

## SLO Lessons Learned

*These ideas were generated at the October 2012 sessions of Principal Evaluator training at OCM BOCES.*

- More complicated without State score
- Class data helps
- Have to work out expectations in advance
- Set stage to adjust next year
- We assumed teachers knew how to use data effectively and meaningfully
- We could use a more uniform approach, K-12 to the Achievement piece (we gave too many options)
- Clearer procedures for the collection and dissemination of student data/info
- Need for consistency of application
- Principals understand the global picture for student success
- Principals understand the depth of what is needed to improve student achievement
- A sense of urgency and focus on all students
- How to set a target that would demonstrate growth fairly, but also stretch the teaching and learning
- Staff (teachers) are looking for guidance
- Principals appreciate resources
- Principals indicated they could have benefited from more professional development on SLO's
- Heterogeneous classrooms/take careful consideration when setting targets
- Learned that is was messy and that was okay, Principals didn't have all the answers, teachers learn together especially setting targets
- Culturally- to think of baseline in terms of something other or broader than a "simple" pre-test
- Realization for actualization- compared good
- How far organizationally we are with the concept that we work together for all; common good
- Reduce fear and anxiety
- Leadership from the top- be a resource
- Teachers need time and resources to understand
- Principals needed time and resources
- Student growth a more "foreign" concept to many teachers than anticipated