

SLO Quick-Reference Sheet

2012-13

Who is required to have an SLO?	
<p>All teachers who are required to be evaluated under APPR,</p> <ul style="list-style-type: none"> ➤ Except teachers of students in Grades 4-8 ELA and/or Math. <p>FYI - (Teachers of Grades 4-8 ELA and/or Math <u>might</u> have an SLO <u>if</u> they have fewer than 16 total students and/or less than 50% of their students are in 4-8 ELA and/or Math.)</p> <p>If a teacher spends <u>any</u> amount of time providing instruction in a classroom (for example, if a teacher is released 0.8 FTE, but teaches 0.2 FTE), he or she must be evaluated using APPR.</p> <p>Teachers such as Library Media Specialists, Teachers of the Blind and Visually Impaired, Teachers of the Deaf, Speech & Language Teachers, will be evaluated using APPR <u>if</u> they are the “teacher of record” in a content area.</p>	<p>These teachers are NOT evaluated under APPR and therefore, will not be required to have an SLO:</p> <ul style="list-style-type: none"> ➤ School Social Workers, ➤ School Psychologists, ➤ Counselors, ➤ Adult Education teachers ➤ Pre-school teachers <p>Teachers who are released to provide instructional support on a full-time basis will not be required to have an SLO:</p> <ul style="list-style-type: none"> ➤ TOAs ➤ Lead Teachers ➤ Mentor Teachers ➤ Instructional Coaches <p>**- Itinerant Teachers must be evaluated on <u>all</u> of their students regardless of which schools they are in. All buildings/classes/grade levels must be considered when calculating the 50% or more students covered by an SLO.</p>

State Growth Component - Assessments Required for SLOs	
Grade/Subject Area	Assessment
K-2 Common Branch	NWEA ELA and Math assessment for applicable grade
Grade 3 Common Branch and all Courses, other than 4-8 ELA and Math, where State Assessments, Regents Examinations and/or Regent equivalent assessments are available	State assessment, Regents examination and/or Regent equivalent
All Grades 9-12 courses within the English Instructional Department for which there are no State Assessments, Regents Examinations and/or Regent equivalent assessments	NWEA ELA assessment for applicable grade
Grade 7 Science	NWEA for Grade 7 Science
All other subject areas and Career and Technical Education courses	BOCES/Locally developed assessments which shall be performance-based assessments when available

How to determine which students should be covered by an SLO?
<p>Step 1: Determine which grades and subjects you teach and how many students are in each.</p> <p>Step 2: Select your largest group of students in the same grade and subject. All of these students will be covered by an SLO.</p> <p>Step 3: Determine if <u>at least 50% of all of your students</u> are covered by an SLO. If yes, you do not need another SLO. If no, then select the next largest group of students in the same grade and subject. All of these students will be covered by an SLO.</p> <p>Step 4: Determine if, after steps 1 and 2, at least 50% of your students are covered by an SLO. If yes, you do not need another SLO. If no, then select the next largest group of students and continue with Step 2 for a second SLO. Continue this process until at least 50% of all of your students are covered by an SLO.</p> <hr/> <p>EXAMPLES:</p> <p><u>Example 1:</u> <i>Second Grade Common Branch teacher with 24 students</i></p> <p>All of the students in this teacher’s class are in a single grade. Because this teacher is a Common Branch teacher, s/he will need one SLO for ELA and one SLO for Math. All 24 students will be covered by the SLO. (This example would apply to all K-3 Common Branch teachers.)</p> <p><u>Example 2:</u> <i>An Elementary Physical Education teacher with 25 students in Kindergarten; 50 students in First Grade (2 sections); 25 students in Third Grade and 23 students in Fourth Grade.</i></p> <ul style="list-style-type: none"> ➤ Step 1: This teacher has a total of 123 students taking Physical Education in the four grade levels above. ➤ Step 2: The largest group of students in the same grade/subject are the First Grade Physical Education students. The teacher must create an SLO to cover the 50 students in First Grade Physical Education. ➤ Step 3: 50% of 123 students is 62 students. Therefore, an additional SLO is required because only 50 students are covered by the first SLO. The next largest group of students is either the Kindergarten or the Third Grade class. Because these grade/subjects are equal in size and neither has a State assessment, this teacher can decide which will be covered by an SLO. <p>The teacher will have an SLO for the selected Physical Education class. At this point, 75 of 123 students are covered by an SLO and the teacher does not need any additional SLOs.</p> <p>(Example 2 applies to any teacher who teaches <u>multiple grade levels or subjects</u>.)</p>

TIPs and FAQs:

1. **What must be included in an SLO?** An SLO must include the student population covered (the students in the classes for which you create the SLO), the learning content (what will be taught in the class), the time interval (length of course), the evidence (what assessment will be used), baseline data (students' pretest scores), target and HEDI criteria (set by the Agreement), and teacher rationale. Targets are based upon student pre-test and post-test scores on agreed upon assessments. The chart for individual student growth targets can be found in Appendix A of the District's APPR plan.(located on the Engage Rochester website) <http://www.rcsdk12.org/domain/7318>
2. **How will the Baseline and Rationale sections of the SLO need to be completed?** There will be a Webinar provided for teachers advising how to complete the Baseline and Rationale sections of the SLO. For 2012-2013, Central Office has prepopulated the SLO forms with all information except for the baseline data and teacher rationale. Teachers will need to attach a class roster including their pre-test scores which should be available by December 1st, to their paper SLO to complete the Baseline Data section. **A Sample rationale** that teachers can use for any grade/subject matter: "I will use the learning content described above during instruction to enable my students to increase their knowledge of the content to allow them to demonstrate average growth at a level deemed effective or better."
3. **Who determines if 50% or more of students are covered under an SLO?** Each Teacher who is required to have an SLO will use the calculation noted in Steps 1-4 under the **How to determine which students should be covered by an SLO** section of this document. Once the number of SLOs is determined, teachers should submit this information to their administrator to confirm accuracy.
4. **How is my score determined if I have more than one SLO?** Scores will be weighted proportionally for each SLO by the Office of Accountability/IM&T. (See table below as an example.)

Example of a teacher with multiple SLOs (i.e. Teacher with 3 SLOs)	SLO 1: (30 Students)	SLO 2: (25 Students)	SLO 3: (20 Students)
Step 1: Assess results of each SLO separately	17/20 Points	15/20 Points	19/20 Points
Step 2: Weight each SLO proportionately	30 students/75 TOTAL = 40% of overall	25 students/75 TOTAL = 33% overall	20 students/75 TOTAL = 27% overall
Step 3: Calculate proportional points for each SLO	17 Points x 40% = 7 Points	15 Points x 33% = 5 Points	19 Points x 27% = 5 Points
OVERALL GROWTH COMPONENT SCORE	Round to the nearest whole number (≥.5 rounds up and <.5 rounds down)		This teacher earned 17 Points

5. **When should SLO pre-assessments be administered?** The pre-assessment administration period will be held October 1st -30th. All pre-assessments should be administered during this period. For courses that don't begin meeting until after the administration period, pre-assessments will not be given **if** 50% or more of students were already tested for that course during the administration period (le- art - with a Section A (meeting the 1st and 3rd ten weeks) and Section B (meeting 2nd and 4th).
6. **How will pre-assessment scores be entered?** A guidance document on how to enter pre-assessment scores will be sent out ASAP from the Testing Department.
7. **If I have additional questions about SLOs, who do I contact?** Administrators should submit questions to APPR@RCSDK12.ORG
All other staff should submit questions to PERFORMANCE_EVAL@RCSDK12.ORG