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Student Learning and Growth Goals: Collaborative Writing Practice

August 2015

DO NOW On chart paper on the wall, please share:

- A challenge from last year that you would like to avoid this year   OR
- An effective practice you used last year that you would like to share with others

This will inform ODE's continued planning

Essential Question

- How can **I** support teachers writing Student Learning and Growth (SLG) Goals?

Outcome

- Learn the steps of writing an SLG Goal to be able to support teachers
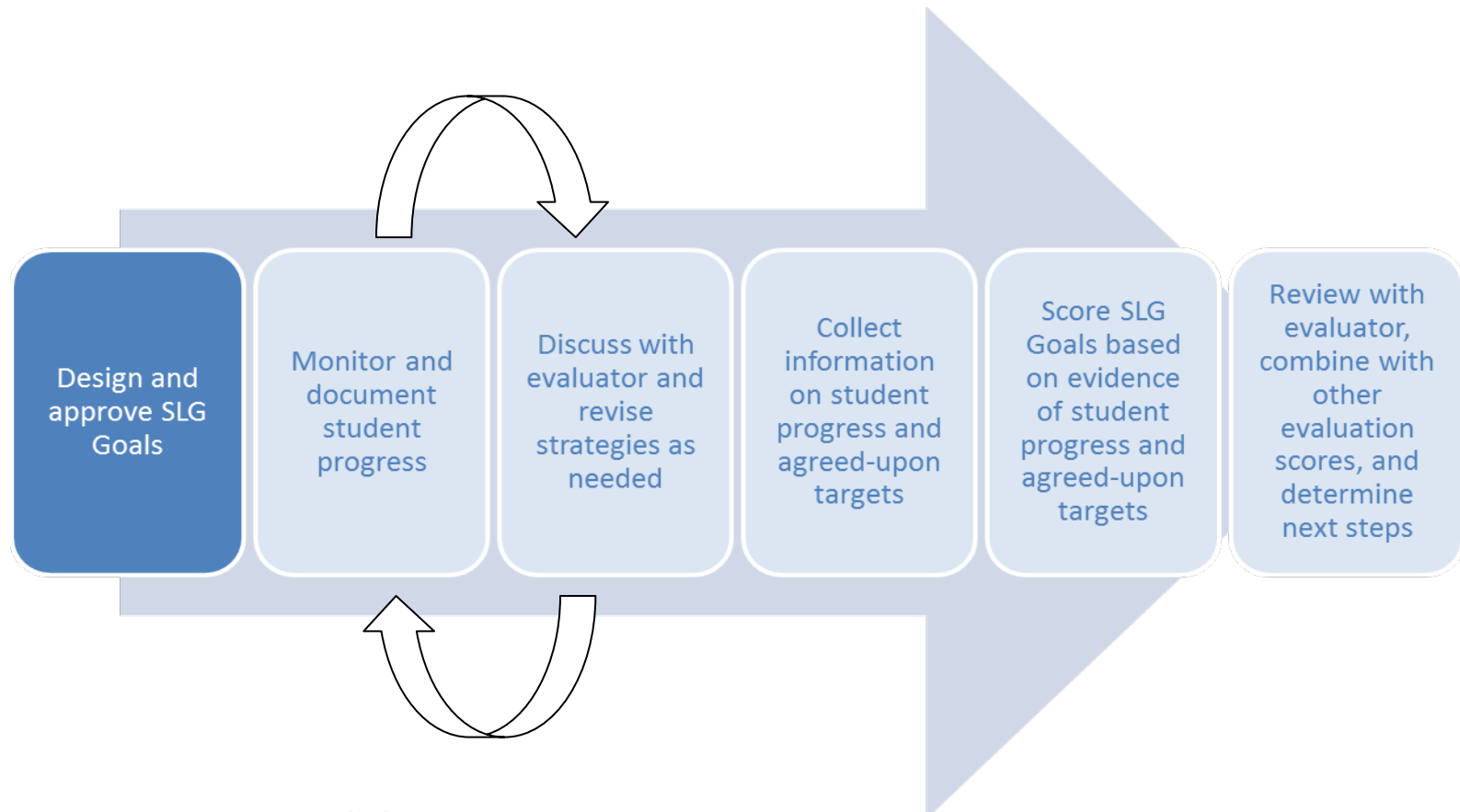
Agenda in Handout p.1   **Definition in Handout p.2**

Working Agreements

- Recognize the work as a journey
- Be fully present
- Share the air
- Be open-minded

Focus of the Session

| Design and approve SLG Goals | Monitor and document student progress | Discuss with evaluator and revise strategies as needed | Collect information on student progress and agreed-upon targets | Score SLG Goals based on evidence of student progress and agreed-upon targets | Review with evaluator, combine with other evaluation scores, and determine next steps |

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Materials – Instructions and Forms

Protocol

SLG Goal Template

TEACHER SLG GOAL SETTING TEMPLATE

Teacher: _____ Contract Status: _____

School: _____ School Year: _____

Administrator/evaluator: _____ Date: _____

Grade Level: ☐ Elementary ☐ Middle School ☐ High School
Goal Type: ☐ Individual Goal ☐ Team Goal

SLG GOAL 1	
Content Standards/Skills	
Assessments	☐ Category 1 _____
	☐ Category 2 _____
Context/Students	

Handout pp.12-14

Beginning of year (B.O.Y.) SLG Goal Writing Process

STEP 1		Collect, Sort & Organize Data (20 minutes) Need: Class Profile & Student Assessment Baseline & Trend Data
STEP 2		Analyze Baseline & Trend Data (30 minutes) Need: Two pieces of poster paper & markers for each group
STEP 3		Develop a Rigorous & Realistic SLG GOAL (20 minutes) Need: SLG Goal Template & SLG Goal Checklist
STEP 4		SLG Goal Approval Process (Gallery Walk) (25 minutes) Need: One piece of poster paper,

Using the SLG Goal Quality Review Checklist

As a requirement of SB290 and the ESEA waiver, student learning and growth must be included as a significant factor of educators' summative evaluations. SLG goals are scored and the SLG performance level is determined. To ensure consistency in evaluations across the state, all districts must use the SLG Quality Review Checklist to ensure goals are complete for scoring.

