Student Learning Objective Implementation Guidance for Teachers

What is a Student Learning Objective (SLO)?

The purpose of this measure is to capture information on student learning growth based on bodies of evidence that are important and meaningful but are not standardized measures already used in the TEI achievement template. The SLO should allow teachers and their appraisers to set growth goals for students and reflect on the teacher's instructional practice, including their strengths and areas for growth.

What should I do to prepare for the SLO?

Teachers should work to understand the SLO process prior to the launch of the SLO Goal Setting & PDP task in late August. A great place to start would be the **TEI website** where all resources such as the SLO Rubric, SLO Form, the Student Growth Tracker, Sample SLOs, and a host of other resources are available. You can also visit **texasslo.org**, the state's website, for additional sample SLOs. In addition, the Training and Calibration team will provide SLO training sessions to support teachers. You can search and sign up for trainings in **Cornerstone**.

What should happen at the start of the school year?

- Teachers should review student data and campus needs to identify the SLO focus, develop the SLO Skill Statement, the Initial Skill Profile (ISP), and the Targeted Skill Profile (TSP).
- The ISP captures what the teacher believes students can do with the skill when they begin the school year.
- The TSP captures the skill levels of where the teacher believes the students will be at the end of the school year.

Which students should I select for the SLO?

- Teachers will select **an entire class section** for their SLO. **Elementary self-contained** teachers should **select their entire class section**, focusing on one skill/standard from a single subject.
- **Elementary departmentalized and secondary teachers** should **select their most representative class or section**, considering the diversity in students' skill levels.
- **Teachers of one semester classes** will still **select their most representative** class or section from the sections they teach for the **fall semester**. They will enter the Mid-Year and Goal Accomplishment tasks in the fall semester, once they launch in Cornerstone.
- Mid-year for **semester teachers** will be late October to early November. The Goal Accomplishment task for semester teachers will be completed in December.
- **Teachers who do not teach a core class** (such as Special Education Inclusion, GT, etc.) should select a **portion of their students** and may choose to collaborate with classroom teachers on a similar focus area. For example, the Inclusion/GT teacher can partner with a particular grade level to focus on a certain skill that will support the goals of the campus.

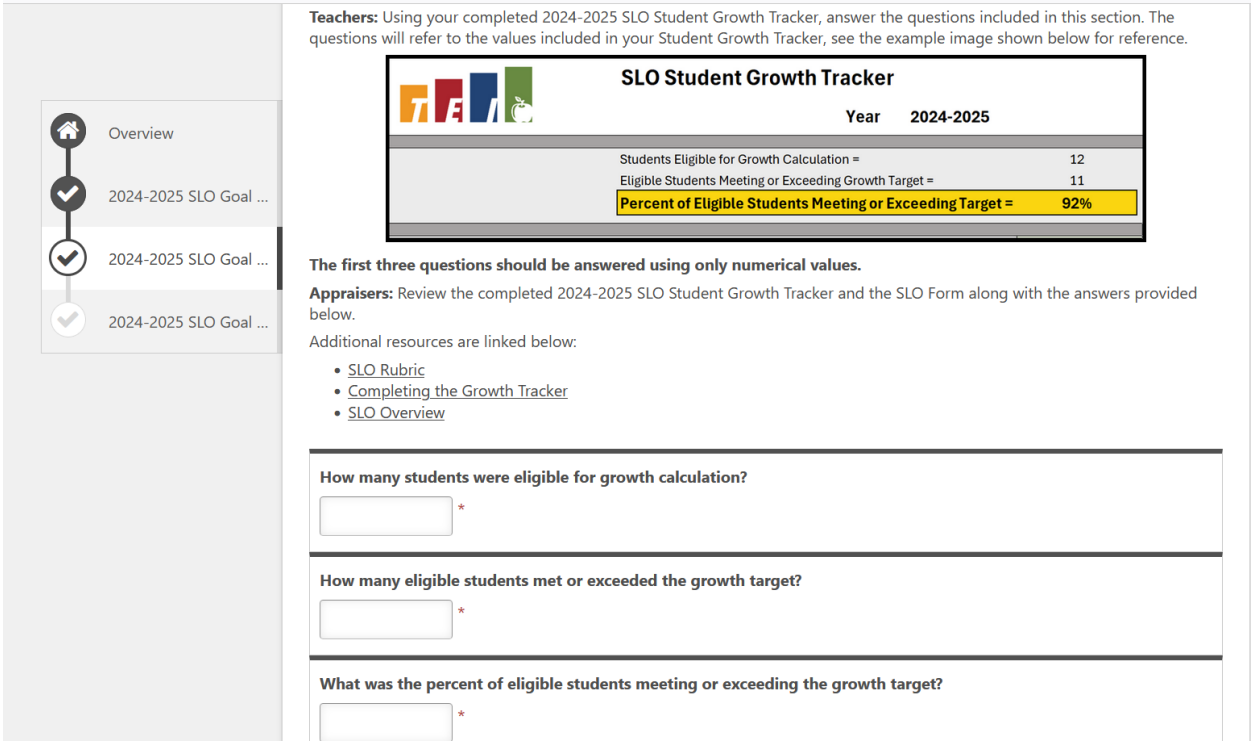
How do I prepare for the completion of the SLO Goal Setting task?

