



# IMPLEMENTING STUDENT LEARNING OBJECTIVES

## TKES QUICK GUIDE

### WHAT ARE STUDENT LEARNING OBJECTIVES AND HOW CAN THEY IMPROVE CLASSROOM PERFORMANCE?

Student Learning Objectives (SLOs) are LEA selected and/or developed, measurable, academic goals for teachers and students that apply to courses that do not currently have a state mandated End of Course Test (EOCT) or Criterion Referenced Competency Test (CRCT). SLOs are a required component of both Teacher Keys Effectiveness System (TKES) and Leaders Keys Effectiveness System (LKES) in Georgia.

The measures associated with SLOs are LEA developed and adopted based on a research-based methodology and development tools that help to ensure appropriate validity and reliability.

The primary purpose of SLOs is to improve student achievement in every classroom. An equally important purpose of SLOs is to provide evidence of each teacher's instructional impact on student learning in non-tested areas. SLOs give educators, school systems, and state leaders an additional means by which to understand, value, and recognize each teacher's effectiveness in classrooms.

#### ***Ten Steps for Designing an Effective SLO Measure:***

1. *Unpack the standards*
2. *Create a table of specifications*
3. *Clarify why, when, and where to assess student learning*
4. *Determine appropriate items to use*
5. *Determine number of items to use*
6. *Write valid and reliable items*
7. *Assemble the measure*
8. *Construct scoring key and/or rubric*
9. *Administer the measure*
10. *Score and analyze results*

The SLO process improves teaching practice by ensuring that classroom educators have an in-depth understanding of course standards. Quality SLO implementation requires non-tested classroom teachers to know the subject content and skills each student has at the beginning of the course. District teams will then set common goals for students' improvement, monitor student progress, and examine course outcomes to determine next steps for both the individual student and the educator.

### HOW TO EFFECTIVELY IMPLEMENT SLOS IN THE CLASSROOM:

#### **EFFECTIVE ANNUAL PLANNING FOR SLO IMPLEMENTATION IS CRITICAL FOR A MEANINGFUL AND PRODUCTIVE SCHOOL YEAR.**

- Become familiar with the course SLO selected by the district.
- Administer the district-adopted pre-measure based on guidance from school and LEA leaders.
- Analyze the pre-measure classroom data to determine what instruction is needed for each student or group of students.
- Meet with evaluator to discuss the SLO classroom implementation plan.
- Provide regular, data based, and effective instruction.
- Monitor student progress; meet with evaluator mid-course to determine student progress toward academic targets.
- Administer post-measure based on guidance from school and district leaders.
- Meet with evaluator to review and discuss student data; evaluators note rating on SLO evaluation rubric.

For more information:

[http://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Documents/SLOs%20The%20Basics%20for%20Teachers\\_1-3-2013.pdf](http://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Documents/SLOs%20The%20Basics%20for%20Teachers_1-3-2013.pdf)