



Annual Benefit Report

2022

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

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

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
- **Inclusive:** By ensuring each person in the company feels supported and encouraged to participate and contribute
- **Equitable:** By actively seeking out and eliminating structural disadvantages around issues that include hiring, advancement, and pay equity

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.

Key Metrics: Gallup People and Planet 5 Survey

Gallup People and Planet 5 Results (May 2022)

On a survey designed to include the voice of employees in strategy and reporting, **100%** of staff strongly agree or agree that Marzano Research is committed to people and planet.

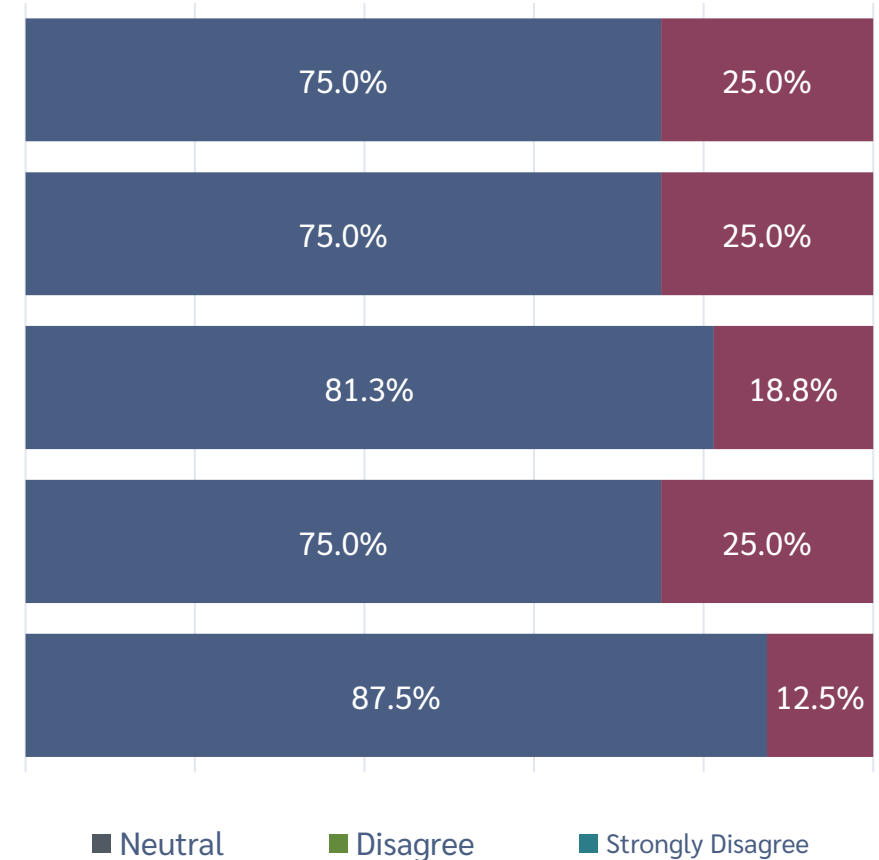
ETHICS AND COMPLIANCE
If I raised a concern about ethics and integrity, I am confident my employer would do what is right.

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

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

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

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



Social Performance Goals

Creating a thriving workplace that empowers employees and supports their growth.

Delivering exceptional services that enhance educational outcomes for all learners.

Giving back to the communities where we work and live.



Empowering and Supporting Team Members

The Weekly

- Connect with each other and the company
- Gather staff feedback and input
- Strategize as a staff
- Learn together
- Celebrate our successes

All-Staff In-Person Gathering: July 2022

- Orient and engage staff with the 2022-25 strategic direction
- Connect with each other and the company
- Explore and engage with our strengths

Supervisor Learning Community

- Create consistency across the company
- Develop supervision skills
- Create tools and provide input