- After the first couple of weeks of school, teachers should begin to collect and analyze data via student work samples and a pre-assessment to determine students' starting point with the selected skill. Teachers will use this information to place students on the Initial Skill profile.
- Teachers create the Targeted Skill Profile (TSP) to describe the anticipated skill levels for all students by the end of the year in regard to the SLO Skill Statement. Teachers will again analyze data and match all students to an end-of-year skill target on the TSP.
- The SLO Skill Statement, Initial Skill Profile, and Targeted Skill Profile information will be captured on the **SLO Form**. Teachers should also document the Initial and Targeted Skill levels on the **Student Growth Tracker**.
- **Both of these documents** will be uploaded to the SLO Goal Setting Task in Cornerstone. The teacher should meet and conference with their Primary Appraiser to have their SLO Goal Setting Task approved and scored by the **second Thursday in October or within 30 days of hire.**
- Be sure **to check your SLO score** in Cornerstone.
- Teachers have 30 days to revise the SLO after starting or moving to a new position, campus, etc.

How do I prepare for the SLO Mid-Year task?

- Throughout the remainder of the school year, the teacher will monitor progress towards the goal, implement the necessary supplemental instructional strategies, and collect a Body of Evidence consisting of sample student work to ensure students are on track to reach their target goal.
- When the Mid-Year task launches, the teacher will review progress on the Body of Evidence and student work samples to update the Student Growth Tracker, indicating that students are "on-track", "off track", or "ahead" of meeting their Targeted Growth Goal.
- The teacher should meet and conference with their Primary Appraiser to discuss student progress, needed adjustments, and additional supports that may be needed. This should also be a time where teacher performance thus far should be reviewed.
- The updated Student Growth Tracker is the only artifact that should be submitted for the SLO Mid-Year task, where teachers update the evidence tab to document work samples 2 and 3.

How do I prepare for the completion of the SLO Goal Accomplishment task?

- Teachers should continue to provide instruction and support to all students in meeting their Targeted Growth Goal. Teachers should continue to collect work so that the Body of Evidence includes at least 5 work samples (including the Pre and Post Assessments).
- When the Goal Accomplishment task launches, the teacher will review all sources of data to determine the final skill level for all students. This information will again be documented on the Student Growth Tracker, where teachers will update the evidence tab to document work samples 4 and 5.
- During the Summative Review conference, the teacher will discuss the SLO with their Primary Appraiser, using the questions from the SLO form to guide their discussions.

- The teacher should also take this time to reflect on their instructional practice, noting any instructional adjustments made and what was learned from the SLO process.
- The completed Student Growth Tracker and completed SLO Form are the only artifacts that should be submitted for the SLO Goal Accomplishment task.
- Please verify that the percentage in the gold box matches the response in question three, "What was the percent of eligible students meeting or exceeding the growth target?".