

Appraiser Role: Tx Student Learning Objectives(SLO)

Texas districts vary widely in size, staffing structures, and instructional leadership models. Rural districts in particular often operate with smaller teams and broader role responsibilities. To support these realities, the redesigned model intentionally provides flexibility for rural districts to determine which qualified instructional leaders may serve as appraisers, as long as they can consistently apply the SLO criteria and support educators through the process. This flexibility ensures that all districts, regardless of size or structure, can implement the system with fidelity while adapting the appraiser role to their local needs.

WHO ARE APPRAISERS?

In the Texas SLO system, *appraisers* are designated campus- or district-level instructional leaders who have the authority and training to review, approve educator SLOs. They **may** include:

- Campus Principals and Assistant Principals
- District or Campus Instructional Coaches
- Department Chairs or Team Leads (if designated by district policy)
- District-level Content Specialists
- Other Certified Evaluators Trained in the SLO System

Appraisers must be trained and calibrated in the Texas SLO model to ensure consistency, reliability, and alignment to statewide guidance.

OPERATIONAL ROLE DEFINITION

Support High-Quality Goal Setting

Appraisers guide and approve educators' SLO goals by ensuring:

- Baseline evidence supports the selected goal.
- The rationale clearly connects instructional priorities to student needs.

Operational Actions

- Conduct goal-setting conferences aligned to teacher observation goal setting.
- Review baseline evidence for sufficiency and alignment.
- Approve or return goals for revision.

Coach for Instructional Planning

Appraisers help educators create and implement instructional plans tied to their SLO by:

- Ensuring the plan aligns with the SLO Skill Statement and Targeted Skill Profile (TSP)
- Monitoring alignment between daily instruction and long-term student growth.
- Supporting adjustments to instruction based on evidence.

Operational Actions

- Facilitate planning conversations.
- Provide targeted feedback on instructional strategies.
- Review evidence of progress during check-ins.

Monitor Evidence Collection

Appraisers verify that evidence collected through the year is:

- Authentic, instructionally embedded, and reflective of student learning.
- Ensuring evidence collected throughout the year aligns to the targeted skill profile descriptors identified by the teacher

Operational Actions

- Provide guidance on evidence types and calibration.
- Flag evidence issues early to avoid end-of-year gaps.

Facilitate Mid-Year and Ongoing Check-In

Appraisers ensure educators stay on track by:

- Monitoring progress toward goals.
- Supporting instructional adjustments as needed.
- Checking alignment between instruction, evidence, SLO Skill Statement & TSP

Operational Actions

- Hold mid-year review conversations.
- Provide coaching when student progress trends off course.

Provide Reflective Feedback and Next Steps

Appraisers help educators turn the SLO process into ongoing professional learning by:

- Discussing what worked, what didn't, and why.
- Identifying patterns across student work and instruction.
- Setting up next-year goals or instructional priorities.

Operational Actions

- Conduct end-of-year reflection conferences.
- Align feedback to district and campus goals.
- Support educator planning for the next SLO cycle.