Student Growth Performance Instructions

All JSD educators will be asked to demonstrate student academic growth through a Student growth measure, sometimes referred to as a student learning objective (SLO), as part of the yearly evaluation process. All SLOs must include: 1) a Utah State Core Standard, 2) A pre and post assessment, 3) a growth target and data to support evidence of student growth. Departments and/or teams may choose a common assessment. This will best be completed through the PLC process. PLCs provide opportunities for educators to collaborate regarding student learning objectives. Educators should use the "Student Growth Performance Form" as follows:

- Identify the core standard addressed
- Identify the common assessment
- Create a learning goal that describes what students will know and be able to do at the end of the unit or course. Remember the SMART acronym to create a goal that is:
  - **S** - specific, focused on standards and "I can" statements
  - **M** - measurable, can be appropriately and adequately assessed
  - **A** - appropriate, meaningful for students
  - **R** - realistic, achievable within the identified time span of at least 3 weeks or more
  - **T** - time-limited, can be evaluated within the time span of at least 3 weeks of more
- Fill in the approximate scheduled date of the pre-assessment and post-assessment administration.
- Keep the form on file to use to complete your evaluation. It is not required that all assessments be administered before your evaluation. Share what has been completed.
  - Educators on a full JPAS – Be prepared to share the information during the professional interview portion of the evaluation. Upload the document directly into Perform under the evidence tab. **If you are evaluated before the post assessment has been administered, you will upload the document twice.**
  - Specialized Subgroups may work on a student growth goal designed for their job category or work directly with school teams to assist or provide support in reaching targeted goals.
  - Educators on an Interim evaluation – Complete Student Growth Performance Form and upload the document directly into Perform under the evidence tab.
- Administer the pre-assessment and the post-assessment.
- Complete the bottom portion of the form as follows:
  - Record the number of students taking BOTH the pre- and post-assessment.
  - Record the number of students showing growth from the pre-assessment to the post-assessment.
  - Record any comments or reflection regarding the process or the results.
- Upload the completed document into Perform under the evidence tab if you are evaluated before the post assessment has been administered.

NOTE: Singleton teachers may choose to work independently or with their content-area District consultant to create a common assessment with teachers from other schools.
NOTE: SPED educators – SLOs should be based on students making progress on their IEP goals. When monitoring progress, you should include all students on your caseload who have an IEP goal that fits within the SLO category you've selected, with a minimum of 6 students.

Previously-created SLOs are available for use or revision from http://learning.jordandistrict.org. Use password: jsdslo2015