

PERFORMANCE MANAGEMENT Advantage

Evaluation & Professional Growth

at American Institutes for Research ■

Student Learning Objectives

The NEED

New educator evaluation systems require measures of teacher effectiveness that are timely and meaningful, and many new systems specifically require measures of student growth. Because value-added measures are dependent upon the availability of standardized assessments, which are not available in all subjects and grades, state

departments of education and school districts are searching for alternative measures of growth. Student learning objectives (SLOs)—long-term academic goals set by a teacher or teacher team—are emerging as innovative measures of student growth because of their versatility and potential for promoting good teaching practices.

The SERVICES

As part of the Performance Management Advantage at American Institutes for Research (AIR), the SLO service team offers a four-phase approach to strategically implement SLOs. AIR recognizes that states and districts are at various stages of implementation and so is prepared to meet client needs, whether that means partnering through all four phases or providing targeted support in one phase.

Four-Phase Approach

- **Prepare for reform.** Early in the process, AIR can facilitate SLO policy and implementation design, including business rules, scoring, implementation procedures, and the necessary technology infrastructure. Using its readiness assessments, AIR can help identify areas of strengths and potential roadblocks to implementation. AIR can also help create the structure for a strategic and inclusive communication plan, including core messages, strategies, and tactics. AIR's SLO and assessment experts can help support assessment development, decision making, and long-term implementation planning.
- **Select and customize resources.** AIR is prepared to lead development of multiple customized resources that are critical to successful SLO implementation, including SLO professional learning modules for multiple audiences, as well as templates, checklists, examples, and activities.
- **Calibrate rigor and quality of the evaluation process.** AIR's SLO experts support the adaptation, adoption, or creation of new SLO tools. AIR has experience providing tool validation and quality assurance processes, as well as supporting training for evaluators and those being evaluated to ensure quality, rigor, and consistency.
- **Monitor and improve SLO implementation.** AIR's commitment to continuous improvement is coupled with extensive experience conducting surveys, focus groups, audits, and outcomes analyses. AIR's reports support refinement and identify opportunities to strengthen the use of SLO data in the improvement of teaching, learning, and district and state decision making.

AIR has worked with multiple technical assistance networks, states, and districts to develop methods for teacher evaluation and SLO use. Some of AIR's current and past clients include:

Cleveland Metropolitan School District (Ohio)
Decatur Public Schools (Illinois)
East St. Louis School District (Illinois)
Maine Department of Education
North Chicago School District (Illinois)
Ohio Department of Education

Oklahoma Department of Education
Oregon Department of Education
Partnership for Innovation in Compensation in Charter Schools (New York and New Jersey)
South Carolina Department of Education
Southeast Comprehensive Center

About American Institutes for Research

Established in 1946, American Institutes for Research (AIR) is an independent, nonpartisan, not-for-profit organization that conducts behavioral and social science research on important social issues and delivers technical assistance, both domestically and internationally, in the areas of education, health, and workforce productivity.

For more information, please contact Lisa Lachlan at llachlan@air.org or visit AIR's Educator Talent Management at www.educatortalent.org.



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