

# 2015-2016 SLO Guidance

## Flexibility for District-wide Administration of SLOs

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# Growth Measure Reminders for 2015-2016



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- Cohort 1 (RT3) will maintain two growth measures.
- All other cohorts must have two growth measures by 2016-2017 school year.
- If a teacher teaches the same course all segments of the instructional day/year, the teacher will have only one measure regardless of the cohort of the district.

# Flexibility for District-wide Administration of SLOs



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- Flexibility is an option – not a requirement.
- District Choice
  - Proceed as previously planned
- OR
- Implement the flexibility option

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- Full year of statewide data to inform process
- Based on feedback and recommendations from districts and advisory groups
- Enables a consistent number of growth measures for all teachers within a district
- Enables more efficient management of the administration of student growth measures

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When choosing the flexibility option remember...

- Written guidelines and detailed processes to address possible HR entanglements will need to be developed.
- All SGPs must be administered regardless of SLO flexibility.
- SGPs must be the growth measure, if available.
- The SLO should be administered which impacts the largest number of teachers in district.
- The SLO should be administered which includes the greatest number of student enrollment, if possible.

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## Pre-K

- All Pre-K teachers should administer the Literacy SLO AND the Numeracy SLO.

## Block Schedules

- Administering the SLO during the first semester in a block schedule situation can serve as one growth measure. Administering the SLO during the second semester in a block schedule situation can be optional. However, please remember that a larger student data set enables the teacher's impact to be more accurately measured.

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## Student Information System

- During SY 2014-2015 many errors were generated during the data reporting process.
- In SY 2015-2016 codes have been developed to address data reporting issues including the SLO flexibility option.

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## Elementary Scenario: Full Implementation

- ABC District developed SLOs for 2<sup>nd</sup> Grade Reading/ELA and Math. This approach ensured that all teachers met the Cohort 1 growth measure requirements. However, there was one elementary school in the district that determined that their 2<sup>nd</sup> grade teachers would team teach. Currently that would mean that all 2<sup>nd</sup> grade teachers in the district would be required to administer SLOs in Reading/ELA, Math, Science and Social Studies.

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## Elementary Scenario: Flexibility Option

- ABC District will administer 2<sup>nd</sup> Grade Reading/ELA and Math SLOs district-wide EXCEPT in the building that is team teaching in 2<sup>nd</sup> grade.
- The 2<sup>nd</sup> grade teachers in that building will only administer the two SLOs that were developed for their content areas. Teacher J will administer the Math and Science SLOs and Teacher K will administer the ELA/Reading and Social Studies SLOs.
- Other 2<sup>nd</sup> grade teachers in the district will not be required to administer the Social Studies and Science SLOs because they were already implementing the maximum required number of measures.

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## Middle School Scenario: Full Implementation

- DEF District developed an SLO for 6<sup>th</sup> Grade PE. This approach ensured that all teachers met the one growth measure requirement. However, there are two middle schools in the district where the teachers only provided PE instruction in one grade level. Teacher M only teaches 7<sup>th</sup> grade and Teacher N only teaches 8<sup>th</sup> grade. Currently that would mean that all middle school PE teachers would be required to administer SLOs in 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grades.

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## Middle School Scenario: Flexibility Option

- DEF District will administer the 6<sup>th</sup> grade PE SLO district-wide EXCEPT in the two middle schools where the teachers only provide PE instruction in one grade level.
- The PE teachers in those unique middle schools will only administer the SLO that is appropriate for their schedule. Teacher M will administer the 7<sup>th</sup> grade PE SLO and Teacher N will administer the 8<sup>th</sup> grade PE SLO.
- Other middle school PE teachers in the district will not be required to administer the 7<sup>th</sup> or 8<sup>th</sup> Grade PE SLOs because they were already implementing the maximum required number of measures.

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## High School Scenario: Full Implementation

- GHI District developed SLOs for Chemistry and Physics. This approach ensured that all teachers would meet the two growth measure requirement. Because of the high school scheduling process, many teachers had multiple measures. Teacher P administered the Chemistry and Physics SLOs and will also administer the EOC in Physical Science. Teacher R will administer four growth measures – EOC in Biology, EOC in Physical Science and SLOs in Chemistry and Physics.

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## High School Scenario: Flexibility Option

- GHI District will administer SLOs in Chemistry and Physics as required EXCEPT in situations where the teacher already has two growth measures because of EOC required administration.
- In those situations, the schedule of individual teachers would need to be considered when making district decisions concerning the administration of developed SLOs.
- In this example, high school science teachers will only be required to administer two growth measure to achieve to the maximum required number of measures. The measures could be 2 SGPs, 2 SLOs or a combination of SGP and SLO.

# Final Thoughts...



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Remember this is a option – not a requirement.

If your district decides to implement the flexibility option

- Develop a comprehensive communication process to inform administrators and teachers about the flexibility.
- Ensure full understanding of your data entry personnel concerning the steps needed to accurately report SLO data.
- Create written guidelines and processes to address possible HR entanglements when questions arise.

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