



District Guidelines Implementation Support

District Point of
Contact

Name:





Key District Policy Decisions

Policy Question Decision / Notes

Who will be the go-to person to guide the initiative and support its success?

How will the steps for completing Tx Student Learning Objectives (SLOs) be organized and managed?

Where should SLOs and artifacts be saved or uploaded?

Preparation



A. Setting the Stage

Does your district utilize SLOs as the student growth measure for T-TESS?
_____ YES _____ NO

If yes, for what teachers _____

If no, what student growth measure does your district utilize?

_____ Pre-Test/Post-Test: _____

_____ Portfolios

_____ Value-Added

Which teachers in your school will complete SLOs? _____

B. Training Plan

Audience	Tx SLO Modules	Training Dates	Lead Facilitator

Note: Training should align with the five Tx SLO modules

Will participants need to complete any pre-work before training?
☐ Yes ☐ No

If yes, what will the pre-work include?

What follow-up activities will take place after training?

Will teachers or administrators need to view content on the website?
☐ Yes ☐ No

If yes, which materials should they review?

- ☐ Module 1: Introduction to SLO
- ☐ Module 2: Set Goals - Skill Statement & Student Mapping
- ☐ Module 3: Level Expectations - Develop TSP for BOY and EOY
- ☐ Module 4: Middle of the Year (MOY) Monitoring Progress and Body of Evidence (BOE)
- ☐ Module 5: End-of-Year (EOY) Reflection, Evaluation, and Alignment to TEA

Will there be a timeline for reviewing materials on the website?
☐ Yes ☐ No If yes, please provide the timeline:



Development

A. SLO Development Plan

1. Will time be designated specifically for teachers to develop their SLOs?

- ☐ Yes, during regular planning time
☐ Yes, within a dedicated timeframe: _____
☐ No, teachers will develop SLOs on their own schedule

2. Who will support teachers during the SLO development process (e.g., teacher leaders, instructional coaches, campus/district administrators, or other leadership roles)? _____

3. What guidance, protocols, or training resources will be used to support SLO development? _____

4. What additional strategies will be implemented to enhance the efficiency and validity of SLO-related assignments, projects, or tasks?

B. SLO Approval Process

1. Who will be responsible for setting deadlines for SLO submissions and approvals? _____

2. What systems or processes will be used to transmit, store, and review SLOs?

3. Will SLOs be reviewed by grade-level or content-area teams?

- ☐ Yes ☐ No

4. What materials should teachers prepare for the SLO approval conference?

- ☐ Completed SLO Form
☐ Student Growth Tracker
☐ Blueprint or descriptions of end-of-SLO measures

5. How will appraisers monitor progress toward completion of the SLOs they oversee?

- ☐ Excel spreadsheet developed by: _____
☐ Each appraiser will use their own tracking method
☐ DMAC/ Eduphoria/ SEE-ONE Student Growth Management System
☐ Google Classroom
☐ Other: _____

Implementation



Will there be regular meetings, PLCs, or other structures for discussing the progress of SLOs?

- ☐ Part of PLC Planning
- ☐ Will organize separate meetings
- ☐ Other: _____

How often do you expect peer groups to meet about progress on SLOs?

- ☐ Biweekly
- ☐ Monthly
- ☐ As Needed

How will you organize mid-point conferences?

- ☐ With pre- or post- observation conferences
- ☐ Separate meeting scheduled

What documentation do you want teachers to submit for these conferences?

- ☐ Reflection document
- ☐ Student Growth Tracker
- ☐ Sample student work
- ☐ Sample formative measures



NOTES:



Reflection and Closeout

Will you set aside a specific timeframe for teachers to administer the measures used as evidence at the end of the SLO interval?

___ YES

___ NO

If yes, what is that timeframe?

Between _____ and _____.

What documentation do you want teachers to submit in advance of the closeout conference?

___ Reflection on SLO

___ Sample student work

___ Student Growth Tracker

___ Performance measures used
(copies of tests, essay prompts, etc. given to students)

What will be the timeframe for completing the appraisal EOY conferences where SLOs will also be discussed?

Between _____ and _____.



NOTES:

TIA Considerations: Validity & Reliability



1. What is the required number of student evidence to constitute a complete body of evidence?

_____ (Minimum of 5-body of evidences required)

2. What procedures will be used to ensure the security and integrity of the body of evidence?

3. What are the district’s requirements for setting expected growth targets following student mapping using the Targeted Skill Profile (TSP)?

4. What are the district’s requirements for determining student growth using the body of evidence aligned to the TSP across the five check-ins?



NOTES: