

**Student Learning Objectives
(SLO)**
Regional Curriculum Council
January 25, 2012

- Objectives for Today**
- Review Student Learning Objectives (SLOs)
 - Prioritize district steps for moving forward with SLOs
 - Answer questions that *can* be answered now
 - Plan for “next steps”

Student Learning Objectives

A student learning objective is an academic goal for a teacher’s students that is set at the start of a course. It represents the most important learning for the year (or, semester, where applicable). It must be specific and measurable, based on available prior student learning data, and aligned to Common Core, State or national standards, as well as any other school and district priorities. Teachers’ scores are based upon the degree to which their goals were attained.

What Are Student Learning Objectives (SLOs)?



NYSED Webinar (12.20.11)

The Foundations for SLOs

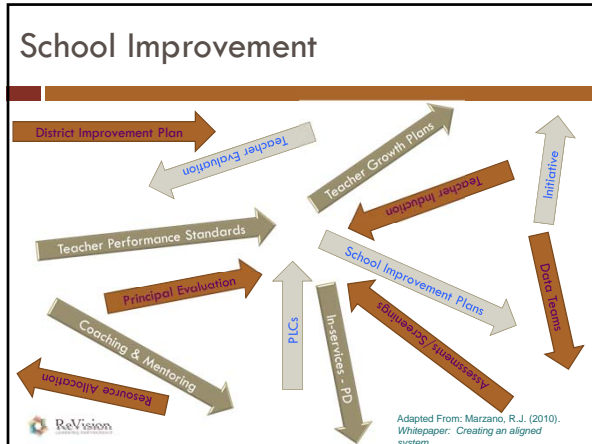
<p>Most Important Learning</p> <ul style="list-style-type: none"> <input type="checkbox"/> Curriculum Maps <input type="checkbox"/> Units Designed with Enduring Understandings 	<p>Available Prior Student Learning Data</p> <ul style="list-style-type: none"> <input type="checkbox"/> Common Assessments by grade level/content area <input type="checkbox"/> Baseline/Diagnostic Assessments <input type="checkbox"/> Vertical communication
<p>Specific and Measureable</p> <ul style="list-style-type: none"> <input type="checkbox"/> Student achievement goals (NOT professional goals) <input type="checkbox"/> SMART goal writing process 	<p>Alignment</p> <ul style="list-style-type: none"> <input type="checkbox"/> Curriculum and Instructional Units based on standards (state, CCLS, national) <input type="checkbox"/> District wide goals (CDEP, BOE goals, CEP)

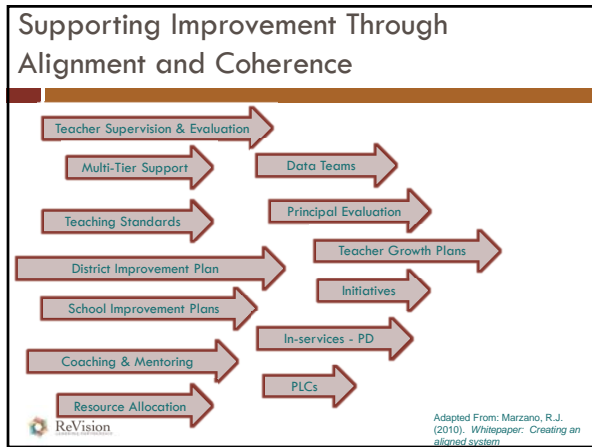
IES/E2CCB (12.20.11)

Alignment of our Priorities and Goals

"Sound strategy starts with having the right goal."
 ~ Michael Porter









Identifying Success

In each column identify how each of these groups defines success for a given school, classroom or course for a given year.

District	School	Teachers

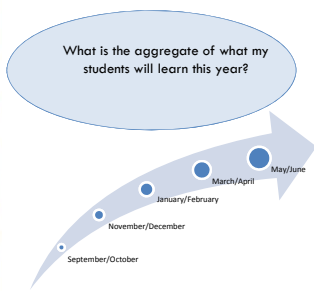
- Are there particular areas of **alignment** that you see among the three?
- Are there particular areas of **misalignment** among the three?
- Are all of the definitions of success being advocated **measurable**?

“There is no power for change greater than a community discovering what it cares about.”

