Student Learning Objectives (SLO) Form

Teacher Name	Teacher 1	**Date** Date	
School	Campus A	Appraiser Name	
Grade	12th	Subject Area	Principles of Cosmetology

A. What is your SLO Skill Statement for this content area/subject?

Create your skill statement based on what your students should know and what they are able to show.

Students will apply advanced knowledge of color theory and formulation to plan, prepare, and execute professional hair coloring procedures that meet industry standards. They will analyze client hair conditions, interpret color theory principles, and select accurate formulations to achieve desired results. During practical applications, students will demonstrate correct sectioning, mixing, application, timing, and finishing techniques while maintaining safety and sanitation standards. They will evaluate results, explain how color theory influenced their process, and complete a written summary of formulation decisions, application methods, and adjustments. Mastery will be measured using a performance-based rubric aligned with state cosmetology standards to prepare students for licensure and professional practice.

B. List three foundational skills your students need to successfully learn for this content area/subject

Application of Color Theory in Professional Procedures
Students can accurately apply principles of color theory to select, mix, and apply hair color formulations that achieve the desired result.
Analysis of Client Hair and Formulation Decisions
Students can assess hair condition, natural color, and desired outcome to determine appropriate formulations and techniques.
Communication of Color Theory Concepts
Students can clearly explain how color theory influences formulation choices and outcomes in both written summaries and verbal reflections.

C. Initial Student Mapping

Identify and list students meeting the standard of previous years' performance based on the foundational skills. Use multiple sources of evidence/data to map each student to the appropriate proficiency level.

Quintile 1 - Level 1 Low Did Not Meet Previous Year's Standard Intervention Required	Quintile 2 - Level 2 High Did Not Meet Previous Year's Standard Intervention Required	Quintile 3 - Level 3 Approaching Previous Year's Standard	Quintile 4 - Level 4 Meeting Previous Year's Standard	Quintile 5 - Level 5 Mastered Previous Year's Standard
Student A Student B Student C Student D Student F	Student AA Student BB Student CC Student DD Student FF Student GG Student HH	Student AAA Student BBB Student CCC Student DDD Student FFF Student GGG Student HHH	Student I Student J	Student JJ Student KK
Total # of Students: 5	Total # of Students: 7	Total # of Students: 7	Total # of Students: 2	Total # of Students 2

a. Complete the Targeted Student Skill Profile below, create a progression rubric that would describe your expectations for what this particular group of students' performance will look like at the end of the interval. *For example, the description at the middle level describes what you expect to be a typical skill level at the end of the interval.* This Targeted Skill Profile will be utilized to measure student performance at each check-in to determine growth at the end of the interval.

SLO Skill Statement	Students will apply advanced knowledge of color theory and formulation to plan, prepare, and execute professional hair coloring procedures that meet industry standards. They will analyze client hair conditions, interpret color theory principles, and select accurate formulations to achieve desired results. During practical applications, students will demonstrate correct sectioning, mixing, application, timing, and finishing techniques while maintaining safety and sanitation standards. They will evaluate results, explain how color theory influenced their process, and complete a written summary of formulation decisions, application methods, and adjustments. Mastery will be measured using a performance-based rubric aligned with state cosmetology standards to prepare students for licensure and professional practice.
Level	**Targeted Skill Profile (TSP)**
Level 5: Mastering Standard Well above typical skill	In 4+ assessed applications, selects accurate formulations meeting client needs in 100% of cases, applies all steps (sectioning, mixing, application, timing, finishing) with 0 procedural errors, maintains 100% adherence to safety/sanitation standards, and provides a written explanation identifying 3+ color theory principles with no terminology errors.
Level 4: Meeting Standard Above typical skill	In at least 3 assessed applications, selects accurate formulations in 90% of cases, applies all steps with 2 minor procedural errors, maintains 90% adherence to safety/sanitation standards, and provides a written explanation identifying 2–3 color theory principles with minimal terminology errors.
Level 3: Approaching Standard Typical skill	In at least 2 assessed applications, selects accurate formulations in 75% of cases, applies most steps with less than 4 procedural errors, maintains 75% adherence to safety/sanitation standards, and provides a written explanation identifying 1–2 color theory principles with some terminology errors.
Level 2: High Did Not Meet Standard Below typical skill	In at least 1 assessed application, selects accurate formulations in 50–74% of cases, applies some steps but with 5+ procedural errors, maintains less than 75% adherence to safety/sanitation standards, and provides a written explanation identifying 1 color theory principle or containing multiple terminology errors.
Level 1: Low Did Not Meet Standard Well below typical skill	In all assessed applications, it selects accurate formulations in 50% of cases, fails to complete multiple key steps, maintains 50% adherence to safety/sanitation standards, and provides a written explanation that does not reference color theory principles or contains inaccurate information

b. Describe what you will include in the body of evidence (BOE) that will establish students' skill levels at the end of the interval? Describe the measures to be used and how they are aligned with the skills identified in the SLO.

Practical Hair Coloring Application Assessment – Students will complete a professional hair coloring procedure on a mannequin or client in **at least three assessed applications** throughout the interval. Performance will be measured using the SLO rubric aligned to the Targeted Skill Profile (TSP), assessing formulation accuracy, procedural accuracy (sectioning, mixing, application, timing, finishing), and adherence to safety/sanitation standards.

Formulation Analysis Worksheet – Prior to each application, students will complete a written analysis including hair assessment, desired outcome, formulation selection, and justification referencing color theory principles. Scoring will focus on the accuracy of the assessment, correctness of the formulation, and the number of correct color theory principles applied.

Written Reflection on Color Theory Application – Following each application, students will submit a written explanation detailing how color theory informed their decisions, adjustments made during the process, and how these impacted the result. Scoring will be based on the correct identification of color theory principles, clarity of explanation, and accuracy of terminology.

E. How will I guide these students toward growth? (for use in discussion)

Be prepared to discuss answers to the following questions with your appraiser.

a. How will you differentiate instruction for those students who are in the highest performing group as well as those who are in the lowest performing group? How will you guide all students toward reaching their targeted growth goals?
b. What strategies will you use to monitor progress? How will you document your body of evidence for each student?
c. Describe your plan for conferencing with your colleagues about student progress. Who will be members of your team and how often will you meet? How will you share notes, best practices, feedback, etc.?

Notes (Optional)

For students in the highest performing group, instruction will include advanced color correction scenarios, multi-step formulation challenges, and opportunities to mentor peers during practical applications. Students in the lowest performing group will receive targeted support through step-by-step modeling, guided practice with visual aids, and scaffolded formulation exercises. All students will be guided toward growth goals through differentiated practice, ongoing feedback, and progressively complex applications aligned to the Targeted Skill Profile. Progress will be monitored using rubric-scored practical assessments, formulation analysis worksheets, and written reflections, with results documented in individual digital portfolios. The BOE for each student will include all rubrics, worksheets, and reflections collected throughout the interval. The instructional team—including cosmetology instructors, a CTE department lead, and the campus instructional coach—will meet bi-weekly during PLC time to review student data and adjust instruction. Meeting notes, feedback, and best practices will be shared in a shared Google Drive folder to ensure instructional consistency and alignment to the SLO.

Student Learning Objectives Review & Approval

By signing below you acknowledge that you have discussed and agreed upon the Student Learning Objectives Plan, above.

Comments	Decision
	☐ Approved ☐ Revise and Resubmit
Teacher Signature	Date
Appraiser Signature	Date

Revision Comments (if required)	Decision
	☐ Final Approval
Teacher Signature	Date
Appraiser Signature	Date