

Student Learning Objective Scoring Guidance for Primary Appraisers

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?

Primary Appraisers should work to understand the SLO process prior to the launch of the SLO Goal Setting and PDP task in late August to support teachers. A great place to start would be the [TEI website](#) and the texasslo.org website. In addition, the Training and Calibration team will provide SLO trainings, which you can search and sign up for in [Cornerstone](#).

What should I do to prepare for the SLO Goal Setting Conferences?

- Share Campus Improvement Plan, student data and other campus goal information with teachers so they can focus their SLO around campus priorities.
- Review SLO expectations with grade level and content teams to ensure teacher understanding of the process.
- As teachers begin to complete their SLO Goal Setting tasks in Cornerstone, review the [SLO Form](#) and [Student Growth Tracker](#) to see if the SLO Skill Statement is appropriate for the course.
- Refer to the [SLO Success Criteria](#) document as you review the documents.
- Start and end the conference positively, focusing on the strengths of the developed SLO.
- Below are questions you might want to ask teachers during the conference:
 - How did you decide the focus for your SLO? What personal knowledge or experience led to the selection? How did you use focus area to lead to a strong Skill Statement?
 - What data did you review to make the selection for a focus area? How did it guide the Skill Statement?
 - How was the Initial Student Skill profile (ISP) created? How did you assign students to descriptors? Were there any challenges in that process?
 - How was the Targeted Student Skill profile (TSP) created? How did you assign students to descriptors? Were there any challenges in that process?
 - As you review the Body of Evidence (BOE), select one or two students and ask about the targets set for them. Focus on targets that may not be consistent (higher or lower than others). What factors went into making that differentiation?
 - What is the instructional plan to address the needs of all students?

- Using the [SLO Rubric](#), determine if the SLO is reflective of reasonable expectations for student growth and includes all required components (**the completed SLO Form and Student Growth Tracker.**) If it is not, return to the Overview page of the SLO and click on the *Reopen Step* button. A dialogue box will appear on your screen; anything typed in the dialogue box will be emailed directly to the teacher after you click on the *SAVE* button. If you can conference with the teacher and have the teacher make revisions then, attempt to do so to eliminate the need for an additional meeting. You will then enter the score for the SLO Goal Setting Task in Cornerstone for the teacher. Remember to share the rating with the teacher.
- Teachers have 30 days to revise the SLO after starting or moving to a new position, campus, etc.

How do I prepare for Mid-Year conferences?

- Prior to the conference, ask teachers to submit the SLO Mid-Year task in Cornerstone to review the current Student Growth Tracker.
- During the conference, review the BOE artifacts the teacher has collected thus far. As you review the artifacts, look to determine how the work is being scored and used to inform if students are ahead, on track, or off track in reaching the Targeted Growth Goal.
- Below are questions you may want to ask during the conference:
 - Which students are on track to meet their targeted growth goals?
 - What is the plan to address students who are off track?
- Review the submitted task in Cornerstone and ensure that the teacher has attached the **updated Student Growth Tracker**, documenting evidence pieces 2 and 3.
- Plan to follow up with the teacher at a later date to ensure that students who are off-track will continue to receive support in meeting their Targeted Growth Goal by the end of the year.

How do I prepare for SLO Goal Accomplishment conferences?

- As teachers submit their SLO Goal Accomplishment tasks in Cornerstone, review the completed **SLO Form and Student Growth Tracker**, focusing on the section in gold at the top, which calculates the number and percentage of students who met or exceeded their Targeted Growth Goal.
- As you conference with teachers, review the complete Body of Evidence for a few students to verify that all outcomes are correct. Remember, teachers will not upload any student work. This is also an opportunity to check how teachers mapped students to their end of year skill level.
- Below are questions you may want to ask during the conference:
 - How did the SLO process go for you this year? What did you learn?
 - Let us talk about the three students whose work you brought in – walk me through how the BOE captured the skill(s) in question. How did you determine where these three landed on the targeted skill profile?

- After the conference, the Primary Appraiser should have enough information to use the SLO Rubric to verify that teachers entered the information into Cornerstone from their completed Student Growth Tracker. Remember to share the rating with the teacher.
- 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**?”.

Overview

2024-2025 SLO Goal ...

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Teachers: Using your completed 2024-2025 SLO Student Growth Tracker, answer the questions included in this section. The questions will refer to the values included in your Student Growth Tracker, see the example image shown below for reference.

SLO Student Growth Tracker

Year **2024-2025**

Students Eligible for Growth Calculation =	12
Eligible Students Meeting or Exceeding Growth Target =	11
Percent of Eligible Students Meeting or Exceeding Target =	92%

The first three questions should be answered using only numerical values.

Appraisers: Review the completed 2024-2025 SLO Student Growth Tracker and the SLO Form along with the answers provided below.

Additional resources are linked below:

- [SLO Rubric](#)
- [Completing the Growth Tracker](#)
- [SLO Overview](#)

How many students were eligible for growth calculation?

How many eligible students met or exceeded the growth target?

What was the percent of eligible students meeting or exceeding the growth target?