



2017-18 Student Learning Objective
Professional Growth and Development Plan with Student Learning Objective/Goal
"Reaching our Destination Together"

Teacher's Name:		School(s):	
Principal/Evaluator:	SLO Interval Beginning Date:	SLO Interval End Date:	
Assessment:	Pre-Assessment Date:	Post Assessment Date:	
Course for SLO:	Grade Level:		

Student Learning Objective (SLO) must consider the following:

1. **Core Content and Standards:** Identify the high leverage content standards for your course. Specify which standard(s) the SLO addresses and identify the specific data source or trend data used.

2. **Student Cohort:** For SLO, the cohort includes all students enrolled by the 20th day of school in a teacher's SLO course.

3. **Student Data:** For each cohort of students, gather and analyze all data to determine where students are now and set growth targets students are to achieve by the end of the course. Analyze current student growth and achievement data.

4. **Focus:** State exactly what learning content needs to be addressed and the specific standards to which the learning content relates to the SLO.

5. **Assessment:** Determine the specific assessment or instrument that will be used to measure goal attainment. Describe the source of the assessment and the connection to identified content and standards.

6. **Growth Target:** Set student growth targets (measurable growth and achievement) and provide a rationale. What can I expect my students to achieve? Establish rigorous expectations for student performance. How do the content, baseline data, assessment and growth goal support student progress and growth? Describe why you chose to develop this SLO.

7. **SLO Interval:** Determine the learning interval which begins once the SLO has been approved and continues for the duration of the term for first semester courses (4X4) or March 1 for year-long courses.

Student Learning Objective Statement (SLO)

- *Identify “big idea” content standard(s) and describe what students will know and be able to do at the end of the SLO interval.*
- *Identify content that is focused and is based on the intended standards and curriculum that are being taught and learned.*
- *Ensure that the objective is measurable.*

**Quality Review Rubric: Learning Goal*

Rationale:

- *Provide a basis for the work to be accomplished. Address each of the following:*
- *What background work has been done in this area?*
- *How does this target align with the district and/or school goals?*
- *What is the expected outcome?*
- *Is the objective broad enough to capture the major content but focused enough to be measurable?*
- *Provide details related to how assessments are analyzed and how that relates to the student population within the SLO.*

**Quality Review Rubric: Learning Goal*

Standards/Content

- *Describe the content and content standards addressed by the SLO. (Refer to the state content-area standards for this section.)*
- *Provide a data-driven explanation for the focus of the SLO.*

**Quality Review Rubric: Learning Goal*

Student Population:

- *Provide an in-depth description of the student population included in the SLO.*
- *Describe any exceptionalities and special needs of this student group.*

**Quality Review Rubric: Learning Goal*

Instructional/Learning Strategies:

- *Describe your plan to meet student needs.*
- *Include research-based instructional strategies that will be used.*
- *Describe any grouping strategies.*
- *Discuss the varying baselines among your students and tell how instruction will be differentiated based on your data.*
- *What interventions will be used if more assistance is needed during the learning process?*
- *If teacher teams have developed team SLOs, how will the team work collegially to identify best practices?*

*Quality Review Rubric: Learning Goal

Assessment: (Pre- and Post-) and Scoring

- *Describe the assessments that will be used to determine student growth.*
- *How do they measure the identified content/skills of the SLO?*
- *How will the assessments be administered and by whom?*
- *Include information about how the assessments will be scored.*
- *Will the assessment(s) be tied to grades, and if so, how?*

*Quality Review Rubric: Assessments & Scoring

Progress Monitoring:

- *How frequently will you progress monitor student's mastery of standards taught?*
- *How and with what instruments will you assess students to measure their progress over time toward the learning goal?*
- *What will you do if students do not show adequate progress?*
- *Who will be discussing the results of this data collection during the instructional period?*

*Quality Review Rubric: Assessments & Scoring

Baseline and Trend Data:

Baseline data: Information about students' levels of performance prior to the start of the interval of instruction.

- *Describe the data used to identify assessment and growth targets.*
- *Explain how this data helped you identify the growth targets for your students.*
- *How was the assessment done and when?*

*Quality Review Rubric: Growth Targets

Growth Targets:

The growth targets set for this SLO must be rigorous for all students, yet attainable

- *Connect the baseline data that you collected at the beginning of the learning interval to your target data.*
- *Tier your growth targets so that you are able to demonstrate growth for students that perform at various levels.*
- *Consider all available data with baseline and trending data.*
- *What targets are you expecting your students to reach based upon their starting points?*
- *Explain how these targets are determined.*

*Quality Review Rubric: Growth Targets

Teacher Professional Learning:

- Describe the professional learning you will complete in order to successfully complete your plan.
- Include how this learning will occur, any reading and/or professional development sessions, graduate work.
- State the teaching skills and techniques that will be improved.

Preliminary Conference

The above plan is approved following: (please sign)

Educator _____ Date _____

Principal/Evaluator: _____ Date _____

Mid-year Conference**Mid-Year Progress Update:**

Describe student progress toward the growth goal.

Are your students on track toward meeting the growth goal? Specify the assessment used to track progress.

Strategy Modification:

If necessary, document changes in strategy.

SLO Adjustment:

If justified, describe changes to the SLO.

Are there circumstances beyond the teacher's control that will impact the growth goals? If needed, attach a revised SLO.

The above plan was jointly reviewed by the following individuals: (please sign)

Educator: _____ Date _____

Principal/Evaluator: _____ Date _____

Summary Conference

Summary Progress: <i>Describe student progress toward the growth goal.</i>	<i>Did your students meet the growth target for your SLO? Specify the results from the assessment(s).</i>
Teacher SLO Score	<i>Review the scoring rubric below, and score your SLO based upon the criteria and descriptions provided.</i>

Scoring

Score	Criteria	Description
Exemplary	Student growth for SLO(s) has exceeded the goal(s). Educator engaged in a comprehensive, data-driven SLO process that resulted in exceptional student growth.	Evidence indicates that at least 80% of the targeted population met or exceeded the expectations described in the goal. <i>Educator set rigorous, superior goal(s); skillfully used appropriate assessments; continuously monitored progress; and strategically revised instruction based on progress monitoring data.</i>
Proficient	Student growth for SLO(s) has met goal(s). Educator engaged in a data-driven SLO process that resulted in student growth.	Evidence indicates that between 60% - 79% of the targeted population met the expectations described in the goal. <i>Educator set attainable goal(s); used appropriate assessments; monitored progress; adjusted instruction based on progress monitoring data.</i>
Needs Improvement	Student growth for SLO(s) has partially met the goal(s). Educator engaged in a SLO process that resulted in inconsistent student growth.	Evidence indicates that between 40 – 59% of the targeted population partially met the expectations described in the goal. <i>Educator set a goal; used assessments; inconsistently or inadequately monitored progress; inconsistently or inappropriately adjusted instruction.</i>
Unsatisfactory	Student growth for SLO(s) has not met the goal(s). Educator engaged in a SLO process that resulted in minimal or no student growth.	Evidence indicates that below 40% of the targeted population met the expectations described in the goal. <i>Educator apparently set an inappropriate goal(s); inconsistently or inappropriately used assessments; inadequately monitored progress; failed to adequately adjust instruction based on progress monitoring data.</i>

Reflection

Professional Growth: <i>Detail what you learned.</i>	<i>What worked? What should be refined? Describe the support you need to improve instruction and student learning.</i>
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The above plan was jointly reviewed by the following individuals: (please sign)

Educator: _____ Date _____

Principal/Evaluator: _____ Date _____