

SLOs

Lead-Focus-Connect Conference

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So, what is a Student Learning Objective (SLO)?

- Goal setting process used to organize evidence of, and target student growth over a specified amount of time. It's **NOT** a Type III assessment.
- Helps unify Type III usage and provide consistency
- Examples of Type IIIs for the Process:
Teacher-created test, publisher test, student work samples or portfolios, student performance tasks, problem-based assessments

Benefits & Obstacles...

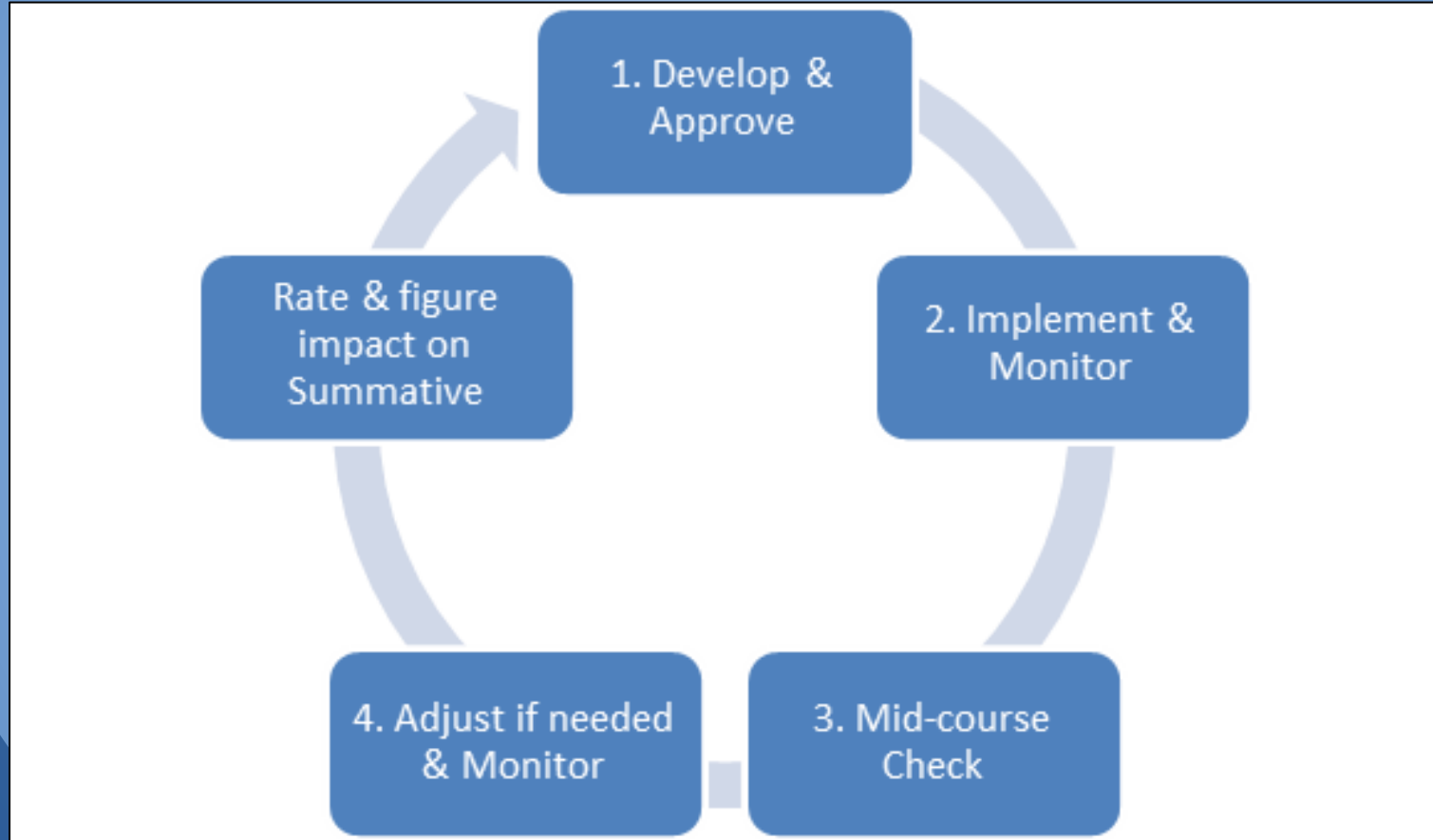
Benefits:

