Texas SLO: Teacher FAQ

1. What is a Student Learning Objective (SLO)?

A Student Learning Objective (SLO) is a growth-based tool that uses authentic evidence of learning to track student progress over time. Unlike standardized tests, SLOs emphasize growth, reflection, and continuous improvement.

2. Why are SLOs important for teachers and students?

SLOs highlight student progress, not just achievement. They allow teachers to set meaningful, individualized growth targets, while giving students the opportunity to demonstrate learning through authentic work.

3. How does the SLO process connect to my teaching practice?

Many teachers already analyze student work, use formative assessments, and collaborate in PLCs. The SLO process formalizes these practices, turning them into a structured way to document student growth.

4. What are the key phases of the SLO process?

- **Beginning of Year (BOY):** Set growth targets, map students, and create the Targeted Skill Profile (TSP).
- **Mid-Year (MOY):** Collect a body of evidence (BOE), monitor progress, and conduct a check-in.
- **End of Year (EOY):** Evaluate student growth using the BOE, determine skill levels, and reflect.

5. What is the Targeted Skill Profile (TSP)?

The TSP defines expected skill levels for students at the start and end of the year. It helps teachers and appraisers track student progress consistently.

6. What is a Body of Evidence (BOE)?

The BOE is a collection of student work samples (at least five data points) that show progress over time. It's the evidence teachers use to determine whether growth targets have been met.

7. How do SLOs connect to T-TESS, and other Teacher Evaluation system?

SLOs align directly with T-TESS and other Teacher Evaluation system, supporting student growth and teacher reflection. They provide a measurable way to demonstrate growth that can be incorporated into appraisal conversations.

8. What kinds of courses or subjects can use SLOs?

SLOs work in all content areas, including core subjects, Fine Arts, CTE, early childhood, and non-tested subjects. Their flexibility makes them useful for teachers in a variety of contexts.

9. What support will I receive as a teacher?

You'll have access to online training modules, campus or district-led calibration, and resources on TexasSLO.org. Professional Learning Communities (PLCs) will also support integration.

10. How do I know if my students met their growth targets?

You don't have to wait until the end of the year to know. At each check-in, starting with the Mid-Year (MOY), you'll review your Body of Evidence (BOE) and use the Targeted Skill Profile (TSP) to determine where students are in their growth. This ongoing process helps you monitor progress and make instructional adjustments. At the End of Year (EOY), you'll finalize growth determinations with the BOE and TSP, and your appraiser will review and validate your scoring during the appraisal conference. A Growth Tracker is also available on TexasSLO.org to help you organize evidence and track progress across all check-ins. Districts may choose to train their own district raters for scoring or request the Texas SLO & Portfolio Hub to conduct Independent Scoring on their behalf.

11. What happens if students don't meet their growth targets?

If students are not showing progress at a check-in, the SLO process gives you the chance to adjust instruction, provide targeted support, or review the evidence being collected. Because growth is monitored throughout the year with the TSP, BOE, the Growth Tracker, and optional Independent Scoring support, you'll know early if adjustments are needed. If students still do not meet their growth targets by the End of Year, that information becomes a reflection point for planning and instructional improvement, not a penalty.

12. How much time does the SLO process take?

The SLO process integrates into your existing teaching and assessment practices. The major milestones (BOY, MOY, EOY) are structured but designed to align with the natural flow of instruction

13. How does Independent Scoring work?

Independent Scoring provides a reliable way to determine student growth without requiring every district to build its own rater team. Districts have two options:

1. **Intra-district scoring** — districts can train their own raters or use community raters supported by Hub training and calibration.
2. **Independent Scoring through the Hub** — districts may request the Texas SLO & Portfolio Hub to directly score SLO submissions. In this model, trained Hub raters conduct the scoring using the Body of Evidence (BOE) and Targeted Skill Profile (TSP).

This ensures that all districts, regardless of size or internal capacity, can access high-quality, consistent scoring.