

## SLO Teacher Rating Rubric

(For rating of the student growth component of T-TESS, either as a 5<sup>th</sup> domain or a 17<sup>th</sup> dimension)

*The list below provides guidance for locating evidence to support evaluation of teachers' effectiveness on the criteria included in the rubric.*

Rubric Criteria	Supporting evidence location
Quality of the Skill Statement	Skill Statement Success Criteria
Expectations for students	Targeted Skill Profile Success Criteria, and steps 3 and 4 on the SLO Form
Students meeting targeted growth	Completed Student Growth Tracker at the end of the SLO interval

Student Growth Rating	Descriptors	*Required
Distinguished	<p>The following have been accomplished:</p> <ul style="list-style-type: none"> <li>Teacher has crafted a high-quality Skill Statement</li> <li>Teacher has set beginning of year skill profiles using multiple sources of data</li> <li>Teacher has set student growth goals that reflect high expectations for students</li> <li>Teacher has consistently monitored student progress, collected data, and used evidence of student work to make successful adjustments to instructional strategies, as needed</li> <li>Teacher has compiled a valid and reliable body of evidence that accurately documents students' end of year growth</li> <li><b>All students met targeted growth goals and most students exceeded targeted growth goal*</b></li> </ul>	
Accomplished	<p>The following have been accomplished:</p> <ul style="list-style-type: none"> <li>Teacher has crafted a quality Skill Statement</li> <li>Teacher has set beginning of year skill profiles using multiple sources of data</li> <li>Teacher has set student growth goals that reflect high expectations for students</li> <li>Teacher has consistently monitored student progress, collected data, and used evidence of student work to make adjustments to instructional strategies, as needed</li> <li>Teacher has compiled a valid and reliable body of evidence that accurately documents students' end of year growth</li> <li><b>All students met targeted growth goals and some students exceeded targeted growth goals*</b></li> </ul>	
Proficient	<p>The following have been accomplished:</p> <ul style="list-style-type: none"> <li>Teacher has crafted a quality Skill Statement</li> <li>Teacher has set beginning of year skill profiles using multiple sources of data</li> <li>Teacher has set student growth goals that reflect high expectations for students</li> <li>Teacher has consistently monitored student progress, collected data, and used evidence of student work to make some adjustments to instructional strategies, as needed</li> <li>Teacher has compiled a valid and reliable body of evidence that accurately documents students' end of year growth</li> <li><b>Most students met targeted growth goals and some students exceeded targeted growth goals*</b></li> </ul>	
Developing	<p>The following have been accomplished:</p> <ul style="list-style-type: none"> <li>Teacher has crafted an adequate Skill Statement</li> <li>Teacher has set beginning of year skill profiles using minimal sources of data</li> <li>Teacher has set student growth goals that reflect adequate expectations for students</li> <li>Teacher has attempted to monitor student progress, collect data, and make some adjustments to strategies, although with limited success</li> <li>Teacher has compiled a limited body of evidence or a body of evidence that unreliably documents students' end of year growth</li> <li>Some students met targeted growth goal</li> </ul>	
Improvement Needed	<p>The following have been accomplished:</p> <ul style="list-style-type: none"> <li>Teacher has crafted an adequate Skill Statement</li> <li>Teacher has set beginning of year preparedness levels using minimal sources of data</li> <li>Teacher has set student growth goals that reflect adequate expectations for some students</li> <li>Teacher has attempted to monitor student progress, collect data, reflect on his or her pedagogy, and make some adjustments to strategies, although with limited success</li> <li>Teacher has compiled a limited body of evidence that unreliably documents students' end of year growth</li> <li>Few students met targeted growth goal</li> </ul>	

**Appraiser Comments:**

**TIA Tip**



For districts using SLOs as their student growth measure for TIA, consider using the chart below to align your SLO ratings to the [TIA Statewide Performance Standards for Student Growth](#).

% of Students who exceeded targeted growth (From SLO Growth Tracker)	% of students who met targeted growth (From SLO Growth Tracker)	SLO Teacher Rating Rubric Level	Alignment to TIA Statewide Performance Standards for Student Growth

Appraiser Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Teacher Signature: \_\_\_\_\_

Date: \_\_\_\_\_

