Annual Benefit Report

2023

About Us

Marzano Research is a women-owned small business dedicated to working with educators and system leaders to learn, evolve, and thrive.

We offer sophisticated education research and consulting capabilities with a collaborative, small-business approach. We are experts at working with educators to use research and evidence to design and enhance educational practices at the classroom, school, and district levels.

Our staff members draw from years of experience in education as teachers, school leaders, researchers, and evaluators. Each of us brings a deep commitment to positive change and the success of every student.

Mission

Marzano Research brings expertise in program content, scientific inquiry, and system improvement, combined with a wealth of practical experience, to achieve our mission: **to support partners in improving education systems, practices, and outcomes for all learners.**

We define our success by achieving:

- Impact in the field
- Growth and sustainability
- A thriving workplace

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What is a benefit company?

Benefit corporations commit to the triple bottom line, expanding the traditional purpose of a business beyond the financial bottom line to encompass social and environmental impacts.

As a certified benefit corporation, Marzano Research must annually meet third-party standards for social, environmental, and business performance.

Triple Bottom Line

Social Responsibility
Leadership and management principles that support employees, clients, and the community

Environmental Responsibility
Environmental sustainability and workplace green practices

Business Responsibility
Sound and strategic business practices that foster profit and growth

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Fostering Diversity, Equity, and Inclusion

As part of our commitment to being a force for good in the world, Marzano Research works actively and intentionally to be:

Diverse
By hiring and retaining diverse individuals who represent and reflect the diversity of students and educators we serve

Equitable
By actively seeking out and eliminating structural disadvantages around issues that include hiring, advancement, and pay equity

Inclusive
By ensuring each person in the company feels supported and encouraged to participate and contribute

Success with DEI spurs our social, environmental, and business performance and drives our efforts to create:

Impact in the Field
By creating, innovating, and delivering better solutions for all stakeholders and clients

Growth and Sustainability
By developing new relationships and expanding our portfolio of projects

Thriving Workplace
By nurturing a culture that encourages everyone to contribute and promotes an environment in which the best ideas flourish

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Key Metrics

Gallup Sustainability 5 (GS5) Index

Connection to the United Nations Sustainable Development Goals

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Key Metrics: Gallup Sustainability 5 (GS5) Index

On a survey designed to include the voice of employees in strategy and reporting, staff overwhelmingly agree that Marzano Research is committed to people and the planet.

2023 Percentage of Staff Who Strongly Agree or Agree

ETHICS AND COMPLIANCE
If I raised a concern about ethics and integrity, I am confident my employer would do what is right.
100%

DIVERSITY, EQUITY, AND INCLUSION
At work, I am treated with respect.
94%

EMPLOYEE DEVELOPMENT
There is someone at work who encourages my development.
88%

WELLBEING AT WORK AND IN LIFE
My organization cares about my overall wellbeing.
88%

ENVIRONMENT
My organization makes a positive impact on people and the planet.
100%

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Social Performance

Creating a thriving workplace, delivering exceptional services, giving back to our communities

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Diversity, Equity, and Inclusion

2023 Highlights

The DEI Standing Committee led professional learning and engagement activities with all staff throughout the year, such as:

- Discussing our explicit and implicit expectations, cultural norms, and working agreements related to communication
- Learning about finding blind spots and implicit bias
- Learning about using appropriate terminology to talk about Native nations to show respect for nations' sovereignty
- Beginning to implement strategic direction priorities related to embedding culturally responsive and inclusive approaches and tools in all proposals and as part of all projects

Goals

- Ensure broad understanding of key DEI concepts and company priorities among staff
- Foster broad engagement and cultivate a respectful, inclusive, and equitable environment — in how we operate, interact as a community, and work with clients
- Recruit and hire from a diverse candidate pool

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United Nations

SUSTAINABLE DEVELOPMENT GOALS

[The 2030 Agenda for Sustainable Development](#), adopted by all United Nations Member States in 2015, provides a shared blueprint **for** peace and prosperity for people and the planet, now and into the future.

