

Texas SLO: District FAQ

1. Why should districts use SLOs?

SLOs provide a valid and reliable measure of student growth, ensuring all teachers, including those in non-tested grades and subjects, can demonstrate student impact.

2. How do SLOs align with TIA (Teacher Incentive Allotment)?

SLOs are an approved student growth measure for TIA designation systems. They offer districts a flexible and scalable approach to meet student growth requirements.

3. How do SLOs align with T-TESS?

SLOs are fully recognized under the T-TESS framework as a valid measure of Student Growth. They integrate into Domains 1 (Planning) and 2 (Instruction) by requiring teachers to use data (Domain 1.2), plan for differentiation (Domain 1.3), monitor and adjust instruction (Domain 2.5), and reflect on student progress. At the end of the year, appraisers review SLO outcomes alongside the TSP, BOE, and Growth Tracker. Districts can apply SLO results as either a 17th dimension or as part of the weighted 5th Domain in T-TESS summative ratings.

4. What enabling conditions are needed for implementation?

Strong campus leadership, teacher capacity, and district readiness to provide ESC or SLO Hub-led training and calibration. Alignment of the SLO process with T-TESS or any teacher evaluation is also a required enabling condition, ensuring consistency across instructional planning, appraisal, and TIA eligibility. Free online training modules for implementation are available on the **TexasSLO.org** website, which districts can utilize to build internal capacity. In addition, funding and time for professional learning remain key to successful implementation.

5. What are the phases of district implementation?

- BOY: Training, student mapping, and TSP creation
- MOY: BOE collection, check-ins, and monitoring
- EOY: Growth evaluation, appraiser validation, and reflection

6. How does the BOE ensure reliability?

The BOE requires at least five student work samples across the year. Districts work with Hub-trained raters and calibration support to ensure consistency in scoring.

7. How do districts ensure fidelity?

By ensuring participation in Hub-led rater training, quarterly calibration sessions, and yearly recertification. Using the TSP and Growth Tracker consistently also promotes fidelity.

8. What resources and tools are available?

Districts can access Hub-provided training modules, exemplars, and the Growth Tracker on TexasSLO.org.

9. What Independent Scoring options are available for districts?

Districts have two pathways for scoring:

- **Hub-trained district raters:** Districts may nominate individuals to be trained and calibrated by the Texas SLO & Portfolio Hub. These raters must complete yearly training and attend quarterly calibration sessions to remain certified.
- **Independent Scoring through the Hub:** Districts may request the Texas SLO & Portfolio Hub to complete all scoring on their behalf. This option ensures consistency and reduces the local burden of maintaining a rater pool.

Both options are fully aligned to statewide calibration and reliability standards established by the Hub.

10. What impact do SLOs have on appraisals?

Appraisers use SLO outcomes to support meaningful appraisal conversations. Teachers present their BOE, TSP ratings, and Growth Tracker during the end-of-year conference. The final SLO outcome is verified by the appraiser and incorporated into T-TESS ratings either as a separate 17th dimension (unweighted) or as part of the weighted 5th domain (20% of the composite score).

11. Where can districts find support?

On TexasSLO.org or through their ESC. Districts may also request Hub technical assistance for implementation and scoring.