Student Learning Objectives: One Element of the Educator Effectiveness Program

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Learning Objectives

- Understand how SLOs fit into MDE initiatives
- Develop a better understanding of SLOs
- Share professional development opportunities, tools and resources
- PA173 of 2015
Student Growth Considerations:
- Test Scores
- SLOs

SLOs and MDE Initiatives
Student growth assessments should be aligned to standards.

Selection of assessments should allow for change in student outcomes measured over time.

Screeners and other diagnostic assessments for students are not appropriate for student growth indicators.

Student growth should be used in a diagnostic manner for supporting educators.
What is an SLO?
What Does Early Research Indicate?

Teachers reported increased focus on student achievement and data use and increased use of evidence based practices as a result of the SLO goal-setting process (Community Training and Assistance Center, 2013; What Works Clearinghouse, 2009).
Teachers using SLOs valued the opportunity to analyze data and plan instruction as part of the SLO process and reported feeling “empowered” and taking a more active role in their evaluation after SLOs were implemented (Donaldson, 2012; TNTP, 2012).
What is an SLO?

- An SLO is a measurable, long-term, academic goal informed by available data that a teacher or teacher team sets at the beginning of the year for all students or for subgroups of students.
Culture Change

- SLOs may represent a shift in educator practice.
- Develop teacher confidence in the SLO process.
- Create a coherent vision of the value of the SLO process.
Purpose of SLOs

- Supports teachers’ instructional development.
- Measures student growth.
- Driven by individual teachers and teacher teams.
- Can be used by ALL teachers, not just those in tested grades and subject areas.
Purpose of SLOs (cont.)

- Aligns with Michigan’s school improvement process.
- Aligns with Competency-based learning practices.
- Aligns with Personalized Learning practices.
SLOs and Competency-Based Education

- Allows for measurement of competency-based education systems within schools and districts.
- SLOs allow for demonstration of student proficiency in a consistent manner.
- Allows for demonstration of learning beyond the classroom.
- Promotes student engagement and motivation by allowing them to show proficiency and advance at their pace.
- Providing measurable objectives to make expectations clear to students and teachers.
SLO Implementation in Schools

Types of SLOs

**Type 1**
Set by teacher or teacher team using available assessments

**Type 2**
Set by teacher or teacher team using assessment list or ranking

**Type 3**
Set by teacher or teacher team using common assessments

**Type 4**
Set by local education agency using common assessments and common growth targets

Increasing Teacher Agency

Increasing SLO Comparability
Limitations of SLOs

- Lack of high-quality assessments for all grades and subjects.
- Difficult to create appropriate growth targets for all students.
- Challenging to set rigorous but realistic targets.
- Limits of capacity and resources that make continuous improvement of the SLO process difficult.
Student Growth

The Michigan Context
Student Growth Legislation

- PUBLIC ACT 102 (PA 102 of 2011)
  - Student Growth—25% in 2013-2014, 40% in 2014-2015, 50% in 2015-2016

- PUBLIC ACT 257 (PA 257 of 2014)
  - Student Growth--- 50% in 2015-2016 and 2016-2017
Student Growth Legislation

- SB103 - Public Act (PA) 173 of 2015
  - Signed by Governor Snyder on Nov 5, 2015
  - Student Growth 25% in 2016-2017, 2017-2018
  - Student Growth 40% in 2018-2019; 50% of Student Growth must be measured using State Assessments
  - SB103 (PA173 of 2015)
Student Growth Legislation

- SB103 - Public Act (PA) 173 of 2015
  - Evaluation Tools for Teachers/Administrators
    - Student Learning Objectives (SLOs)
    - IEP Goals
    - National, State or Local Assessments
  - Website Information
    - Evaluation Framework, Instrument, Process
    - Reliability, Validity, Efficacy
    - Training Provided
MDE Will Provide

- Website resources – www.Michigan.gov/OEII
  - An SLO FAQ document
  - An SLO template
  - An SLO approval checklist
  - What other states are doing
- Resources for Classroom Observation tools.
- District-level SLO implementation support.
- Professional development opportunities.
- Updates on Educator Effectiveness legislation.
Educator Effectiveness

Contacts

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380.12(4)(2) Beginning with the 2015-2016 school year, the board of a school district or intermediate school district or board of directors of a public school academy shall ensure that the performance evaluation system for teachers meets all of the following:

Student Growth and Assessment

(a) The performance evaluation system shall include at least an annual year-end evaluation for all teachers. An annual year-end evaluation shall meet all of the following:

(i) At least 50% of the annual year-end evaluation shall be based on student growth and assessment data. All student growth and assessment data shall be measured using the student growth assessment tool that is required under legislation enacted by the legislature after review of the recommendations contained in the report of the former Michigan Council for Educator Effectiveness.

Student Learning Objectives (SLOs)

Student Learning Objectives (SLOs) are measurable, long-term, academic goals, informed by available data, that a teacher or teacher team sets at the beginning of the year for all students. Education legislation in Michigan requires that the student growth and assessment component of a teacher’s evaluation consist of the state student growth and assessment measurement standards and a local student growth assessment. SLOs are one way to measure the academic growth of students. The Michigan Department of Education has consulted with other states and districts to gain useful information about SLO implementation. Although SLOs are not a requirement, these SLO documents are suggested recommendations.

The Student Learning Objective FAQ provides an overview of commonly asked questions and answers.

- [Student Learning Objectives FAQ - PDF](#)

The Student Learning Objective Template is a suggested format for setting student growth targets.

- [Student Learning Objectives Template - MS Word](#)
- [Student Learning Objectives Template - PDF](#)

It is recommended that this checklist be used for both developing and approving SLOs. For an SLO to be approved, all criteria should be met.

- [Student Learning Objectives Template Checklist - MS Word](#)
- [Student Learning Objectives Template Checklist - PDF](#)

Classroom Observation

(c) The performance evaluation system shall include classroom observations to assist in the performance evaluations. All of the following apply to these classroom observations:

(i) Except as provided in this subdivision, the manner in which a classroom observation is conducted shall be prescribed in the evaluation tool for teachers described in subdivision (d).
Document Review
Document Review

FAQs
SLO FAQ Document

- Provide basic information about SLOs.
- Summarize Michigan’s student growth legislation.
- Present promising research about the use of SLOs.
- Offer a list of websites that provide complimentary information about SLOs.
Document Review
SLO Template
SLO Template

- Provides structure to SLO development.
- Outlines expectations of SLO content.
Document Review

SLO Approval Checklist
SLO Approval Checklist

- Outlines expectations of SLO content.
- Aids in the SLO development process.
- Standardizes guidelines for SLO approval.
SLO Activity

Review of SLO Documents
Table Discussion

- What was clear? What did you find confusing about the documents?

- What did you like or not like about the documents?

- What would work in your district?
Next Steps

SLO Workgroup
Next Steps

- Continue to work with local districts (LEAs) and Intermediate School Districts (ISDs) to develop SLO guidance.
- Refine district decision-makers implementation guidance document.
- Develop guidance on administrators’ use of SLOs.
- Conduct regional information sessions on the use of SLOs as a student growth measure in Michigan.
- Continue to work with internal and external partners to provide professional learning for educators.
Communication
What Will Be the Next Forms of Communication Around SLOs?

- OEII Educator Effectiveness website.
  - www.Michigan.gov/OEII

- Face-to-face information sessions.


- Online Learning Opportunities (coming soon).
Wrap-Up
Questions?

Understand how SLOs fit into MDE initiatives

Develop a better understanding of SLOs

Share professional development opportunities, tools and resources

Discussion about PA173

Discuss next steps
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