continuous improvement cycle. Each educator will complete courses focusing on increasing student achievement through an aligned curriculum, formative assessment practices, and proven instructional strategies. The courses are developed and supported by Marzano Resources.

Course Overview

- The complete [HRT program includes three levels of certification and four online courses.](#)
- This is the fourth year of providing HRT cohorts of educators. The ERZ Directors will support the cohort of educators in this first year in completing Level 1 (Courses 1 and 2).
- Level 1, Course 1: Foundation of Instructional Strategies
 - Learning Objectives

- Understand and implement a model of instruction
- Create unit lesson plans and daily lesson plans aligned to the model of instruction
- Complete a self-assessment and create growth goals
- Administer student pre-and post-surveys aligned to growth goals
- Engage in deliberate practice with growth goals
- Implement a student self-actualization project or a project that connects students to something greater than themselves
- Level 1, Course 2: Reflection of Instructional Strategies
 - Learning Objectives
 - Provide evidence of effective instruction by submitting and reflecting on video recordings of your instruction
 - Create unit lesson plans and daily lesson plans aligned to the model of instruction
 - Provide self-assessment scores for video-recorded lessons
 - Compare self-assessment scores to certification reviewer scores
 - Explain how teacher actions are impacting student learning
- Educators will be selected by the ADE and ERZs through a rigorous application and evaluation process recommended by a committee of educational professionals knowledgeable of the High-Reliability Teacher Certification process.
- A Marzano Resources Associate will provide feedback and coaching throughout the process.
- The educator will fully implement the HRT process in their current job assignment with the support of their cohort.
- Efforts will be made to have the state's different regions represented.

Key Project Team Members

Project Lead: Jill Clogston, Director of ERZ, Arkansas State University

- Dr. Roger Guevara, Director of ERZ, Southern Arkansas University (SAU)
- Dr. Tracie Jones, Director of ERZ, Southeast, University of Arkansas, Monticello (UAM)
- Robyn Dawson, Director of ERZ, University of Arkansas, Fort Smith (UAFS)
- Romykia Nelson, Office of ERZ, Henderson State University (HSU)
- Laura Wilson, ADE Office of ERZ, Technical Assistance Specialist
- Kayci Hardnett, ADE Office of ERZ, Technical Assistance Specialist
- Lindsey Calhoun, Director of ERZ, University of Arkansas (UA)
- Susan Jobe, ADE, DESE, Asst. Director of Special Projects
- Dr. Missy Walley, ADE, DESE, Director of Special Projects

September 20, 2022

- Applications are due for High-Reliability Teacher Certification Cohort Four. Applications are to be submitted to Susan Jobe at susan.jobe@ade.arkansas.gov no later than 5:00 pm on September 20, 2022

October 5, 2022 Applicants are notified if they received the scholarship to participate in the fourth cohort High-Reliability Teacher Certification in Arkansas

October 20, 2022

- Cohort 4 will meet face-to-face in Little Rock with Dr. Shelley Gies, Marzano Associate on October 20, 2022 from 9 a.m. - 3 p.m.
- Timeline

Dates/Times are subject to change.

Deliverable	Due Date	Responsible
Applications Due	September 20, 2022	Interested HRT candidates: Submitted to ADE susan.jobe@ade.arkansas.gov
Applicants Notified	October 5, 2022	Jill Clogston, Project Lead jclogston@astate.edu
Cohort Meeting in Little Rock	October 20, 2022	Jill Clogston, Project Lead jclogston@astate.edu

Contact any of the following for more information:

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- Dr. Roger Guevara, ERZ Director, Southern Arkansas University (SAU); rguevara@saumag.edu (870-904-4900)
- Dr. Tracie Jones, ERZ Director, Southeast, University of Arkansas, Monticello (UAM); jonestr@uamont.edu (870-460-1796)
- Lindsey Calhoun, ERZ Director, University of Arkansas (UA) lmswager@uark.edu (479-575-3641)
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- Romykia Nelson, Office of ERZ, Henderson State University (HSU), nelsonr@hsu.edu, 870-230-5476
- Laura Wilson, ADE Office of ERZ, Technical Assistance Specialist; laura.wilson@arkansas.gov (501-580-4454)
- Susan Jobe, susan.jobe@ade.arkansas.gov, Kayci Hardnett, kayci.hardnett@ade.arkansas.gov, and Dr. Missy Walley, missy.walley@ade.arkansas.gov, ADE, DESE; (501-683-5780)