

TO: Teachers / Principals
FR: Bill Mullane
September 22, 2015

SUBJECT: SLO Development for 2015-16

With a portion of Waiver Day being set aside for the development of SLOs, I am providing an overview of the process along with links to the materials that support the process.

The morning Google training is mandatory for all teachers and administrators. Teachers work with your principal if you want to substitute the afternoon session for one of the morning sessions.

Reminder:

A Student Learning Objective (SLO) is a measurable, long-term academic growth target that a teacher sets at the beginning of the year for all students or for subgroups of students. SLOs demonstrate a teacher's impact on student learning within a given interval of instruction based upon baseline data gathered at the beginning of the course. Each SLO includes:

- The baseline and trend data;
- The student population or sample included in the objective;
- The period of time covered by the SLO;
- The standards the SLO will align with;
- The assessments that will be used to measure student progress;
- The expected student growth; and
- The rationale for the expected student growth.

The SLO process has only a few changes this year:

State law, Ohio House Bill 64, made adjustments to the Ohio Teacher Evaluation System for the 2015-2016 school year and beyond. Districts will choose between the original teacher evaluation framework (based on teacher performance rating and student growth rating, each at 50 percent) – and the alternative teacher evaluation framework. The alternative framework includes teacher performance at 50 percent, student growth at 35 percent and an additional measure as 15 percent of the evaluation.

In Jefferson we are using the original 50% Performance and 50% Growth measure framework as we have in the past.

SAFE HARBOR

Because of the transition to new state tests, which offer one means of calculating student growth, the General Assembly **also extended and modified safe harbor provisions. That means that districts will not use value-added ratings from state tests for the 2014-2015 and 2015-2016 school years as part of educator evaluations or when making decisions regarding dismissal, retention, tenure or compensation – unless they enter into a memorandum of understanding to do so.**

We have no memorandum and Value Added scores that teachers receive from last year in this year's eTPES and next year (2016-17) based on this year's tests will not be used in evaluations.

These scores will still be added to eTPES but will not be calculated as a part of the evaluation process.

A1 teachers (teachers teaching only value added courses will need an SLO to provide a growth measure for this and next year).

Here is a link to the FAQ on this topic. <http://education.ohio.gov/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/FAQs-for-2015-2016-HB-64#FAQ2087>

HOW MANY SLOs must teachers have?

JALSD teachers are **permitted to have only one SLO.**

While the Ohio Department of Education still recommends a minimum of two student learning objectives, each teacher now may have just one.

Teachers are welcome to have 2 SLOs.

SLO Materials:

All of the materials needed for developing, submitting and scoring SLOs are located at the bottom of the District SLO webpage: <http://www.jalsd.org/district/curriculum-school-improvement/assessment-training-and-support/assessment>

I am also sharing these with you via Google Drive.

Sources for SLO data:

We use the following student data to inform SLO development:

Aimsweb Benchmark and progress monitoring data in grade K-6, past OAA, OGT data, value added data for grades 4-8, Kindergarten Assessment, In-View data grade 4 and last year's Terra Nova Data grade 2 & 3 (this year's grade 3 & 4 students), classroom assessments, nine week grade distribution data by subject area and by teacher, ACT data, attendance data, all of the data in the district's decision framework, student work samples and teacher SLO data.

What is turned in for growth measure approval?

Teachers turn into their principal:

Completed SLO

Copy of Pre-test or Performance Measure

Copy of Test Blueprint for pre-post tests

LIST OF MATERIALS BEING SHARED WITH YOU

-  0. Sept 22 Memo 2015-16 SLO Process
-  1. 3220 Final Teach Eval Policy.9.15
-  2. Appendix J Teacher Eval Process Manual Final.9.15
-  3. JALSD Guidance for Creating Assessments for SLOs
-  3a Student Learning Objective template
-  4. Creating Assessments for SLO's Manual
-  5. JALSD Blueprint Training Manual
-  5a JALSD Blueprint Template Blank
-  6. SLO Committee Approval Form
-  7. JALSD SLO end of year Scoring Report and directions

0. This memo
1. Board of Education Teacher Evaluation Policy for reference Revised September 2015
2. JALSD Teacher Evaluation Manual – Process overview and Appendix J. to JATA Contract. Revised September 2015.
3. This is the 3 page overview created by district teachers that gives guidance for the creation and scoring of SLOs
- 3a. Blank Template in Word for creating and submitting an SLO
4. The manual for creating SLOs and assessments – contains

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| Assessments, Alignment, Reliability, Validity, Stretch | Pages 1-4 |
| Rubric for Selecting Appropriate Assessments or Evaluating District Assessments | Page 5 |
| Assessment Types | Page 6 |
| Connections to FIP | Page 7 |
| Blue prints and Blue Print Development | Pages 8-11 |
| (DOK) Depth of Knowledge – Uses in Blue Prints | Pages 12-13 |
| Hess's Cognitive Rigor Matrix | Page 14 |
| Levels of Thinking in Bloom's Taxonomy and Webb's DOK | Page 15 |
| JALSD Blueprint Template Blank | Page 16 |
| JALSD Common Instructions and Guidelines | Pages 17-19 |
| Sample Test Script | Pages 19-20 |
| DOK Charts for Reading, Writing, Social Studies and the Arts | Appendix |

- 5, Blueprint Training – Describes how to create a Blueprint
- 5a. Test Blueprint blank template
6. The form used by the SLO committee to score SLOs
7. The form used for placing your students' names and recording their pre and post test scores and targets. Turned in at end of year with your students' results and your final rating.