



Setting the Stage

An Introduction to Student Learning
Objectives



Evaluation Framework

- Utah code and State Board of Education rule require the following **minimum** components in a district's evaluation system (*although a district can choose to include additional criteria*):
 - Observations of instructional quality
 - Stakeholder input
 - **Evidence of student growth**
 - Effectiveness of evaluating employee performance (administrators only)



Student Growth

- ▶ Student growth will be a component of **every** educator's evaluation, including non-tested subjects and grades (NTSG).
- ▶ NTSG are subjects and grade levels without at least two consecutive years of state-level standardized tests in the same content area (**about 70% of educators**).
- ▶ NTSG will be assessed using a measure called a **student learning objective (SLO)**.



Evaluation Timeline

- Legislation passed in March 2014 extends the timeline for full implementation of the new evaluation framework by one year.
 - Every district must *fully* implement an evaluation system aligned to state requirements by 2015-16.
 - Educator evaluations tied to advancement on the salary schedule begins in 2016-17.



Evaluation Timeline (cont.)

- The one-year extension allows USOE and districts to continue piloting student growth measures during the 2014-15 school year.
- SLOs are not required until 2015-16, so this year is an **opportunity** for UEA to prepare for SLO implementation by developing resources and training for local leaders.



Today's Focus

- An introduction and overview of SLOs.
 - Sessions designed to provide enough background that your UniServ team can identify important areas for local organizing.
- In-depth training will be ongoing during the next year.
 - Training of trainers will provide resources for implementing at the local level.



“

If you want to go fast,
go alone. If you want to
go far, go together. ”

African Proverb

Effective association partnerships have allowed us to do more together and build long-term successes.



National Education Association

- SLO Consortium Grant

- UEA received \$303,000 for three years

- Support UEA members with SLO training and resources

- Bring together eight state affiliates to share best practices for SLOs and member organizing



Utah State Office of Education

- Co-present SLO sessions at UEA Leadership Academy
- Recommend to districts that SLO Planning Teams include an association SLO Lead
- Provide joint professional learning for district SLO Specialists and association SLO Leads
- Invite members to participate in SLO pilot, learn the process and give feedback



School Districts

- Joint Educator Evaluation Committee (JEEC)
- Ongoing work with school districts (Evaluation Toolkit trainings, etc.)

A decorative graphic on the left side of the slide. It features a dark blue vertical bar on the far left. A black arrow points to the right from the top of this bar. Several thin, light blue lines curve downwards and to the right from the bottom of the arrow, creating a sense of movement and flow.

UniServs and Local Associations

- Growing local leaders
 - Evaluation Leads, SLO Leads and others increased local leadership by more than 200
- Customizing resources, training and organizing plans
 - Over 300 workshops on the teaching standards, toolkit and other Educators Taking the Lead activities
 - More than 5,300 members participating
 - Targeted engagement of younger members (millennials)



Goal

- By May 2015:
 - UEA members have been introduced to the major components of SLOs.
 - Local associations have the resources they need and an effective organizing plan to support members in SLO implementation.



Why SLOs?