

What Is the SLO Cycle?

ODE has established the following four steps for the SLO cycle. Further detail regarding the process for each step is given in Ohio Department of Education Guidance documents. The following pages describe how the SLOs are scored.

STEP 1: Gather and review available data

STEP 2: Determine the interval of instruction and identify content

STEP 3: Choose assessments and explain the growth target

STEP 4: Submit your SLO and prepare for approval and review

STEP 5: Final Scoring of the SLO



STEP 5: Final Scoring of the SLO**SLO Final Review Overview**

After the SLO is approved, the teacher is responsible for compiling the evidence for the final scoring process. The final scoring process must be completed by May 1 to ensure that the teacher evaluation is completed in accordance with the timeframes established by law. This section provides information on:

- Directions on the organization of evidence and information teachers and teacher-teams should compile at the end of the year;
- Teacher guidance on how to present the information to the evaluator(s);
- Protocols for the evaluator(s) for reviewing and scoring SLOs;
- Guidance for rating single SLOs.

Recommendations for Educators in Preparing for SLO Scoring

In preparation of the committee scoring, the educator may want to complete the following steps to ensure an efficient use of time:

1. Include a copy of the committee approved *SLO Approval Checklist* from the beginning of the school year.
2. Transfer the data from the pre-assessment, the post-assessments, and the established growth targets to the *SLO Scoring Calculator* to provide the SLO committee with a quick reference to determine whether stated growth targets were met. If the educator is using tiered growth targets, they will want to sort the data based on those tiers. The *SLO Scoring Calculator* can be found in Appendix A of this document.
3. Organize the evidence to support the attainment of the SLO into an easily recognized, readable format. Organizing the materials will aid the approval/ scoring committee as they evaluate the success of the SLO at the end of the interval.

Organizational Tip

Arrange SLO Evidence in the following order:

1. Previously approved *SLO Template*
2. Completed *SLO Scoring Calculator*
3. Assessments used in the SLO process, including student work and other pertinent documents

Scoring the Individual SLO

SLO Scoring Process

The *SLO Scoring Calculator* is an Excel spreadsheet that can be used to assess whether or not SLO targets have been met when rating the individual SLO. There are several steps teachers must follow in order to arrive at a final calculation. Once all the relevant information has been added into the Excel spreadsheet, attainment of the students' growth targets and rating of the individual SLO will be automatically computed and displayed.

Preparing for Scoring

Prior to the end-of-year review, teachers are responsible for collecting relevant information and compiling it in a useful way. For example, evaluators will have limited time, so having all student work or other documentation clearly organized and final student scores summarized (as noted below) will be valuable for saving time and reducing paperwork. Information that could be collected includes student performance data and the completed *SLO Scoring Calculator* document.

Complete the SLO Scoring Calculator

The *SLO Scoring Calculator* is an Excel spreadsheet that can be used to assess whether or not SLO targets have been met as well as the overall teacher rating for the SLO. There are several steps teachers must follow in order to arrive at a final calculation. The calculation and scoring must be completed prior to May 1 of each year. Ample time for committee review must be given to ensure that the entire teacher evaluation process is complete by the May 1 deadline as defined in law.

- First, the teacher adds the name or identification number for each student into the spreadsheet.
- Then, the teacher incorporates each student's baseline score from the assessment administered at the beginning of the school year.
- Next, using their completed SLO template as a guide, the teacher adds each student's established growth target.
- The teacher adds in the final performance data from the end of year assessment for each student.
- The teacher must enter if each individual student met the growth target.
- Once all the relevant information has been added in the Excel spreadsheet, attainment of the students' growth targets and overall teacher rating of student growth measures (50%) will be automatically computed and displayed.

The teacher is responsible for this portion of the SLO process.

Score Individual SLOs Using the SLO Scoring Matrix

The teacher can now use the *SLO Scoring Calculator* to determine the percentage of students not meeting, meeting, or exceeding the established growth targets. If the teacher used tiered targets as recommended by ODE, they can sort the students by the identified tiered targets and then sort again based on the difference of the target score and the baseline score from highest to lowest.

This matrix should be used in conjunction with the *SLO Scoring Calculator*. ODE developed the five-level rating for SLOs to align with the 5-levels of value-added scores.

SLO Scoring Matrix

Percentage of students that met or exceeded growth target	Descriptive rating	Numerical rating
90-100	Most Effective	5
80-89	Above Average	4
70-79	Average	3
60-69	Approaching Average	2
59 or less	Least Effective	1

The teacher is responsible for collecting the evidence, using the *SLO Scoring Matrix* to determine an SLO rating, and providing the scores to the reviewing body (principal or committee as determined at the local level).

Appendix A – SLO Scoring Calculator

SLO SCORING CALCULATOR: A Separate Excel Sheet is available to perform calculations.

- Download the following form to organize data for calculating a score of your SLOs.
- The column "Actual Growth" will automatically calculate the change between the post and pre test scores.
- The column "Met Objective" will automatically fill "Yes" or "No" dependent upon the actual growth meeting the established growth target.

Teacher Name:			School:			
SLO Title or Number:			Assessment:			
Student Name	Student Number	Pre Test Score	Post Test Score	Growth Target	Actual Growth	Met Objective: Yes or No
					0	
(more cells available on the actual Excel sheet)					0	

% below target: ____

% meeting target: ____

% exceeding target: ____

Numerical Rating for SLO (1 - 5) :

Percentage of students that met or exceeded growth target	Descriptive Rating	Numerical Rating
90 - 100	Most Effective	5
80 - 89	Above Average	4
70 - 79	Average	3
60 - 69	Approaching Avg.	2
59 or less	Least Effective	1