

SLO'S Helpline

We understand there have been a number of questions and concerns around SLO's. We are hoping to provide you with some context and answers to your questions with the following documents.

Roles:

ARC: the Appraisal Review Committee (ARC) with four (4) members appointed by the Union and four (4) administrators appointed by the Superintendent, which may include the Superintendent, has been established for the purpose of providing necessary stakeholder input and required consultation with teachers relative to the development and subsequent revision of the Board's OTES policy in addition to making recommendations to the Board and CHTU for approval to changes to this Article for non-OTES teachers. In addition, the ARC will address student growth measures, **student learning objectives**, value added, vendor assessments and related matters as they pertain to teacher evaluation. The ARC shall be an ongoing collaborative committee. Changes recommended by the ARC will not become a part of this Agreement for non-OTES bargaining unit members unless adopted by the Board and approved by the Union. The ARC will meet no less than ten (10) times per year or as otherwise determined by the Committee.

Principal: Approves GROWTH MEASURES. Teachers will work with their evaluator to make sure that growth targets have been appropriately set. ODE advises that "Targets should first be developmentally appropriate and then rigorous and attainable. Expecting a student to grow from basic to proficient in one year may be very difficult. However, in some cases, more than a year's worth of growth is necessary to close the achievement gap. The student learning objective process asks you to set high expectations for students and to establish these targets based upon analysis of baseline data." 1. Teachers will submit their draft SLO including growth targets and rationale to principals by Friday, October 14, 2016.

SLO Review Committee: reviews and provides feedback for teachers on their SLO's. Once principals approve the growth measure, the SLO review committee will look at the other components of the SLO and give feedback for revision or approve as submitted. Teachers will submit their SLO to the review committee by completing the SLO template in google forms. Forms can be accessed [here](#) and should be submitted by 3:45 pm on. The SLO committee will review SLO's on October 31. Teachers needing to revise and resubmit their SLO will be notified by November 2. Resubmitted SLO's are due by November 4 at 3:45 pm. The committee will review SLO's beginning on October 31 and concluding by November 4, 2016.

2016-2017 Fall Timeline

- **By October 14**-Teachers administer and score pre-assessments, identify student growth targets, write SLOs and submit final hardcopy draft to their principal.
- **October 14-21**-Principals review growth targets and rationale in order to approve these components of the SLO, or provide corrective feedback. Once approved, teachers are given instructions on how to submit their electronic SLO to the appropriate folder on the share drive.
- **October 28**-All growth targets approved by administrator and teachers have completed the appropriate SLO template [form](#) .
- **October 31-November 4**-SLOs approved by the SLO committee. SLOs needing revisions will be submitted back to the teacher and building principal.
- **November 4** - SLOs needing revisions are resubmitted through google forms

What if I have a question about...?

OTES/OPES/OSCES General Questions: Paul Lombardo- p_lombardo@chuh.org

eTPES: Paul Lombardo- p_lombardo@chuh.org

SLO's:

1. See SLO webpage or review samples from the SLO template page
2. Building principal
3. Bob Swaggard
4. Jeff Johnston (special education)

What is the timeline for SLO's?

Information regarding semester courses and the full year-long timeline for SLOs, including post-assessments and final reporting can be found in the Teacher Evaluation Handbook on pages 10-11.

<http://www.chuh.org/CH-UHOTESHandbook.aspx>