At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries — developed and developing — in a global partnership.

They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests.

SUSTAINABLE DEVELOPMENT GOALS

Goal 4: Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- Ensure that all girls and boys complete **free, equitable, and quality primary and secondary education** leading to relevant and effective learning outcomes (4.1)

- Ensure that all girls and boys have access to **quality early childhood development, care, and pre-primary education** so that they are ready for primary education (4.2)

- Eliminate gender disparities in education and ensure **equal access to all levels of education and vocational training for the vulnerable**, including persons with disabilities, indigenous peoples, and children in vulnerable situations (4.5)

- Ensure that all youth and a substantial proportion of adults, both men and women, achieve **literacy and numeracy** (4.6)

Using Multi-Tiered Systems of Support (MTSS)

PROVIDING TECHNICAL SUPPORT

Marzano Research worked with school districts in Wyoming to enhance their use of MTSS, a comprehensive framework designed to provide targeted support to all students within a school. We worked alongside school and district staff to build a common understanding of the three tiers of support and align district literacy materials and assessments with each tier to formalize districtwide MTSS practices. This work helps to ensure students requiring interventions and extensions receive the supports they need.

SUSTAINABLE DEVELOPMENT GOALS By 2030, ensure that all girls and boys complete free, equitable, and quality primary and secondary education leading to relevant and effective learning outcomes.

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Supporting Children with Special Health Conditions

CREATING RESOURCES

Marzano Research worked with the Colorado Department of Early Childhood to create a tool that helps parents of children with special health conditions work with adults in the early childhood care and education ecosystem to create an Individual Health Plan for children with special health conditions. An Individual Health Plan helps to ensure children with special health conditions can access learning environments safely.

SUSTAINABLE DEVELOPMENT GOALS

By 2030, ensure that all girls and boys have access to quality early childhood development, care, and pre-primary education so that they are ready for primary education.

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Crafting Student Success Plans

BUILDING CAPACITY

Oregon's Student Success Plans are designed to close opportunity gaps and improve outcomes for some of the most marginalized student populations in Oregon. Marzano Research worked with the Oregon Department of Education (ODE) and stakeholder advisory groups to create a guiding framework, work with ODE staff on developing and implementing plans, and gather input from stakeholders on the impact of the plans on the target populations.

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Honing Skills for Using Evidence-Based Instruction

RETHINKING CLASSROOM RESEARCH

The Marzano Research Teacher as Researcher Scholar Program at Texas A&M International University aims to reduce the readiness gap for new teachers by equipping teacher candidates with the knowledge and skills to critically evaluate and adjust their instructional practices. Using Marzano Research Teacher as Researcher tools and processes for conducting classroom-based experiments, teacher candidates hone their instructional skills by testing hypotheses about what works for their students and using these results to inform real-time adjustments of classroom practice.

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# Giving Back to Our Communities

Our community giving program includes volunteer hours and charitable donations. The program targets local nonprofits that provide direct programming and services to children, youth, and families that benefit their education, health, and wellbeing.