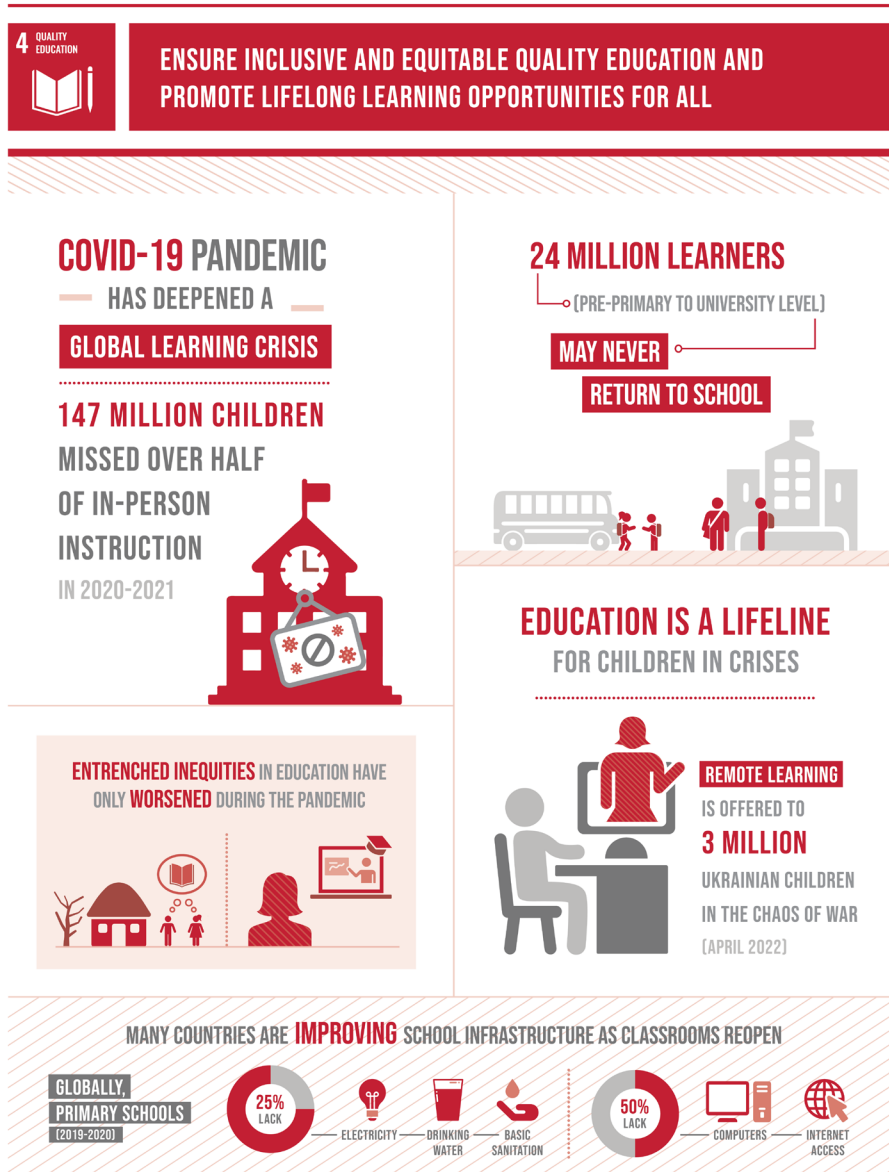


Diversity , Equity, and Inclusion (DEI)

DEI Goals

- Increase understanding of key DEI concepts and organizational priorities
- Continuously improve equitable hiring and promotion processes
- Build leadership capacity for embedding DEI in the company culture
- Established a DEI Standing Committee to identify and lead activities
- Identified implementation priorities as part of the 2022-25 Strategic Direction, including:
 - Including culturally responsive and inclusive tools in the Resource Bank
 - Embedding culturally responsive and inclusive approaches in all proposals and as part of all projects
- Continue to use diverse job boards and brief meetings with all qualified candidates to expand our candidate pool





Alignment to United Nations Sustainable Development Goal for Quality Education

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



UN Quality Education Target 4.1

By 2023, ensure that all girls and boys complete free, equitable, and quality primary and secondary education leading to relevant and effective learning outcomes

Sample Marzano Research project outcomes

- Increasing the graduation and completion rates for students from historically underserved communities, especially Black and American Indian/Alaska Native students, in Portland Public Schools
- Growing the leadership knowledge and skills of school and district leaders across Idaho
- Fostering the engagement of teacher researchers across South Carolina



UN Quality Education Target 4.2

By 2023, 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.

Sample Marzano Research project outcomes

- Improving the system for and increasing access to early intervention services for children in Colorado
- Ensuring stakeholder voices from parents, providers, and the workforce across Colorado are heard in the early childhood planning process
- Creating a landscape report to improve the availability and quality of early childhood education in South Dakota
- Conducting a needs assessment to improve school readiness of children in Idaho



UN Quality Education Target 4.5

By 2023, 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

Sample Marzano Research project outcomes

- Using the Native American Needs Assessment to improve learning outcomes for students in North Dakota
- Conducting an evaluation to guide the implementation of Oregon's Tribal History/Share History initiative



UN Quality Education Target 4.6

By 2023, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy

Sample Marzano Research project outcomes

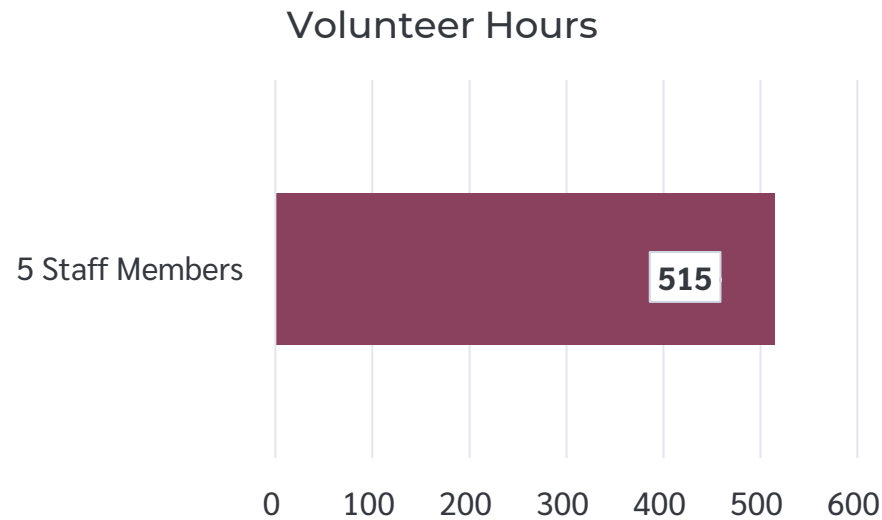
- Strengthening literacy systems in Wyoming school districts
- Conducting a landscape analysis of early childhood mathematics in Nebraska and creating a plan for early mathematics learning acceleration, including supporting students with disabilities and English Learners



