

Writing a Quality SLO

GOAL STATEMENT

High-quality SLOs start with a plan. The SLO plan should provide enough detail to support the peer or evaluator in their review and monitoring of the plan over the course of the interval. This walkthrough uses an example to depict common challenges in the development of the SLO, to provide reflection/coaching prompts, and to demonstrate suggested revision.



Original Examples BEFORE:

Example #1: Overall period attendance for learners in grades 9-12 will improve 30% by May 2019.

Example #2: The school will experience a 20% reduction in referrals as measured in Infinite Campus.

Example #3: 90% of students will exceed expectations on the 10th grade writing assessment.

Example #4: Students will increase the number of "A's" or "4's" they receive on math homework.

Example #5: 100% of students will express feeling safe and not bullied at school.

REVIEW & ANALYZE the example using:

The <u>Quality Indicators</u>	Self-reflection or coach prompts
<p>Is the Goal Statement stated as a SMART goal?</p> <ul style="list-style-type: none"><input type="checkbox"/> Specific<input type="checkbox"/> Measurable<input type="checkbox"/> Attainable<input type="checkbox"/> Results-based<input type="checkbox"/> Time-bound	<ul style="list-style-type: none">• Can this goal be easily supported by a single strategy?• Is the goal based on data that can be measured?• Can the goal be accomplished just through the personal actions of the principal, or will it require the principal to use leadership strategies to bring others along?• Is this goal statement a behavioral goal or an academic goal?• Is this a schoolwide goal, or one that targets only a small sub population?• Is the identified issue consistent across all grades within the school, or are there notable differences?• How does student behavior affect academic performance and growth?• Are there data sources that suggesting gaps in and across learner groups?• What policies and procedures might contribute to gaps you see in your data?• Is there a federal identification/notification for the school/district? If so, is attendance, particularly for the identified learner group, a contributing factor?"



Analysis of the BEFORE

- SLO goals are **ACADEMIC** rather than behavioral growth goals. In some of the examples, behaviors are the focus rather than academic growth. Strategies to address behaviors should be included in the Leadership Strategies section of SLO plan.
- Other examples were missing some of the five SMART goal components. All components should be included in the SLO goal statement to include: Specific, Measurable, Attainable, Results-based, and Timebound.



AFTER the review and analysis, the original examples of Goal Statements would reflect the five SMART criteria, and would address behaviors (attendance) through a root-cause analysis and strategies to address that analysis.

Goal Statement Template

By _____ (Identify end-date of interval), _____ (Identify student population) will demonstrate _____ (Identify amount of expected growth) as measured by _____ (identify the assessment used to measure the growth).

The Examples AFTER:

Example #1: By May 2019, all learners who are more than one grade level behind will demonstrate at least one year's academic growth in their reading fluency as measured by the Informal Reading Inventory.

Example #2 (Tiered Goal): By May 2019, all learners will achieve the targeted performance listed below as measured by the district assessment of elementary math concepts:

- 90% of students demonstrating grade level proficiency will remain at or above his or her current level of proficiency on the district assessment of elementary math concepts
- 80% of students performing one standard deviation below proficiency will move to grade level proficient or better
- 80% of students demonstrating two or more standard deviations below proficiency will demonstrate a minimum of one year's worth of growth in math concepts and improve to one standard deviation below proficient or better

An important note on behavior outcomes related to SLO goal statements:

Leadership Strategies is the appropriate place to address behavioral concerns.

Examples may include:

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| <ul style="list-style-type: none">• Building -wide professional development in implicit bias• Culturally relevant classroom norms and expectations, and teacher instructional practices• Enhanced family engagement strategies• Student engagement• Culture and climate exploration | <ul style="list-style-type: none">• MLSS implementation and fidelity• Inclusive education strategies• Additional support in using data to inform instruction• Implementing structures to use data to identify root causes of issues (ex. behaviors leading to academic disengagement)• Providing PD and support on the use of different kinds of assessments |
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