

*** Appraisers, please forward to all teachers. ***

TIME SENSITIVE

E-MAIL

3/23/2023

Should have been forwarded to all teachers.

Teachers,

As we enter the final phase of the SLO process, it is important to take note of important upcoming deadlines.

March 31 Deadline - upload evidence for the 5th six-weeks and enter a rating for each student in the SLO student portfolio.

April 7 Deadline - close the SLO using the closing procedures attached to this e-mail.

Remember, in the SLO, the state does not expect, nor does it want to see that 100% of all students met or exceeded a teacher's expectation (TSP).

NO - 100% Expected or Exceeded

Student Growth	
Expected Growth	+
Expected Growth	+
Exceeded Growth	+
Exceeded Growth	+
Expected Growth	+
Expected Growth	+
Exceeded Growth	+
Exceeded Growth	+
Exceeded Growth	+
Exceeded Growth	+

In fact the state says that a proficient teachers, who scores proficient on all TTESS dimension should only show 50% of students meeting or exceeding a teacher's expectation in the SLO (TSP). (So, if you were tracking 20 kids in your SLO, then 10 kids would be marked "DID NOT GROW" and 10 kids would be marked as "MET GROWTH or EXCEEDED GROWTH"

This is from TEA's [SLO Teacher Rubric](#) -

PROFICIENT " Approximately *half* of the students met their expected growth target"

Use the following as a guide to help you reflect on your student's final growth scores:

If the ratings of your walkthroughs and TTESS scores are as follows:

ALL PROFICIENT Ratings - Only 50% of your students should meet or exceed your TSP Target

> Student Growth	
Did Not Grow	+
Expected Growth	+
Expected Growth	+
Did Not Grow	+
Expected Growth	+
Did Not Grow	+
Did Not Grow	+
Expected Growth	+
Exceeded Growth	+
Did Not Grow	+

Some PROFICIENT Ratings and Some ACCOMPLISHED Ratings - About 60% of your students should meet or exceed your TSP Target

> Student Growth	
Did Not Grow	+
Expected Growth	+
Expected Growth	+
Exceeded Growth	+
Expected Growth	+
Did Not Grow	+
Did Not Grow	+
Expected Growth	+
Exceeded Growth	+
Did Not Grow	+

MOST ACCOMPLISHED Ratings - About 65% of your students should meet or exceed your TSP Target

Student Growth	
Did Not Grow	+
Expected Growth	+
Expected Growth	+
Exceeded Growth	+
Expected Growth	+
Expected Growth	+
Did Not Grow	+
Expected Growth	+
Exceeded Growth	+
Did Not Grow	+

MOST DISTINGUISHED Ratings - About 75% of your students should meet or exceed your TSP Target

Student Growth	
Exceeded Growth	+
Expected Growth	+
Did Not Grow	+
Expected Growth	+
Expected Growth	+
Exceeded Growth	+
Expected Growth	+
Expected Growth	+
Did Not Grow	+
Expected Growth	+
Exceeded Growth	+
Did Not Grow	+

Again, the state does not expect, nor does it want to see that if you were tracking 20 kids in your SLO, then 0 (Zero) kids would be marked "DID NOT GROW" and all 20 kids would be marked as "MET GROWTH or EXCEEDED GROWTH"

If you are at 100% met or exceeded, then you really need to go back and look at your body of evidence and re-examine whether a student truly showed that they met the skill levels in the TSP that you identified and predicted at the beginning of the year.

Please be mindful that you do not need to be at 100% to earn a TIA designation. In fact, the current cut off point to qualify for TIA is 55%. Meaning out of 20 students in an SLO, 9 students can be marked as "DID NOT GROW" and still qualify for a TIA designation.

Please do not hesitate to contact your appraiser with any questions you may have; however, it is important that you watch the videos on the attached closing procedures for guidance as you complete your 2022-2023 SLO.

Thank you,

Emiliano C. Camarillo

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[*BISD TIA Website*](#)