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Volunteer Hours

Organizations where we volunteered

- Art of Living
- CASA for Children – Multnomah County
- The Float House
- Hillsborough County Schools – Tampa Palms Elementary
- Northwest ISD Destination Imagination
- Portland Northeast Emergency Food Program
- Poudre School District
- Ronhert Park Community Band
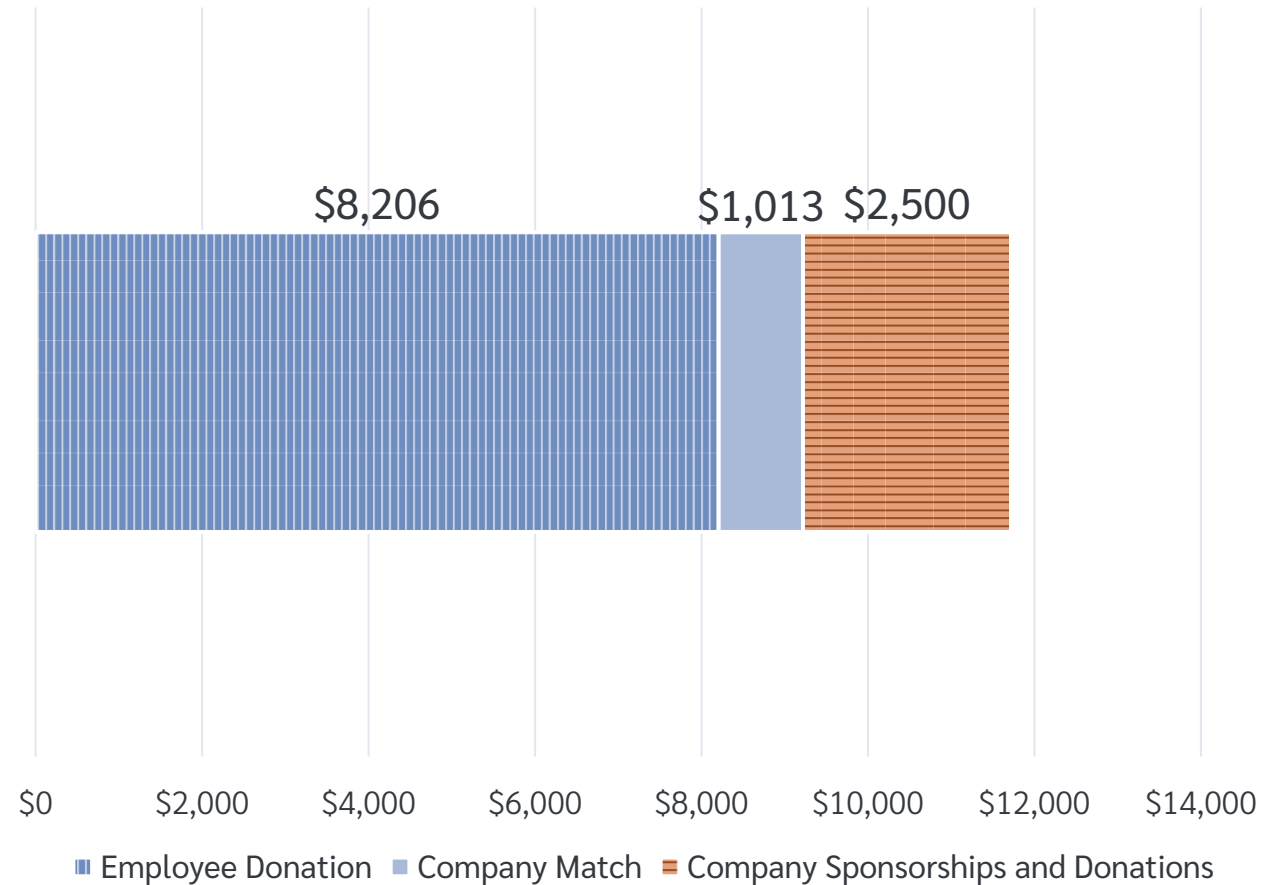- Spirit at Play
- United Way

