Student Learning Objective
Pretraining Webinar
Purpose

• The purpose of this webinar is to introduce the process of developing a Student Learning Objective (SLO) to Race to the Top districts.
Objectives

1. Define SLO.
2. Identify the six steps in the SLO cycle.
3. Identify the three Key SLO Elements.
SLO Definition

• An SLO is a detailed process used to organize evidence of student growth over a specified period of time.
Performance Evaluations

• The SLO process is one recommended approach for measuring student growth for the purpose of teacher and principal performance evaluation.
  – The SLO process give teachers and principals more control over the ways in which student growth is measured.
Provide an Opportunity to...

- Set meaningful goals
- Align curriculum and instruction
- Engage students in meaningful assessment
- Monitor student growth using multiple measures of student learning over time
Research

• Teachers report an increased focus on student achievement and data use as a result of the SLO process (Donaldson, 2012).
  – Teachers using SLOs valued the opportunity to analyze data and plan instruction as part of the SLO process (TNTP, 2012).

• Teachers reported feeling empowered and took a more active role in their evaluation after SLOs were implemented (Community Training and Assistance Center, 2013).
Stop and Reflect

• In what types of classroom goal-setting practices do you currently engage?
  – Example: Weekly grade level or content area meetings to review student data
SLO Cycle

1. Develop SLO

2. Initial Review

3. Implement Instruction and Monitor Progress

4. Midcourse Check-In

5. Adjust Instruction and Monitor Progress

6. Final Review
SLO Cycle

1. Develop SLO
   - **Educator Role**
     - Review data
     - Complete SLO template
   - **Evaluator Role**
     - Provide guidance

2. Initial Review
   - **Educator Role**
     - Review SLO using rubric
     - Submit SLO to evaluator
   - **Evaluator Role**
     - Review SLO using rubric
     - Recommend revisions or approve SLO
SLO Cycle

3. Implement Instruction and Monitor Progress

- **Educator Role**
  - Implement instruction
  - Monitor progress

- **Evaluator Role**
  - Provide guidance

4. Midcourse Check-In

- **Educator Role**
  - Review data

- **Evaluator Role**
  - Check-in with educator
  - Review data
  - Suggest adjustments to instruction
SLO Cycle

5. Adjust Instruction and Monitor Progress

• **Educator Role**
  - Implement adjusted instruction
  - Monitor progress

• **Evaluator Role**
  - Provide guidance

6. Final Review

• **Educator Role**
  - Review data
  - Plan for next SLO cycle

• **Evaluator Role**
  - Meet with educator
  - Review data
  - Determine final teacher rating
Key SLO Elements

1. Learning goal
2. Assessments and scoring
3. Growth Targets
Learning Goal

• A learning goal is a description of the things students will be able to do at the end of a specified period of time and is aligned with appropriate learning standards.
Learning Goal

• A meaningful learning goal must be...
  – Measurable
  – Specific and focused
  – Ambitious yet achievable
Assessments and Scoring

• Assessments should be standards-based, of high quality, and designed to measure the knowledge and skills described in the learning goal.
  – Assessments should be accompanied by clear criteria or rubrics to describe the things students have learned.
Targets

• Targets identify the expected outcomes to be achieved by the end of the instructional period (i.e., expected growth).
  – Describe the starting points and expected outcomes that demonstrate students’ understanding.
Stop and Reflect

• What do your current goal-setting practices have in common with the SLO process?
  – How are they different?
  – How might the SLO process be incorporated into your current practice?
Next Steps

• During the SLO training, you will...
  – Learn how to write meaningful learning goals as the foundation of a quality SLO.
Stop and Reflect

• What did you learn today that you could share with your colleagues?
  – What questions do you have?
  – What do you hope to learn in the training?
  – What additional resources do you need?

• Contact: SLO@isbe.net
SLO Resources

• Illinois State Board of Education
  – www.isbe.state.il.us/rules/archive/pdfs/50ARK.pdf
  – www.isbe.net/peac/
• Center for Assessment SLO Toolkit
  – www.nciea.org/slo-toolkit/
• Center on Great Teachers and Leaders
• References
Acknowledgements