



Expanded ADEPT System Purpose

To provide **ongoing feedback** to educators to **inform professional growth** and development and **improve teaching and learning**.



Major Shifts



Isolation to
collaboration

Management to
Instructional
Leadership



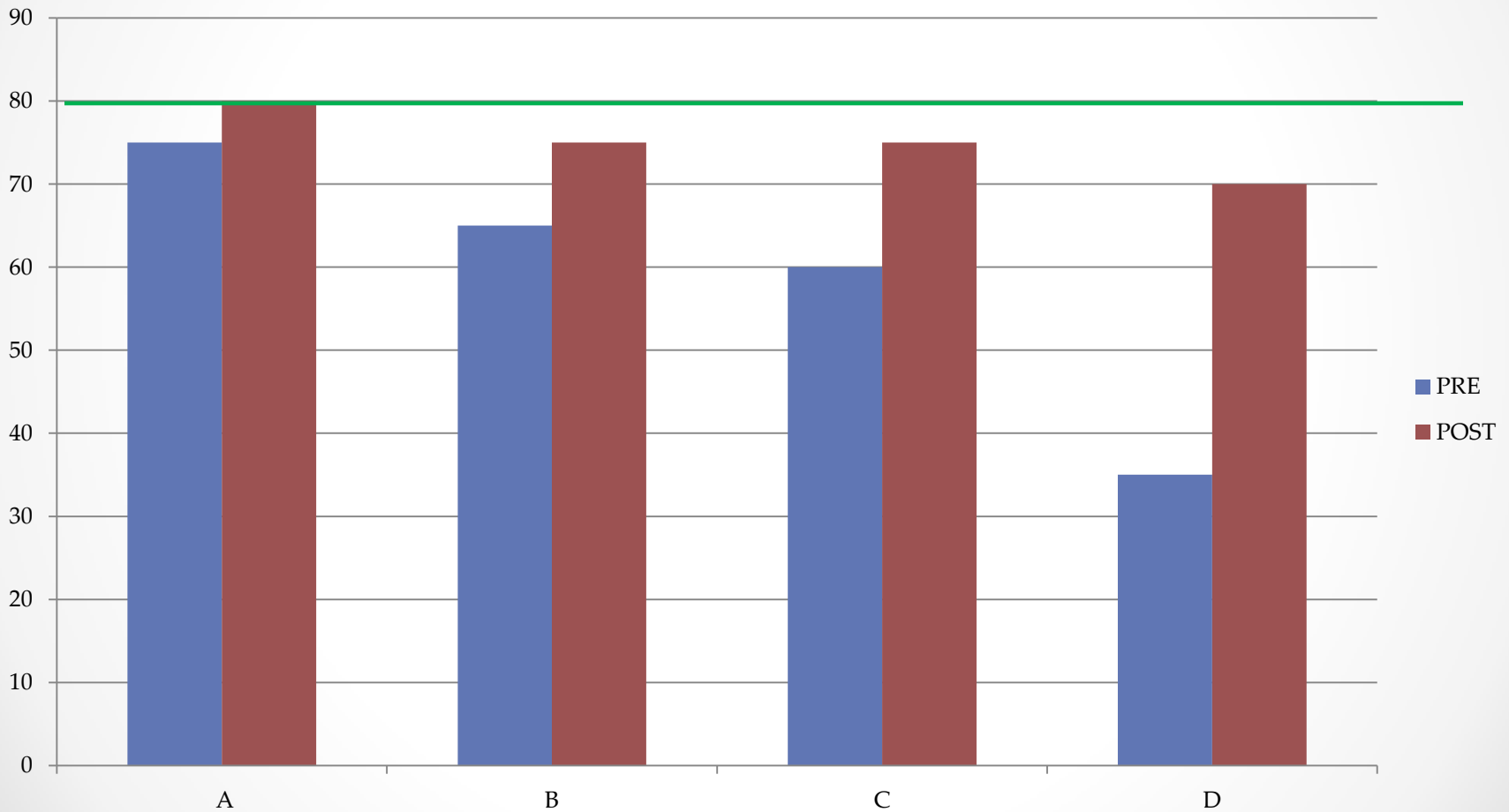
Highly Qualified to
Highly Effective

Practice to
Outcomes





Growth vs Proficiency





What are SLOs?