Giving Back to Our Communities:

Volunteer hours

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 well-being.



Organizations where we volunteered

- CASA for Children of Multnomah, Washington, & Columbia Counties
- Colorado Parks and Wildlife (Wildlife Education)
- International Congress for School Effectiveness and Improvement (ICSEI)
- SOLVE Oregon
- The Art of Living (Petaluma, CA)
- The Float House (Petaluma, CA)
- United Way (Missoula, MT)
- Volunteers for Outdoor Colorado



Giving Back to Our Communities:

Charitable donations

Organizations to which we donated

- Anchor Center for Blind Children
- Brent's Place
- Bridge of Hope Greater Denver
- Brown Girl Rise
- Colorado Alliance for Environmental Education
- Colorado Fourteeners Initiative
- Community Transitional School
- Girls Build
- HistoriCorps
- Manna Resource Center
- Mapleton Education Foundation
- P:ear Mentor
- REAP, Inc.
- Rocky Mountain Conservancy
- United Way of Wine Country
- Volunteers for Outdoor Colorado
- WeeCycle



Environmental Performance

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

Business Performance: 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.



Business Performance:

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.

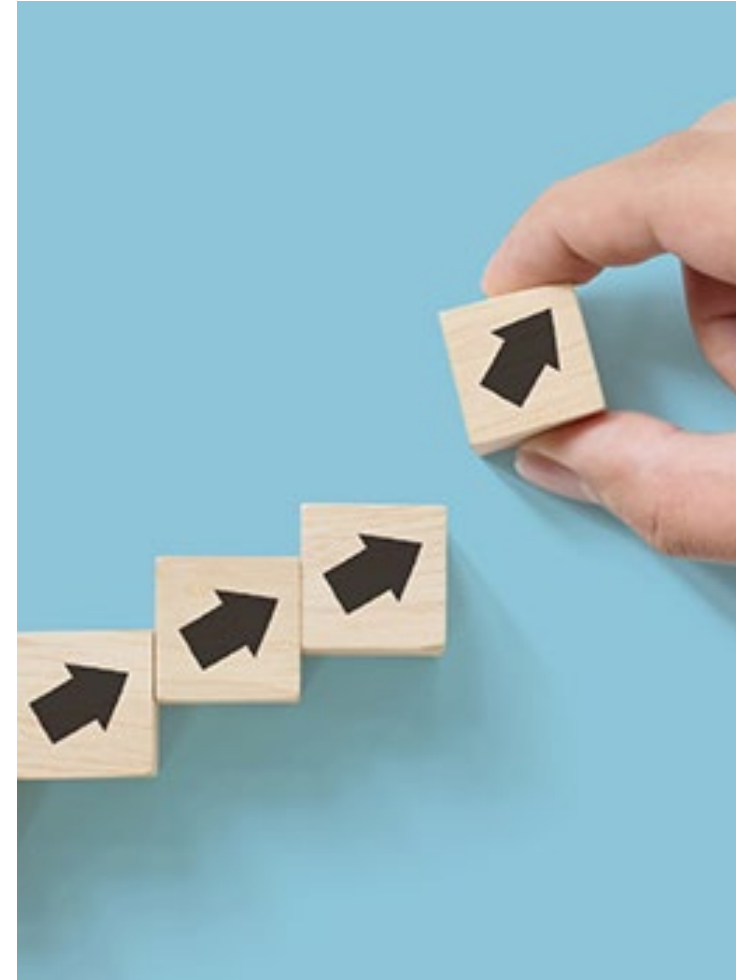


Looking Ahead: Priorities

In 2023, staff will have opportunities to identify and lead activities that build community internally and strengthen our local communities.

Directors and managers will guide performance development, plan professional learning opportunities for staff, and foster open communication.

The executive team will maintain our focus on DEI and financial health.



Looking Ahead: Metrics



To connect our efforts to a larger purpose and the global community working to make business a force for good, we will continue to connect our work to the United Nations sustainability goal for quality education which seeks to *ensure inclusive and quality education for all and promote lifelong learning*.

To provide metrics that will tell us if we are headed in the right direction, we will continue to collect data from all staff using the Gallup Sustainability 5 (GS5) Index.