



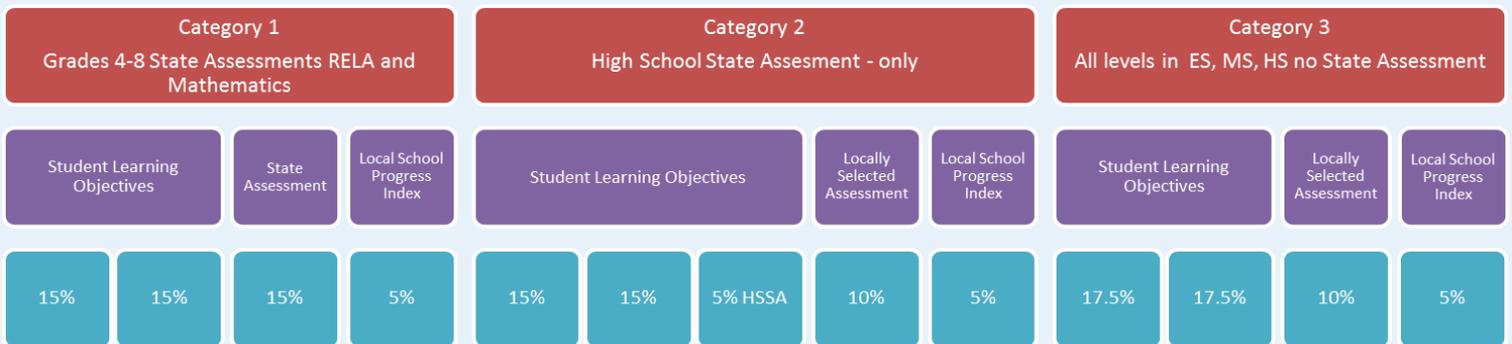
Student Learning Objectives At-A-Glance

Office of Employee Performance and Evaluation

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Improving student learning is at the center of the work of all employees in Prince George’s County Public Schools (PGCPS) and teachers have the greatest school-based impact on student learning. Research has shown that high quality Student Learning Objectives (SLOs) are associated with higher student achievement. SLOs are long-term goals that target the advancement of student learning. SLOs recognize and encourage the work that excellent teachers are already doing in their classrooms and are an integral part of a teacher’s evaluation. This document provides an overview of the SLO process used by PGCPS. Further information about SLOs can be found in the Teacher SLO Handbook or in the Resources tab located in ‘My Professional Performance System’ (MyPPS), the online platform used for the development and submission of SLOs.

Student Growth Measures and SLOs:



Student Growth comprises 50% of the Teacher Evaluation Model. SLOs are one piece of data used to calculate Student Growth. **All PGCPS teachers who are evaluated using the Framework for Teaching (FFT) model who are employed at least .5 (part time) or greater and hired before October 1, 2018, are required to complete two SLOs, regardless of on-cycle or off-cycle status.**

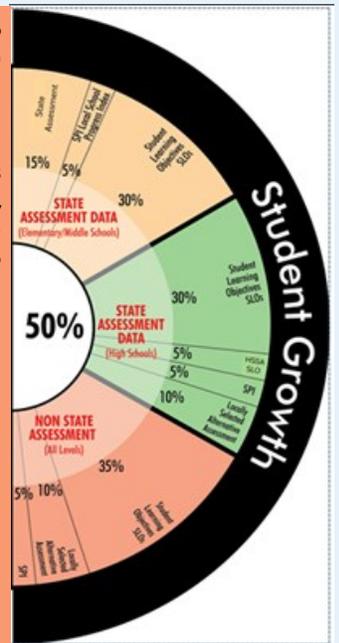
Although SLOs contribute to the Student Growth component of the overall evaluation, they are best utilized as an instructional tool. The SLO process mirrors the instructional cycle that teachers are engaged in every day, which promotes monitoring and tracking student learning. Growth targets are set by the teacher, with guidance from the content supervisor and building administrator if needed, and should be measurable, but also attainable.

A teacher’s Student Growth score is based on one of three categories:

Category 1: applies to teachers who taught 4th-8th grade Reading/Language Arts or Math courses during the previous year.

Category 2: applies to teachers who taught High School State Assessment courses (Algebra I, Biology, English 10, and Government) during the previous year.

Category 3: applies to teachers at all levels (Elementary, Middle and High School) who did not teach courses with state assessments during the previous year.



Essential Questions for SLOs:

- What is the most important knowledge/skill(s) I want my students to attain by the end of the SLO instructional interval?
- Where are my students now (at the beginning of instruction) with respect to the objective?
- Based on what I know about my students, where do I expect them to be at the end of the SLO instructional interval and how will they demonstrate their knowledge/skill(s)?



My Professional Performance System (MyPPS)

My Professional Performance System (MyPPS) is the online platform used to help maximize the educational effectiveness of teachers. Teachers develop their SLOs in MyPPS by navigating to the Staff Portal and selecting MyPPS from the Applications (or Quicklinks) menu, then using their PGCPS email login/password to enter the system. Many supporting documents, including a step-by-step walkthrough guide with screenshots, are located in the Resources tab in MyPPS.

SLO ACTIVITY IN MyPPS	DESCRIPTION
Non-Disclosure Agreement	Teachers must read and 'accept' the Non-Disclosure in order to access SLOs in MyPPS.
Data Review	Includes 1 Historical/Trend Data Point and the current SLO Pre-Assessment scores.
SLO Information	Teachers provide information about their subject/content and grade level for the SLO.
SLO Student Selection	Teachers access a list of all of their students and mark which ones to include in the SLO.
Manage SLO Roster	Teachers provide SLO Pre-Assessment and Target Scores for each student selected.
SLO Statement	This is no longer a required activity in MyPPS.
Instructional Components	Aligned standards, instructional strategies, and evidence of growth are detailed.
Review	Check for errors and make necessary corrections before going to the Submit activity.
Submit	Appraisers are notified that the SLO is ready for review when this activity is completed.
SLO Acceptance (Administrator:)	SLO acceptance by the Appraiser indicates the SLO was submitted and is locked.

How SLOs are calculated:

The SLO score is calculated based on the number of students who meet the target, as measured from the pre-assessment to the post-assessment. For example, if one SLO has 25 students on the roster, and 3 withdraw and 2 have a 20% or higher absentee rate (documented during SLO closeout), only 20 students will count toward that SLO score. If 15 of the remaining students met the target and 5 students did not, then 75% (or .75) of the students met the target. At the elementary level, SLOs constitute 35% toward the overall evaluation score (each SLO 17.5%). Therefore, the calculation would be $.75 \times 17.5$ to equal a score of 13.125 for one of the two SLOs.

Example: SLO #1 $.75 \times 17.5 = 13.125$ (Calculation Toward Overall Evaluation Score)

SLO #2 $\text{Percentage of Students who Met Target} \times 17.5 =$ (Calculation Toward Overall Evaluation Score)

"If properly implemented, student learning objectives help teachers bring more science to their art, strengthen instructional support to the classrooms, and improve the quality of the outcome."

—William J. Slotnik, Founder and Executive Director, Community Training and Assistance Center (CTAC)