**Q & A about SLOs (Student Learning Objectives)**

1. **First off, why did the district decide to do one of these every year?**

SLOs are a district decision to a DESE mandate. All teachers in the state of MO are now required to have annual student growth measures as a “significant contributing” factor in teacher evaluation. This pretty much left two options: MAP scores (hissss….) or SLOs. MAP was considered not a good option as we do not have comparable tests for “unMAP-tested” areas and does not provide research-correlated evidence of good educational practice- both of which SLOs do/can.

1. **By when do I have to have my SLO completed?**

If you are probationary, your evaluator must have all of your scored evaluation materials to HR by March1. We must give them some time to score and submit.

If you are a permanent teacher, your evaluator must have all of your scored evaluation materials to HR by May 15. Once again, you must give them some time to score and submit.

Your evaluator may chose to give you a rough schedule to keep both you and them on track. If you are unable to meet their deadlines, have a conversation with them. If holding hard and fast to arbitrary deadlines, give FFNEA leadership a call.

1. **What are student growth measures?**

Student growth measures are just a fancy way of saying student data.

1. **How are the Units of Instruction in NEE and an SLO different?**

The NEE Unit of Instruction (UoI) plus student data make up an SLO.

1. **Who has to do this Unit of Instruction/SLO this year?**

All certified staff on a teaching contract, with the exception of counselors and librarians, must do the UoI portion this year. If you have students who you see on a regular basis (a class, a small group you see at least several times per week), you must also complete element 5b.

Librarians and counselors have their own documents to complete.

1. **I am not in the classroom. How will I do a Unit of Instruction?**

There are many ways to make this work. You can pair up with a team who do see students and do some team-teaching. If you work with students with behavioral interventions, you could write your UoI on behavioral standards rather than academic. If you are someone who works predominately with adult learners, you could write your UoI for adult learning.

If none of these will work, sit down and have a discussion with your evaluator.

1. **I am the only one of my teaching subject in my building. How can I collaborate?**

On Sept. 25, our early release day will be a time to work on UoI/SLOs. Reach out to others of your subject and meet up- just be sure to tell your supervisors ahead of time. You will have the early release day Jan. 29 also to collaborate on SLOs.

You could also cut and paste some of the UoI language into a shared Google Doc so that you and your collaborative partners can work together from your worksites.

1. **How many SLOs do I have to do?**

For 15-16, you need do only one. DESE has actually stated that they wish two from every teacher, but since 15-16 is a pilot year for student growth measures, the district is only requiring one. This will probably change to two for the following years.

1. **How is the student data component scored?**

It isn’t. It is for discussion, but if you look at the NEE Unit of Instruction Element 5b- it specifically states that data is an unscored item at this time.

1. **How many classes do I need to select?**

You need select only one class this year. For secondary, this could mean 6th period algebra. A word to the wise- avoid CWC periods (if possible) as the IEPs could present an issue.

For elementary, again, select 1 class such as math. If you departmentalize, select only one of the groups that you see each day.

1. **How do I decide which standards to use for my SLO?**

You (or your collaborative team) should be allowed to select your priority standards. Your choices do have to be approved by your administrator.

1. **How many priority standards do I need to select?**

The minimum is 2. There is no maximum, but remember to keep it “do-able”. The standards do not have to come from the same subjects. If I am selecting two math standards but I am also asking students to write about math, I may add a writing standard.

1. **How long (time) does my SLO need to be?**

It must be a minimum of 15 lessons, so with testing day- about 4 weeks. It can be an entire semester.

1. **What if I did one last year? How do I access to rework it for this year?**

Here is the link <https://apps.oseda.missouri.edu/NEE/> to the old NEE login.