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Product and Process



Product

The Anatomy of a SLO

- Objective and Rationale
- Assessment choice
- Study of trend data
- Setting targets for growth
- Analysis of results



Student Growth Measures



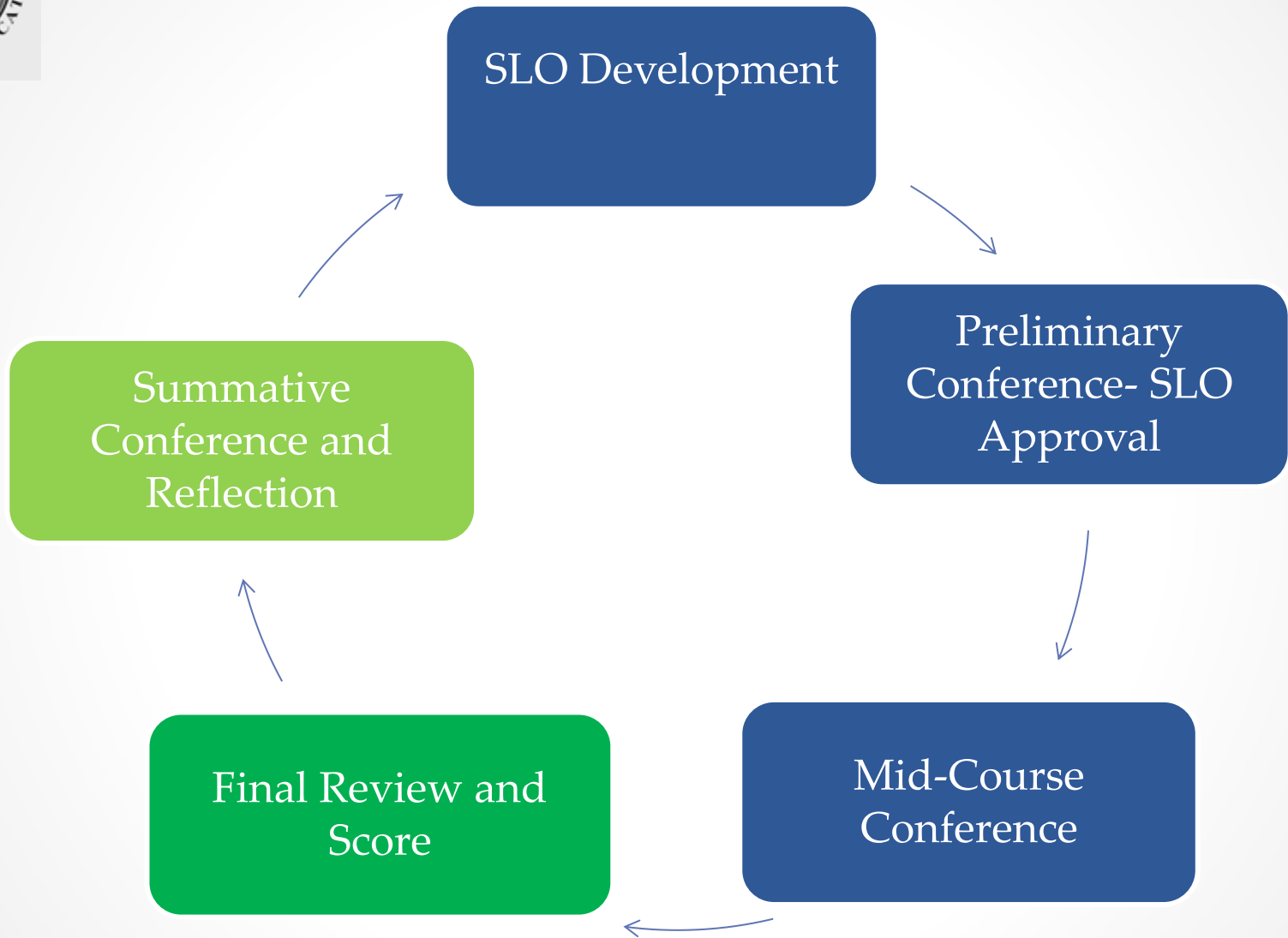
- Growth measures are based on, and determined by, the academic growth students make during an interval of instruction.
- Two methods of collecting student growth measures:
 - Statewide Test-Score-Based Measures (VAM)
 - Student Learning Objectives as a vehicle for organizing data on assessment measures



Summative Rating Decision Matrix

SLO RATING	PERCENTAGE OF ATTAINMENT
Exemplary	All students met growth goal and 25% or more exceeded it
Proficient	$\geq 80\%$ students met their growth goal
Needs Improvement	51-79% of students met their growth goal
Unsatisfactory	$\leq 50\%$ of students meet their growth goal

- A teacher who has POSITIVE growth for ALL students can not receive a Student Growth rating of less than 'Needs Improvement'
- A teacher whose VAM Growth measure is at Level 5 will have their Final Rating INCREASED by one level
- A teacher whose VAM Growth measure is at Level 1 will have their Final Rating DECREASED by one level





Next Steps for District 5



Consider sources for assessment and evidence.



Develop common assessments for use with SLOs.



Continue to refine the process.



Continue to support teacher collaboration in developing high-quality SLOs.