

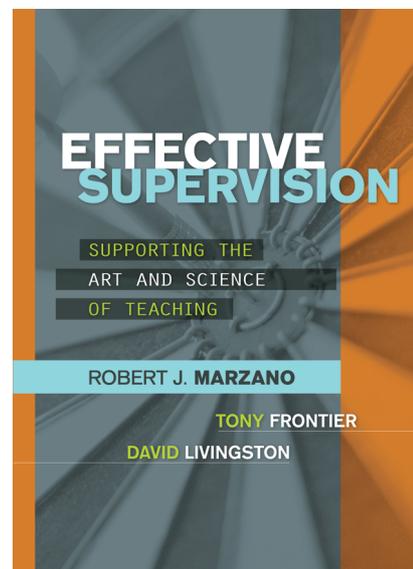
Hawker Brownlow Education

Effective Supervision

Supporting the Art and Science of Teaching

Authors: Robert J. Marzano, Tony Frontier & David Livingston

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Summary:

In *Effective Supervision*, Robert J. Marzano, Tony Frontier and David Livingston show school and region-level administrators how to set the priorities and support the practices that will help all teachers become expert teachers. Their five-part framework is based on what research tells us about how expertise develops. When these five conditions are attended to in a systematic way, teachers do improve their skills:

- A well-articulated knowledge base for teaching
- Opportunities for teachers to practice specific strategies or behaviours and to receive feedback
- Opportunities for teachers to observe and discuss expertise
- Clear criteria for success and help constructing professional growth and development plans
- Recognition of the different stages of development through progressing towards expertise.

Going way beyond scripted observation routines and typical value-added measurements of teacher effectiveness, the authors open your eyes to broad principles of effective supervision that apply to all kinds of schools. In addition to the five conditions in this book, the authors introduce four domains of teaching practice to provide a focus for instructional improvement, and five ways to provide teacher feedback that avoids the pitfalls of a checklist approach.

The focus is on developing a collegial atmosphere in which teachers can freely share effective practices with each other, observe one another's classrooms and receive focused feedback on their teaching strategies. The constructive dynamics of this approach always keep in sight the aim of enhancing students' well-being and achievement. As the authors note, "The ultimate criterion for expert performance in the classroom is student achievement. Anything else misses the point."

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Other Resources from Hawker Brownlow Education:

- *The Art & Science of Teaching: A Comprehensive Framework for Effective Instruction* (107001)
- *The Art & Science of Teaching Book & DVD Set* (608073)
- *The Art and Science of Teaching DVD Series* (608074)
- *School Leadership That Works: From Research to Results* (105125)