

First Year District Decisions

Decisions Impacting SLO Implementation

This document provides an overview of key decisions for districts and some questions to consider as they begin to plan for SLO implementation.

Action Steps	Questions to Consider
Assign a central point person to guide the SLO work and ensure success in your district	<ul style="list-style-type: none"> Who has expertise in setting student growth goals based on data? Who has experience measuring student growth using student work? Who is familiar with progress monitoring?
Determine the process, timeline, and calendar for completing a preliminary assessment of district capacity to roll out a successful SLO process	<ul style="list-style-type: none"> To what kind of data sources do teachers have access? What kind of experience do teachers and campus leaders have with conducting effective data review and using that information to make instructional decisions? What is the district's current level of expertise among Curriculum and Instruction for coaching and collaboration? What kind of technology support exists in your district to support the SLO process? How familiar are teachers/campus leaders with using student work to determine student progress?
Determine the district timeline to roll out key SLO components, such as teacher appraiser training, teacher orientation and training, submission and approval of SLOs, the mid-point (MOY) SLO review and end-of-year (EOY) SLO review	<ul style="list-style-type: none"> How will the SLO process be structured? How will the SLO workflow be managed? How will the district ensure that the SLO process is implemented with fidelity? (aligned to all aspects outlined in texasslo.org) Will teachers be encouraged or required to work collaboratively with peers while developing initial skill profiles? If so, will time be built into already existing meeting structures? How will teachers be expected/required to track student progress toward growth targets in an explicit way, and where will this data be stored? How will the district communicate specific guidelines for teachers/teacher teams for building the body of evidence of student work so that it will be a valid determination of student progress toward expected growth on the Targeted Skill Profile?
Determine a process for periodic review of the effectiveness SLO implementation in order to make adjustments/improvements based on lessons learned	<ul style="list-style-type: none"> What is the quality of training on the SLO process for teacher appraisers? What is the quality of training on the SLO process for teachers? How realistic are the timelines for each of the three phases of the SLO? How can the phases of the SLO process fit more authentically into already existing structures for teacher collaboration, data review, etc.?