- Allows control over how student growth will be measured
- Aligns directly w/ curriculum at classroom & grade level
- Engages student in goal setting (Danielson 3C)
- Multiple measures over time
- Teacher has active role in their own evaluation

Obstacles:

- Work/time to develop - primarily in first year
- Need good organization for administrator to track all different SLOs
- Time for Admin to do it right - initial meetings and mid-course checks

SLO Cycle - Simplified



1) Develop and Approve

Educator:

- Review Data
- Complete the template
- Review SLO using rubric
- Submit to Admin for approval

Administrator:

- Guide
- Review SLO using rubric
- Approve or recommend revisions

2) Implement & Monitor

Educator:

- Implement instruction
- Monitor student progress

Administrator:

- Guide



3) Mid-course Check

Educator:

- Review data
- Determine if adjustment is necessary



Administrator:

- Check in w/ educator and determine if review is necessary - ***DOCUMENT***
- Review w/ educator if deemed necessary
- Guide

4) Adjust (if needed) & Monitor

Educator:

- Explain/justify adjustment/s
- Adjust rubrics or targets if agreed and document changes
- Sign off on agreed changes - recommended
- Implement changes to instruction
- Monitor student progress

Administrator:

- Recommend adjustments
- Document changes
- Sign off on agreed changes - recommended
- Provide necessary guidance

5) Rate & Figure Impact on Summative Rating

Educator:

- Collect and summarize student data
- Enter data into SLO template
- Calculate student growth
- Submit completed SLO to administrator
- Plan for next SLO cycle

Administrator:

- Meet w/ educator
- Review data w/ teacher
- Calculate growth data impact on summative rating (not in presence of teacher)
- Determine final teacher rating

Ratings: 1, 2, 3, or 4)

Decisions, Decisions...

1. Which teachers (categories) will do one or two Type IIIs?
2. What types of SLOs can be used? (slide 2 examples)
3. SLO development/approval process? (template)
4. Generate list of acceptable Type IIIs.
5. SLO review and documentation process? (template)
6. SLO scoring, weighting, and process for combining growth measures?
7. Plan for monitoring and evaluating SLO process?

[Click here for more details \(pp. 18-20\)](#)

What Type of SLO is Best?

Depends on the setting, what they teach, and who you/they want to focus on...

- Course Level - all students, all classes (departmentalized)
- Class Level - whole class (self-contained)
- Targeted Student - subgroups (IEP, 504, ESL, Low Income, etc.)
- Targeted Content - skills or content students must master (most settings - Performance Tasks, PBAs, etc.)
- Tiered - course or class level w/ different targets for a range of student abilities

Same SLO for a team (grade or subject) or different for each teacher?

Basic SLO Outline

- 1) General Info
- 2) Timeline
- 3) Elements
 - a) Learning Goal
 - b) Assessment
 - c) Growth Targets
- 4) Outcome
- 5) Teacher Rating (scoring)

Let's take a look and tinker!

ISBE template for SLO
Development and Usage
<http://goo.gl/1sgnME>

So, What Does an SLO Look Like?

Sample SLOs

- [Ohio Dept. of Ed](#)
- [Great Teachers & Leaders](#)
- [ISBE Balanced Assessment](#) (scroll to *Student Growth* and select *SLO Examples*)

Guiding Docs and Templates

- [ISBE Balanced Assessment](#) (scroll to *Student Growth*)
- [ROE53.net PERA/SB7 page](#)