

# MARZANO RESEARCH VALUES STATEMENT

At Marzano Research, we are committed to creating education systems that nurture learning, growth, and well-being for every student, the educators who serve them, and the communities that care for them. We believe every individual deserves a safe and high-quality education, free from discrimination, that honors who they are and prepares them for success in school, work, and life. Our values guide our work, and our work centers:

## People.

We recognize that students and adults in the education ecosystem have complex, layered perspectives influenced by how individuals think about themselves, how others view them, and the characteristics that define them which include factors such as race, educational level, ability status, socio-economic background, rural or urban location, and gender. We design our practices to embrace and amplify a multitude of perspectives, ensuring the inclusion of historically marginalized groups. Engaging and mobilizing people in our work fosters ownership, collaboration, and sustainability.

## Context and community.

Cultural, economic, historical, and environmental factors influence education systems at all levels. Understanding context is crucial for identifying evidence-based programs and practices that are relevant and meaningful to local communities. We collaborate with stakeholders across education systems to create supportive environments that empower students to succeed and honor the unique aspirations of each community.

## Learning.

Learning is fundamental to our approach. Every interaction is an opportunity for learning, both for our clients and for us. Reflecting, assessing, and learning are key elements of our work, driving knowledge acquisition, skill development, and personal growth. We cultivate a continuous improvement mindset to nurture resiliency, adaptability, and empowerment.

## Systems.

We recognize the interconnectedness and complexity of education ecosystems. From policies and structures to culture and relationships, every aspect of the system matters. We collaborate with partners to address systemic inequities, inefficiencies, and barriers to change, moving beyond isolated efforts to create lasting impact.

## Evidence and outcomes.

Evidence and positive outcomes are central to our work. We bring evidence to the table in accessible, understandable, and actionable ways. By leveraging research and data, we help educators and administrators make informed decisions, gauge effectiveness, and drive improvement. Focusing on outcomes aligns decisions and actions with central goals of education: to equip individuals with knowledge, skills, and dispositions necessary for success in an ever-changing world. This approach ensures that every initiative contributes meaningfully to student learning and growth.

In practice, we aim to create a workplace that embodies these principles and reflects our commitment to equitable and inclusive education. In our work, we prioritize flexibility to meet the diverse needs of our clients and the students they serve, while remaining steadfast in our focus on achieving meaningful outcomes.