



Administrator Student Learning Objectives

Introduction to Administrator Student Growth Student Learning Objectives

Administrator student learning objectives (SLOs) are one type of local measure that districts can select as part of the student growth measure component in administrator evaluations. Other options for local measures (i.e., shared attribution, average of teachers' SLO scores), are described in more detail in Ohio Principal Evaluation System materials.

In districts that select administrator SLOs as a local measure, administrators should collaborate with their evaluators to write SLOs based on student growth. Districts may grant administrators flexibility in deciding whether they will write individual administrator SLOs for all students or a subset of students in their school building or whether they will collaborate with other administrators in the district to write SLOs with student growth targets at the district level.

Implementing Administrator Student Growth SLOs

For districts that offer administrator student growth SLOs to administrators as a local measure, administrators will complete the *Administrator Student Learning Objective Template* (see Appendix A) to develop the SLOs. The following describes the Ohio Department of Education's (ODE's) recommendations and parameters for developing and implementing administrator SLOs.

Will there be a relationship between principal and teacher SLOs?

ODE provides the following recommendations to districts regarding the relationship between administrator and teacher SLOs:

- Administrators should consider aligning their SLOs to the SLOs of teachers in their school building.
- The *Administrator Student Learning Objective Checklist* (see Appendix B) will include a *check box* for indicating alignment to building and district goals.

- Administrators will not require teachers to administer additional assessments for the sole purpose of administrators' building- or district-level SLOs.

Who will review and approve administrator SLOs?

Districts may consider one of these approaches to reviewing and approving SLOs:

- Administrators' evaluators review and approve administrator SLOs.
- Building- or district-level teams review and approve administrator SLOs.
- Building- or district-level teams provide initial review, and administrators' evaluators provide final approval.¹
- An existing committee reviews and approve administrator SLOs

What will be the student population of administrator SLOs?

Districts may decide whether the student population for administrator SLOs could be:

- All students in the building
- Targeted population(s) in need of improvement
- Targeted population(s) by grade level or content area
- Targeted population(s) based on school or district priorities

Note: Principals may not purposefully exclude specific students who otherwise fit into one of the above selected categories.

Which assessments will administrators use in administrator SLOs?

Administrators should write SLOs based on assessments that are already administered for the purpose of teacher SLOs (e.g., state assessments and teacher SLO assessments) and that meet the criteria outlined in ODE's Guidance on Selecting Assessments document. No additional assessments shall be required for the purpose of administrator SLOs.

¹ For districts that opt to include the average of teacher SLO scores as one of the local measures comprising an administrator's student growth score, they should consider including district-level review in their process to ensure that teacher SLOs are sufficiently rigorous.

What will administrator SLO growth targets look like?

Administrator SLO growth targets should require the students included in the SLO to demonstrate growth. Districts have the option to grant administrators flexibility in determining whether to develop holistic or tiered growth targets in their SLOs.

What will be the standards and content of administrator SLOs?

Districts may grant administrators flexibility in selecting the scope of their SLOs:

- Administrator SLOs must be aligned to state standards.
- Administrator SLOs may be targeted on a specific skill or set of skills or may be broad and encompass a wider array of key concepts.
- The scope of administrator SLOs should align with school- or district-level goals.
- The scope of administrator SLOs may focus on language arts, mathematics, or other content areas based on the administrator's determination of school needs.

What will the administrator SLO template and checklist look like?

ODE provides districts with the *Administrator Student Learning Objectives Template* (see Appendix A) and *Administrator Student Learning Objectives Checklist* (see Appendix B) for developing administrator SLOs.