CTAE Winter Conference

Classic Center

February 6, 2014
When will SLOs be utilized?
House Bill 244

• Passed during 2013 legislative session
• Mandates use of single, state-wide evaluation system for teachers of record
• Multiple observations required
• Student Achievement contributes 50%
Georgia LEAs
Cohorts 1, 2, 3, and 4

Cohort 1  Green
Cohort 2  Purple
Cohort 3  Blue
Cohort 4  White
SLO Requirements for Cohort 1 Districts

2014-2015

• Minimum of two growth measures

• All district-developed SLOs must be administered district wide which may lead to three or more growth measures for some teachers.
SLO Requirements for Cohorts 2 & 3

2013-2014 SLO Assessment Development

• Development of one growth measure per teacher

2014-2015 SLO Assessment Administration

• All district-developed SLOs must be administered district wide which may lead to two or more growth measures for some teachers.
Why use SLOs?
Teacher Keys Effectiveness System
(Generates a Teacher Effectiveness Measure)

Teacher Assessment on Performance Standards
(Observations and Documentation)

Surveys of Instructional Practice
(Grades 3-5, Grades 6-8, Grades 9-12)

Student Growth and Academic Achievement

Teachers of Tested Subjects
- Student Growth Percentile
- Achievement Gap Reduction

Teachers of Non-Tested Subjects
- DOE-approved, district-developed Student Learning Objectives
Student Learning Objectives

A district-wide measurable, long-term academic SMART goals set to determine student growth.

- Generated by student performance between two points in time.
- Aligned to the course’s required curriculum.
- Demonstration of the teacher’s impact on student learning.
Benefits of Using SLOs

- Triangulation of formal data
- Promote collaboration district wide
- Establishment of common assessments district wide
- Connect to TAPS and LAPS
- Recognize success in the classroom
SLOs
District Driven Process
# SLO Components

<table>
<thead>
<tr>
<th>SLO Statement</th>
<th>SLO Growth Target</th>
<th>SLO Assessment</th>
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</thead>
<tbody>
<tr>
<td>• Defines pre- and post-assessment windows</td>
<td>• Should be individualized for each student</td>
<td>• Requires pre- and post-assessments</td>
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<tr>
<td>• Includes 100% of students in course</td>
<td>• Can utilize a rubric score</td>
<td>• Determined by the district with the exception of pre-kindergarten</td>
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<tr>
<td>• Names SLO course and assessment</td>
<td>• Must contain an expected and a high growth target</td>
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<td>• Describes content emphasis of SLO assessment</td>
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SLO Process for Locally / Regionally Developed Assessments

Step 1
Content Alignment
• Identifies instructional emphasis

Step 2
Table of Specifications
• Provides assessment “Blueprint”

Step 3
Criteria Table
• Evaluates assessment “Quality Control”
Assessment Development
Resources for Districts

- 2013 Item Bank
- 2012 Public Domain Assessments (PDAs)
- SLO Resource Library
- Assessment Training Guides and Templates
Item Bank Review Process

Step 1
Peer Review

Step 2
SLO Team Review

Step 3
GaDOE Curriculum Specialists Review

Step 4
SEDL Review
CTAE
Resources and Supports
2013-2014 CTAE Item Development

- October 8-10 Middle School CTAE
  - 20 Participants 85 Items – 9 Pathways

- November 5-7 High School CTAE Level 1
  - 79 Participants 379 Items- 10 Pathways

- Curriculum Specialist review was completed on January 28, 2014
2013-2014 CTAE Item Development

• February 25-27 Middle School CTAE being conducted at Oconee RESA

• March 18-20 High School CTAE Level 2 and 3 being conducted at Calhoun High School
CTAE/SLO Advisory Committee

- Teachers, administrators, curriculum directors
- November 2013, January 2014
- Next meeting is March 2014
- Recommendations to address CTAE specific questions and concerns
Course 3
Student Learning Objective Assessment
- Teacher specific
- Measures student growth
- Specific knowledge gain
- Driven by course standards
- Step in process towards certification

Course 2

Course 1

CTAE PATHWAY

SLO

SLO

SLO

End of Pathway Assessment
- Represents students cumulative knowledge of subject
- Certification in certain areas
- Total achievement
- Multiple or same teachers
- Over multiple courses
- Courses not necessarily completed in same order

Comparison between SLO and EOP for CTAE

EOP
Questions?