

Student Learning Objectives Rubric for Approval of Teacher Written SLO

The *Rubric for Approval of Teacher Written SLO* is a tool to assist principals with the review and approval of teacher written SLOs.

Student Learning Objectives (SLO) contain various components including Objective Summary Statement, Data, Student Population, Learning Content, Instructional Interval, Target, Measurement of Growth, Strategies and Professional Development. To assist teachers with writing SLOs, the Maryland State Department of Education (MSDE) has developed a set of guiding questions (*Student Learning Objective: Guiding Questions for Teachers to Write SLO*) for each of these components. The *Rubric for Approval of Teacher Written SLO* is designed to help principals ensure there is logic and unity among the individual components and that the SLO reflects careful planning and thoughtful reflection that will support successful implementation and accomplishment of the SLO targets.

The rubric contains 4 domains: Priority of Standard, Rigor of Target, Quality of Measure & Evidence, and Action Plan. Under each domain there are criteria that guide the principal during the review and approval process. These criteria are meant to guide the evaluator and are not all-inclusive. **Local school districts may add additional criteria or domains as necessary to support the focus and priorities of the district.** Professional development provided to teachers regarding SLOs should include a discussion about the criteria and expectations for approval of a SLO.

MSDE created a template, *Student Learning Objective: Template for Teachers*, for teacher to use to write and submit the SLO. After the teacher has submitted the SLO, the principal reviews the SLO and schedules a conference with the teacher to discuss how well the SLO meets the rubric criteria. If necessary, clarifications or revisions to the SLO may be required before approval. At the point of approval, there should be mutual agreement about the objective and action plan for implementation as well as a clear understanding of the target and how it will be measured for the purpose of the teacher evaluation. The date of the conference and approval of the SLO is recorded on the *SLO Template for Teachers*.

**Student Learning Objectives
Rubric for Approval of Teacher Written SLO**

Element	Criteria
Priority of Standard	<p>The content is aligned to common core, international, national, state, local and/or industry recognize standards.</p> <p>The skill and/or knowledge are critical for advancement to future coursework (i.e. if students do not master the standards, they will not be able to progress to the next level).</p> <p>The content reflects school and district priorities.</p> <p>The scope of content is appropriate for the length of the instruction interval.</p>
Rigor of Target	<p>The target is anchored in baseline data including historical data (i.e. district, school and student level data) and multiple measures if possible.</p> <p>The rational explains how the rigor and attainability of the numerical target was determined. For example, the target is based on the past performance of students or the expectation of a year's growth or the mastery of a standard or incremental improvement.</p> <p>The numerical target represents an appropriate amount of student learning for the interval of instruction.</p> <p>If appropriate, the SLO differentiates targets for individuals or groups of students based on baseline data so that all targets are rigorous yet attainable.</p>
Quality of Measure & Evidence	<p>The source of evidence provides the data needed to determine if the target has been met.</p> <p>The measure is aligned to the standards and provides evidence relative to the target.</p> <p>The measure is appropriate for the student population.</p> <p>The measure meets the criteria established by the state, district or school.</p>
Action Plan	<p>The selected instructional strategies support students in reaching the target for this SLO.</p> <p>The identified professional development supports the successful implementation of the SLO.</p>