7 Staff Members: 317

(Chart axis: 0, 100, 200, 300, 400)
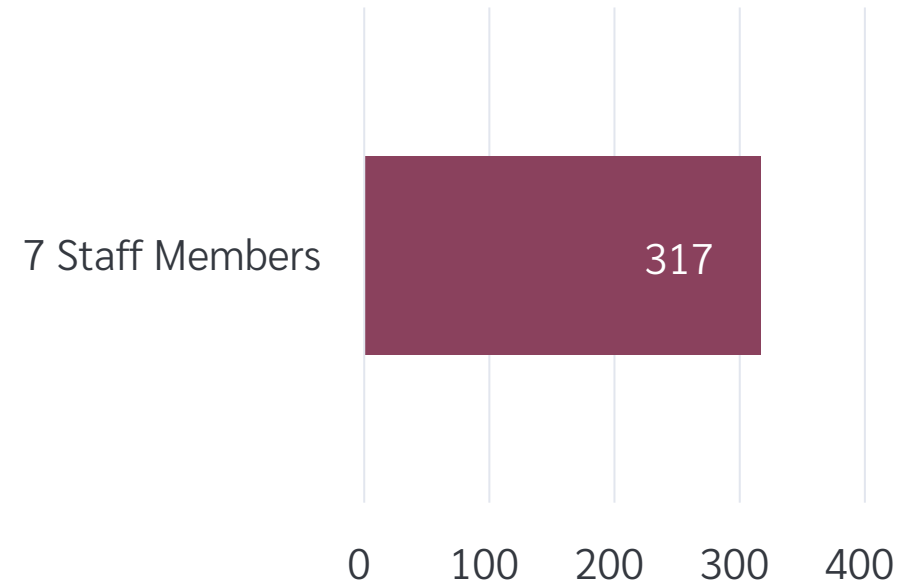
Charitable Donations

The company matches $100 for each staff member contribution to a local non-profit in our target sector.

In 2023, we added a category for company sponsorships and donations.

Chart showing:
- $8,206 — Employee Donation
- $1,013 — Company Match
- $2,500 — Company Sponsorships and Donations

X-axis: $0, $2,000, $4,000, $6,000, $8,000, $10,000, $12,000, $14,000

Legend: ▪ Employee Donation ▪ Company Match ▪ Company Sponsorships and Donations

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Charitable Donations Supported

Company sponsorships and donations

- Colorado ASCD to Elevate Educators
- Ke Aliʻi Pauahi Foundation

Organizations to which we donated

- Adelante Mujeres
- Backpack Society
- Brent's Place
- Bridge of Hope – Greater Denver
- Camp Yakety Yak
- Colorado Fourteeners Initiative
- Colorado Public Radio
- Council for Native Hawaiian Advancement
- Denver Post Season to Share

- doTERRA Healing Hands
- Emily Griffith Foundation
- Feeding America
- Girls Build
- GrowHaus
- Ke Aliʻi Pauahi Fund
- Littleton Youth Ballet
- Manna Resource Center
- Meals on Wheels
- One Kidney Climb – Kidney Donor Athletes

- Council for Native Hawaiian Advancement
- Rocky Mountain Conservancy
- Run4Fund$ – Colorado
- South Dakota Helpline Center
- Street Roots
- United Way of Wine Country
- WeeCycle
- Wild Diversity

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Goals and Actions

Perennial Goals

- Recycle and repurpose
- Go paperless
- Reduce travel
- Share sustainable practices

Actions

- Use paperless systems for operations (benefits enrollment, timesheets, payroll)
- Follow a company sustainability policy
- Recycle, repurpose, and donate used IT equipment (laptops, monitors, cables)
- For purchases, prioritize items that minimize the negative impact on the environment and buy from local, preferably benefit companies and/or women and minority-owned businesses

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Business Performance

Leading with integrity, encouraging staff to lead

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Principles

We use sound and deliberate business practices to foster profit and growth.

To drive positive change, we lead business performance with principles of:

- Transparency
- Engagement
- Accountability and responsibility as a team

We serve diverse clients, working for equitable outcomes for all learners.

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Staff Engagement

- Company leaders are proactive in communicating with staff about the financial health of the company. We discuss strategies for mitigating risks and growing our business.

- All staff engage in strategic direction development and implementation. We work as a team to advance strategic priorities, practice areas, and business development opportunities.

- Company leaders use dashboards to review, discuss, and monitor progress against budgets and metrics. We provide all staff with regular updates on company financials, stability, and business development efforts.

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Looking Ahead: 2024 Priorities

- We will pilot a **paid volunteer program**. Staff will have up to 8 hours of paid time off to volunteer for local nonprofits.

- Staff will **contribute to the direction of the company** through ad hoc groups focused on operations and through practice area teams focused on our services.

- The leadership team will **strengthen our client connection** by reaching out systematically for feedback and engaging them to understand their perspectives and needs.

- We will **show up where practitioners are**.