



Student Learning Objectives (SLO)- An Overview

A Student Learning Objective (SLO) is a specific learning goal and a specific measure of student learning used to track progress toward that goal. SLOs promote reflective, collaborative practice where school leaders and instructional staff set grade-level and school-wide goals and gauge their progress. Each year, City Schools teachers are required to participate in the SLO Process by completing one SLO which is part of the student growth component of the annual evaluation.

The Teacher SLO Timeline:

| Month | Action Step | Description |
|-------------------|--|---|
| September-October | Review Student Data | Teachers review baseline data about their student population, including any available Data Link information and prior formal and informal assessments. |
| Late October | Draft and Submit "SLO Target Submission" | Teacher draft and submit their SLO Target Submission in City Schools Blackboard |
| November | SLO Target Approval | Evaluators review and approve submitted SLOs (or request revisions) using the "SLO Approval Rubric". Information regarding minimum approval requirements are provided in guidance |
| Late March-April | SLO Data Submission | Teachers administer the SLO Assessment and complete their Student Data and SLO Data Submission Form in Blackboard |
| April | SLO Final Scoring | Evaluators review the SLO Data Submission Form and determine scores aligned with the SLO Final Scoring Rubric |

SLO Submission Form Access:

All SLO forms are completed and submitted on an electronic form which is located in City Schools Blackboard. You will see the SLO icon on the homepage. This logs teachers immediately into the SLO organization that houses all resources, help guides, and SLO guidance. This is also where teachers Electronically complete their SLO Forms and access their SLO scores and feedback once forms have been reviewed.



Contents of a Complete SLO Target Submission:

Each SLO is written by the teacher and consists of 7 elements:

- Learning Content
- Student Population
- Baseline Data- *Teachers must complete and attach the district provided spreadsheet*
- SLO Assessment
- SLO Student Learning Target
- Instructional Strategies
- Progress Monitoring Strategies

Each element has a 1-page guidance document to support you in completing the SLO submission in its entirety. These will be available in the SLO Organization in Blackboard once it is made available.

How/Where to find support:

SLO Ambassador(s)

- When possible, every school identifies a member of their staff to serve as an SLO Ambassador. This staff member attends additional meetings with the district SLO specialist to ensure they have the resources and information they need to support teachers in their school.
- Your SLO Ambassador should introduce themselves within the first few weeks of the school year. If, by October you are unsure who your SLO Ambassador is, it is highly recommended that you reach out to your school leader as they would be able to direct you to the appropriate staff member.

Your Experienced Teacher Colleagues

- In the event your school does not have an SLO Ambassador, other teachers in your building will be familiar with this process. A colleague or your mentor teacher will likely be able to provide support as they too complete this process each year.

The District SLO Team

- Emailing SLO@bcps.k12.md.us will also connect you with a member of the SLO Team that can support you with your questions. It is highly recommended that you reach out to an Ambassador or colleague first as they are likely able to provide support in-person rather than awaiting an email response. However, this option is always available whenever other supporting partners are unavailable.

Next Steps to Prepare for SLO Target Submissions:

During the first 4-6 weeks of the year, teachers are focused on getting to know their students, their current academic progress, and understanding their City Schools Curriculum. This is all important information that you will share in your SLO submission. However, below are some key next steps for you to ensure you have the information you need to draft your SLO Target Submission.

1. ***Collect student baseline data***- this can take many forms. The only requirement for the SLO is that you have at least one student data source to support your creation of your SLO and student population groups. The recommendation is that you have at least 2 sources to ensure you draft a strong data-informed SLO.
 - a. The data you use can consist of:
 - i. Diagnostic assessment information obtained through district Beginning-of-Year testing
 - ii. Data about your students' past performance in your content including but not limited to grades and/or assessment data from the previous year.
 - iii. Data collected from an independent pre-assessment you administer to help you determine your students' current progress. Reach out to your colleagues for ideas or potential resources to support your data collection.
2. ***Review the SLO Content Guidance*** once you are notified that the SLO Organization is available in City Schools Blackboard. The content guidance will contain the list of district approved assessments from which you will build your SLO. It is important to review this information as some assessments may require a specific type of student baseline data to be included.
3. ***Identify the SLO Ambassador(s) at your school.*** If there is not a staff member identified, reach out to your mentor or another colleague who may be able to support or direct you to a co-worker who can.