

Illinois State Board of Education

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# Student Learning Objective Pretraining Webinar

# Purpose

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



# Objectives

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

# SLO Definition

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



# Performance Evaluations

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- 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...

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

# Research

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- 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

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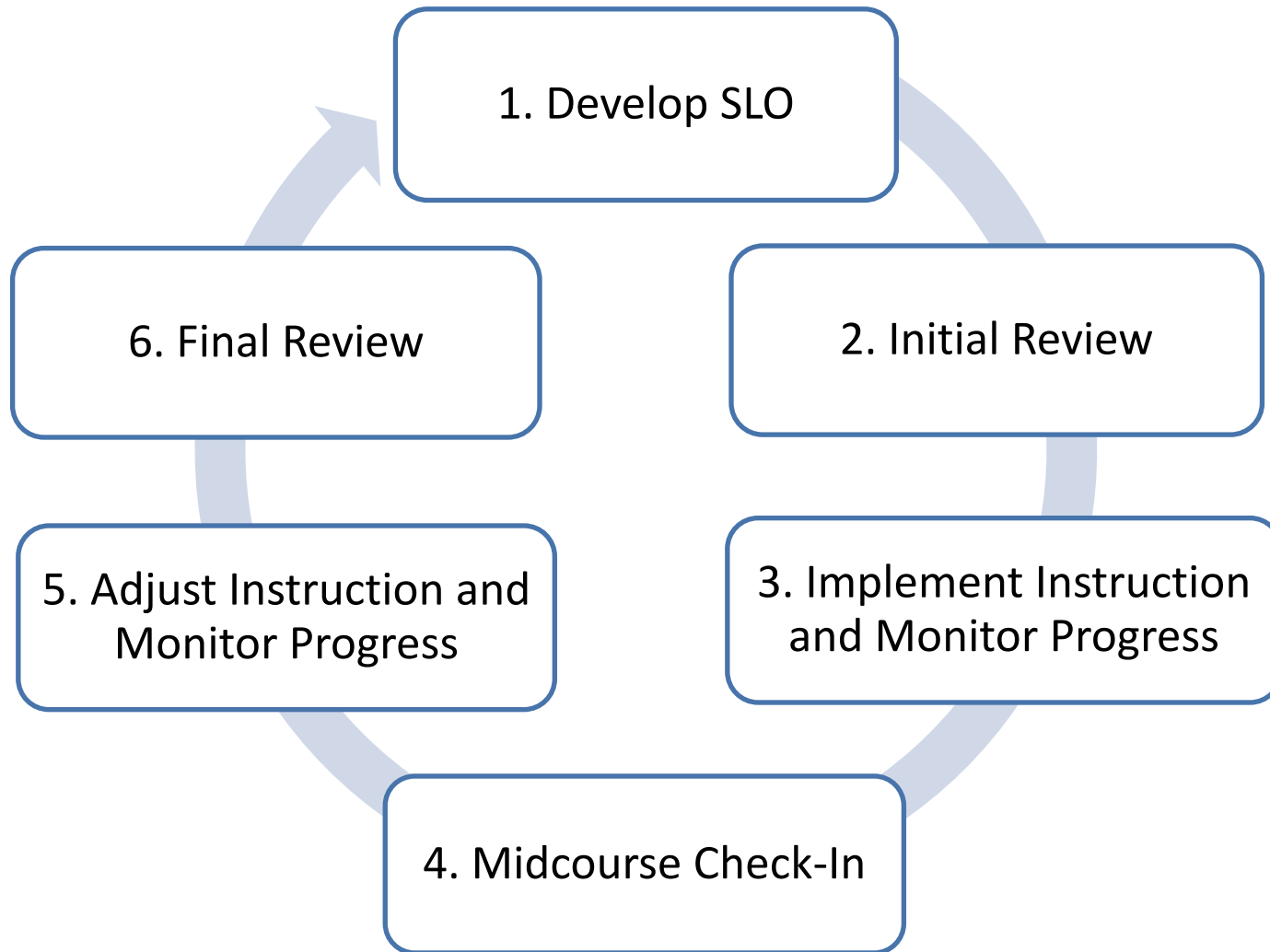
- In what types of classroom goal-setting practices do you currently engage?
  - Example: Weekly grade level or content area meetings to review student data





# SLO Cycle

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# SLO Cycle

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## 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

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## 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

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## 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

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

# Learning Goal

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- 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

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- A meaningful learning goal must be...
  - Measurable
  - Specific and focused
  - Ambitious yet achievable

# Assessments and Scoring

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- 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

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- 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

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- 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

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- During the SLO training, you will...
  - Learn how to write meaningful learning goals as the foundation of a quality SLO.



# Stop and Reflect

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- 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

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- Illinois State Board of Education
  - [www.isbe.state.il.us/rules/archive/pdfs/50ARK.pdf](http://www.isbe.state.il.us/rules/archive/pdfs/50ARK.pdf)
  - [www.isbe.net/peac/](http://www.isbe.net/peac/)
- Center for Assessment SLO Toolkit
  - [www.nciea.org/slo-toolkit/](http://www.nciea.org/slo-toolkit/)
- Center on Great Teachers and Leaders
  - [www.gtlcenter.org/learning-hub/student-learning-objectives](http://www.gtlcenter.org/learning-hub/student-learning-objectives)
- References
  - Community Training and Assistance Center. (2013). *It's more than money: Teacher Incentive Fund—Leadership for Educators' Advanced Performance*. Charlotte-Mecklenburg Schools. Boston: Author.
  - Donaldson, M. L. (2012). *Teachers' perspectives on evaluation reform*. Washington, DC: Center for American Progress.
  - TNTP. (2012). *Summer report: Creating a culture of excellence in Indiana schools*. Indianapolis, IN: Indiana Department of Education.

# Acknowledgements

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