Note: The guiding questions included in this checklist are provided for training purposes. They are not part of checklist that is required for use by districts.

SLG Goal Quality Review Checklist (Modified)

Baseline Data	Yes	No
Is baseline data used to make data-driven decisions for the SLG goal, including student information from past assessments and/or pre-assessment results? Going deeper: Did you… • Identify sources of information about students (e.g., test scores from prior years, results of pre-assessments)? • Draw upon trend data, if available? • Summarize your analysis of the baseline data by identifying student strengths and weaknesses		

SLG Goal Checklist

Handout pp.5-11

Handout p.15

Materials - Data

- **Class Profile**

- **Subject Assessment**
  - Beginning of the Year Data
  - Trend Data
  - Standards
- **Additional Information**

Pick a grade level and join others who make the same choice:

In Handout, grades:

4	➡	**pp.16-24**
6	➡	**pp.25-29**
10-12	➡	**pp.30-34**

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Roles

Role 1	Recorder	Takes notes during the protocol.
Role 2	Facilitator	Guides group through the protocol.
Role 3	Creative Director	Facilitates creation of the group poster.
Role 4	Time Keeper	Manages time for each step of the protocol.
Role 5	Group Members	Support and remind each other of the norms of the group and of looking at data and talking about students.

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Time Keeper Information

	Collect, Sort & Organize Data	**10 minutes**
	Analyze Baseline Data	**20 minutes**
	Develop a Rigorous & Realistic SLG Goal	**15 minutes**
	SLG Goal Approval Process (Gallery Walk)	**15 minutes**

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Collect, Sort, and Organize Data

STEP 1

**Individually
10 minutes**

- **Review data**
- **Make OBSERVATIONS – Facts Only…**
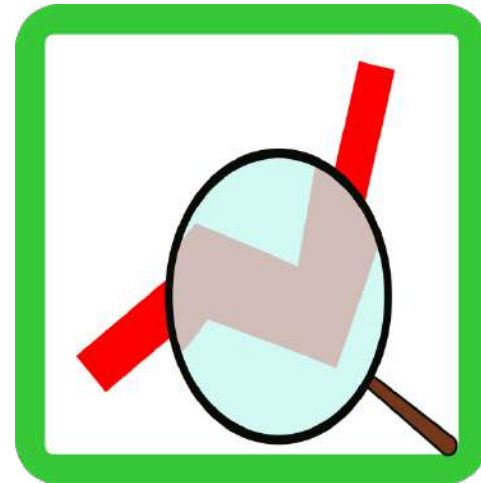
Analyze Baseline Data

STEP **2**

4 Rounds @ 5 minutes each

Round 1	Round 2	Round 3	Round 4
Talk about what the data told them about their student's areas of strength and weakness? For example,…	**What are the implications of this data on annual goal setting, for both teaching and student learning growth target(s)? For example . . .**	**What help or support might you need to enact these goals? For example …**	**What insight(s) and aha(s) did you gain from this discussion? For example …**
"Based on this data, I/we believe the students our focus should be on, should be… because…" **RECORDER:** Record main points from this round on the poster paper provided.	"What initial goal(s) could be set to support student growth?" **RECORDER:** Record main points from this round on the poster paper provided.	"I would love to get professional development or support for…" **RECORDER:** Record main points from this round on the poster paper provided.	"Based on all of this, I think that I might…" **RECORDER:** Record main points from this round on the poster paper provided.

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Develop a Rigorous and Realistic SLG Goal

STEP **3**

15 minutes

🖉 Based on the group's discussion complete these portions of the Teacher SLG Goal Setting Template:
- Content Standards/Skills
- Assessments
- Context/Students
- Baseline Data
- Student Growth Goal (Targets)

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SLG Goal Approval Process Gallery Walk

STEP 4

- POST YOUR SLG Goal
- PROVIDE FEEDBACK TO YOUR COLLEAGUES
  - Choose one aspect of the SLG Goal Checklist and and Provide **SPECIFIC and ACTIONABLE FEEDBACK**

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15 minutes

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Exit Ticket

Exit Ticket

How to help your teachers set rigorous student learning and growth (SLG) goals – August 6, 2015

Please pick the three areas where you could use the most support and rank them.

Areas for Further Support	Priority (1, 2, and 3)
Deep dive into select components of the template	
Critical review of examples from other OR districts	
Critical review of examples from other states	
Assessment literacy	
Data literacy for this context	
Common target setting methods	
Scoring SLGs goals	
Taking student attendance into account	
Practice with the overall rating matrix	
More writing workshops	
Longer writing workshop	
Writing workshop using our own data	
Inter-rater reliability	
How to have effective PLCs for this process	
Reporting to the state	
Pre- and post-conferences – principles and practice	
Effective feedback – principles and practice	
Difficult conversations – principles and practice	
Other:	
Other:	
Other:	

Please rip it off, fill it in, and leave it on the table

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