

## TLE Hot Topic: Clarification of SLO/SOO Policies

SLO/SOO Train-the-Trainer sessions have concluded across the state. Many district leaders have returned from training and have begun the SLO/SOO implementation process with their districts.



In response to questions regarding SLO/SOO implementation, the following five requirements that were adopted by the Oklahoma State Board of Education (OSBE) on March 4, 2014, are listed below:

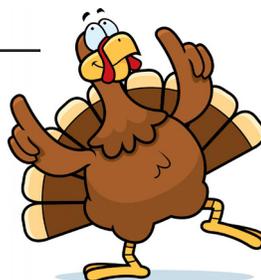
- a. Require that each SLO/SOO address each of the essential questions.
- b. Require that each SLO/SOO be developed based on training provided by or approved by OSDE.
- c. Only allow for use of SLOs/SOOs that demonstrate Student Academic Growth impacted by the teacher or leader in order to provide actionable feedback.
- d. Address the process used to develop and approve the SLO/SOO.
- e. Create an SLO/SOO evaluation rating for each teacher and each leader on a scale from 1 to 5.

To assist local districts in developing high-quality, rigorous SLOs and SOOs, the OSDE has developed a guidebook distributed at training sessions. This guidebook contains OSDE recommendations for each component of the SLO/SOO process that align with the requirements noted previously. All SLO/SOO training documents can be found on the TLE Web page under "SLO/SOO PAK (Presentation Assistance Kit)" at [www.ok.gov/sde/tle](http://www.ok.gov/sde/tle).

The OSDE provides recommendations for SLO/SOO implementation timelines and decision points for local policies.

The OSDE does not provide required dates or deadlines for implementation or require any submission of SLO/SOO implementation documents.

## HAPPY THANKSGIVING!



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### Upcoming Events

**TLE Commission Meeting**  
December 16 @ 1 pm

**State Board of Education Meeting**  
December 18 @ 1 pm

**NEW TLE Resource!**  
[www.ok.gov/sde/documents](http://www.ok.gov/sde/documents)

### TLE Acronyms

- AIR:** American Institutes for Research
- NTGS:** Non-Tested Grades and Subjects
- OAM:** Other Academic Measures
- RV:** Roster Verification
- SAG:** Student Academic Growth
- SLO:** Student Learning Objective
- SOO:** Student Outcome Objective
- TLE:** Teacher and Leader Effectiveness
- VAM:** Value-Added Model



## TLE Question of the Month:

**What are the guidelines for determining if a teacher will receive VAM results or SLO/SOO results for their Student Academic Growth (35%) component?**

There are several factors that determine if a teacher will receive a VAM result.

First, the teacher must teach a VAM subject. Those subjects are the following:

- Algebra I
- Algebra II
- Geometry
- English III
- Grades 4-8 Reading/Math

Second, the students included in VAM calculations must be eligible. Students in the elementary level can be combined in the same content area if at least five eligible students are in the same grade (i.e. reading or math). However, students in high school cannot be combined in this manner, since they are in subject-specific classes (i.e. Algebra I, geometry, etc.)

See chart below for additional notes and examples.

### A Note on Eligible Students

- Eligible students must have a prior year's OCCT test score in the same subject in Oklahoma.
- Teachers must have at least 10 eligible students to get a result.
- At least five eligible students must be in the same grade.

<b>4 sixth grade math</b>	<b>6 seventh grade math</b>	<b>NO</b>
<b>4 sixth grade math</b>	<b>10 seventh grade math</b>	<b>YES – only seventh</b>
<b>5 sixth grade math</b>	<b>5 seventh grade math</b>	<b>YES – combined sixth and seventh</b>

Finally, teachers who do not teach in a VAM content area or do not have enough eligible students to have a VAM result will receive their 35% Student Academic Growth Score from an SLO/SOO.

### TLE Resources

- [VAM Training PAK for TLE](#)
- [VAM Video Tutorial](#)
- [Value Added Briefing for Superintendents-Video](#)
- [Value Added Briefing for Superintendents-PowerPoint](#)
- [VAM \(Value-Added Model\) FAQ](#)
- [TLE Nuts and Bolts PowerPoint](#)
- [TLE Implementation: Next Steps for 2014](#)
- [Educator Workforce Shortage Task Force Initial Report 2014](#)
- [TLE OAM Example Worksheets](#)
- [TLE OAM e-Brochure](#)
- [TLE Theory of Action Brochure](#)
- [TLE Implementation Timeline for Districts](#)
- [TLE Data Usage Information](#)



### Professional Development

In an effort to build resource capacity, the TLE Office makes many presentations throughout the year with the hope that participants will share information with colleagues and neighboring districts. Please collaborate with surrounding local districts to inquire about the possibility of planning a joint event. If your district is interested in hosting a session, please contact Ginger DiFalco at 405-522-8298.



## Friendly Reminders

Remember, in order to access the 2012-2013 VAM Reports available via Single Sign On (SSO), each school district was required to send district leads to one of the many VAM trainings offered across the state since last April. Additionally, only superintendents who fulfilled this requirement will have access to the soon-to-be-released 2013-2014 VAM Reports.

Although there are no more VAM trainings scheduled, the Oklahoma State Department of Education (OSDE) understands that there are extenuating circumstances for some of our districts who simply could not fulfill this requirement. As such, the TLE Office has created an alternative VAM training option for these districts. Alternative training allows district leads to view a series of six recorded VAM training modules, then complete a participation test to determine whether the training was effective.

The six training modules as well as the Alternate VAM Training Test can be accessed at:

<http://www.ok.gov/sde/documents/2014-05-02/vam-training-pak-presentation-assistance-kit-tle>

### Recommended Reading

Statewide implementation of SLOs/SOOs is currently underway. Because the OSDE does not require specific assessments to be used in the development of SLOs/SOOs, districts will need to make decisions regarding the selection and approval process of all assessments for this component of the TLE System.

District leaders should refer to the following hierarchy of assessments when deciding which assessments will be approved for their teachers:

1. State Test (if available)
2. Districtwide Assessment (if available; created or purchased)
3. Common Assessment (if available; created or purchased)
4. Individual Classroom Assessment (purchased)
5. Individual Classroom Assessment (created)

To assist with this process, the OSDE recommends that districts refer to the Colorado Resource Bank for assessments that have been formally vetted and mostly free to all educators.

To access this resource, please click here: <http://www.coloradopl.org/assessment>

**TEACHER  
& LEADER  
EFFECTIVENESS** | **TLE**  
[www.ok.gov/sde/tle](http://www.ok.gov/sde/tle)



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Educators and researchers agree that **Teacher Effectiveness** is the single most important school-based factor in student academic achievement.