

Student Learning Objective (SLO) Rubric

Revised June 26, 2014



Notes: A teacher can receive up to 5 total points for the Student Learning Objective, which is a part of the student achievement component of the annual evaluation. Up to 2 points can be received for the establishment of a high quality objective (“Objective Setting”). Up to 3 additional points can be received for successful accomplishment of the objective (“Objective Accomplishment”). **Note that points can only be achieved for Objective Accomplishment if the objective is deemed to be of sufficient quality under Objective Setting.** An objective can only be “approved” by an appraiser if it meets the Progressing threshold on the “Objective Setting” portion of the rubric.

	Unsatisfactory (0 pts.) <i>A teacher rated here cannot receive any points for Objective Accomplishment</i>	Progressing (1 pt.) <i>A teacher rated here can receive up to 2 pts for Objective Accomplishment</i>	Proficient (2 pts.) <i>A teacher rated here can receive up to 3 pts for Objective Accomplishment</i>
Objective Setting	<ul style="list-style-type: none"> <input type="checkbox"/> SLO is not approved by the appraiser, AND/OR <input type="checkbox"/> SLO does not use appropriate content standards or establishes low growth target AND/OR <input type="checkbox"/> No objective is written 	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Student group</u> is appropriately identified <input type="checkbox"/> Selected <u>content standards</u> are broad and capture deep ideas, AND <input type="checkbox"/> <u>Assessment items</u> are aligned with the learning content; cognitive demand may be at a low level, AND <input type="checkbox"/> Established <u>growth targets</u> are rigorous, attainable projecting 40-69 percent or more students meet the target. 	<ul style="list-style-type: none"> <input type="checkbox"/> <u>Student group</u> is appropriately identified <input type="checkbox"/> Selected “Content Standards” are broad and capture deep ideas, AND <input type="checkbox"/> <u>Assessment items</u> are aligned with the learning content and with an appropriate level of cognitive demand, AND <input type="checkbox"/> Established <u>growth targets</u> are rigorous, attainable projecting 70 percent or more students meet the target, AND <input type="checkbox"/> <u>Alignment statement</u> demonstrates that the SLO is tied to the success of the team, department, school, or district.

	Unsatisfactory (0 pts.)	Progressing (1 pt.) <i>Must receive at least 1 point on Objective Setting to be rated in this category</i>	Proficient (2 pts.) <i>Must receive at least 1 point on Objective Setting to be rated in this category</i>	Exemplary (3 pts.) <i>Must receive 2 points on Objective Setting to be rated in this category</i>
Objective Accomplishment	<ul style="list-style-type: none"> <input type="checkbox"/> Teacher accomplishes part of the objective with 39 percent or less of students meeting their growth targets 	<ul style="list-style-type: none"> <input type="checkbox"/> Teacher accomplishes the objective with 40 to 69 percent or more of students meeting their growth targets 	<ul style="list-style-type: none"> <input type="checkbox"/> Teacher accomplishes the objective with 70 to 89 percent or more of students meeting their growth targets 	<ul style="list-style-type: none"> <input type="checkbox"/> Teacher accomplishes the objective with 90 percent or more of students meeting their growth targets <input type="checkbox"/> Accomplishment has positively impacted the success of the team, department, or school