~ Margaret Wheatley



SLOs Focus Attention on Essential Learning, Data, and Outcomes



From NY DOE engageny.org Introduction to SLO Deck

SLOs Focus Attention on Essential Learning, Data, and Outcomes

What is the aggregate of what our students will learn through their school career?

From NY DOE engageny.org *Introduction to SLO Deck*

Key Messages for SLOs Continued...

Illustrative Alignment of Annual Goals: District, School, Teacher

District Goal: by the end of 2014-2015 school year, increase the percentage of students who meet the Aspirational Performance Measures, which are indicators of College and Career Readiness, from 35% to 50%.

Middle School Goal: by the end of 2012-13 school year, increase the percentage of students who score a proficient on end of course State assessments by at least 10%, as compared to 2011-12; increase those scoring advanced by at least 5%.

Teacher Goal: by the end of 2012-13 school year, 85% of students will demonstrate growth on the Social Studies assessment compared to their prior grade performance.

From NY DOE engageny.org *Introduction to SLO Deck*

5 District Decisions by 5/30/2012

1. Assess and identify priorities and academic needs.
2. Identify who will have State-provided growth measures and who must have SLOs as "comparable growth measures."
3. Determine District rules for how specific SLOs will get set.
4. Establish expectations for scoring SLOs and for determining teacher ratings for the growth component.
5. Determine District-wide processes for setting, reviewing, and assessing SLOs in schools.

3/01

4/16

5/30

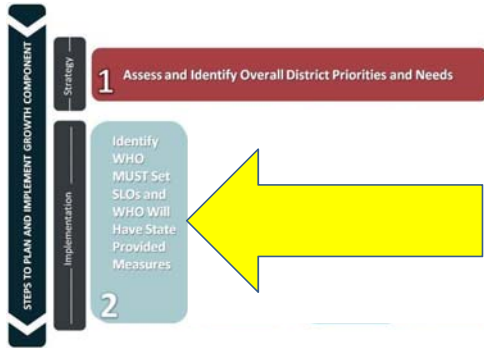
From NY DOE engageny.org *Introduction to SLO Deck*

Step 1: Determine District-wide Priorities and Academic Needs

- Assess and identify District-wide priorities and academic needs. Start with commitments and focus areas in District strategic plans.
- Decide how prescriptive the District will be and where decisions will be made by principals, or principals with teachers.

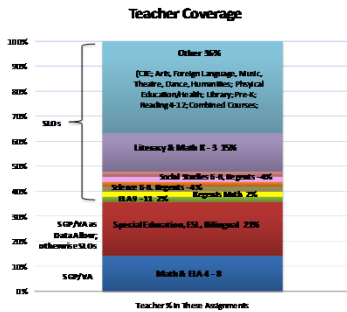
From NY DOE engageny.org Introduction to SLO Deck 16

What Does the District Determine?



NYSED Webinar (12.20.11)

Who Will Have SLOs in 2012-13?

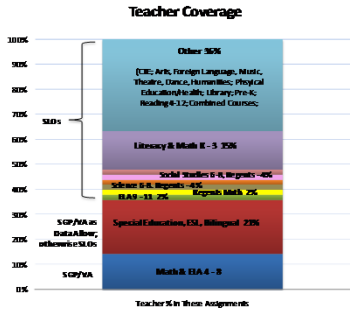


NYSED Webinar (12.20.11)

School Wide, Group or Team Measures

- School-wide, group, or team measures are an option as a comparable growth measure SLO but they **must be based on State assessments**.
- Provides a means of providing measures of student learning **for teachers who do not have a common, district-wide or State assessment that covers their content area**.

Who Will Have SLOs in 2012-13?



NYSED Webinar (12.20.11)

School Wide, Group or Team Measures



SLO based on **school-wide growth** on the State ELA tests as a measure of student growth for all **arts teachers** within a district since growth in the various arts is difficult to measure and ELA skills could be enhanced by course work in the arts.

In this case, **all arts teachers in a school would earn the same score for the growth component of their evaluations.**

School Wide, Group or Team Measures



A district may decide to measure **all elementary school push-in and pull-out teachers on school-wide growth on ELA and/or Math** because the districts believes it will help **promote collaboration**, and it is difficult at this point to determine their individual contribution to specific students' growth.

Questions

Email questions and requests for information at anytime to:

slohelp@mail.nysed.gov
