



Our Students. Their Moment.

SLO Roadmap for English as a Second Language and Bilingual Teachers



Some **ESL** and **Bilingual** Teachers **WILL** have State-provided growth measures and others **MUST** have SLOs as “comparable growth measures.”

50 – 100% Students Covered by State-Provided Growth Measures

These teachers will receive a **Growth Score from the State** (20-25 evaluation points).

*E.g., 4-8 ELA, Math,
Common Branch teachers*

0 – 49% Students Covered by State-Provided Growth Measures

These teachers **MUST** have SLOs (20 evaluation points).

1. If any course/section has State-provided growth measures, at least 1 SLO **MUST** use it.
2. SLOs **MUST** cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.
3. If any of the largest courses have a State assessment (but do not have State-provided growth measures), the State assessment **MUST** be used as evidence in the SLO.

E.g., Many high school teachers, K-3 teachers, teachers with mix of sections with/without State-provided growth measures (e.g., two 7th grade math classes and three science classes)

For those with SLOs, Districts **MUST** use these **rules** for how many SLOs for **ESL teachers** based on what assessments.

Teachers by Grade and Subject:	Growth is State-provided SGP/VA	Growth is SLO
K-2 Self-Contained, Pull Out, Push-in, Co-Teaching (ELA/ESL) ESL Teachers	Future Possibly	<ul style="list-style-type: none"> - 1 SLO for ELA (unless all students are in their first year of ESL services and exempt from taking ELA) - 1 SLO for NYSESLAT
3 Self-Contained, Pull Out, Push-in, Co-Teaching (ELA/ESL) ESL Teachers	Future Possibly	<ul style="list-style-type: none"> - 1 SLO for ELA (unless all students are in their first year of ESL services and exempt from taking ELA) - 1 SLO for NYSESLAT (must use State assessment)
4-8 All ESL Teachers	YES	<ul style="list-style-type: none"> -if SGP/VA is provided no SLOs are needed -NYSED recommends, however, that teachers with 16-22 students who take ELA or Math State assessments, or teachers with 8-11 students who take both ELA and Math State assessments, also set SLOs for comparable growth measures -If SGP/VA is not provided: <ul style="list-style-type: none"> - 1 SLO for ELA (unless all students are in their first year of ESL services and exempt from taking ELA) - 1 SLO for NYSESLAT (must use State assessment)
9-12 Self-Contained, Pull Out, Push-in, Co-Teaching (ELA/ESL) ESL Teachers	As Available	<ul style="list-style-type: none"> - 1 SLO for ELA (unless all students are in their first year of ESL services and exempt from taking ELA) - 1 SLO for NYSESLAT (must use Regents assessments where applicable)
9-12 Co-Teaching (ESL/non-ELA content) ESL Teachers	NO	<ul style="list-style-type: none"> -1 SLO for NYSESLAT -1 SLO for content (must use Regents assessments where applicable)

For those with SLOs, Districts **MUST** use these **rules** for how many SLOs for ***Bilingual teachers*** based on what assessments.

Teachers by Grade and Subject:	Growth is State-provided SGP/VA	Growth is SLO
K-2 Common Branch Bilingual Teachers	Future Possibly	- 1 SLO for Language Arts (based on appropriate assessments for <u>both</u> ELA and NLA language arts content) -1 SLO for Math - 1 SLO for NYSESLAT (if also responsible for ESL)
3 Common Branch Bilingual Teachers	Future Possibly	- 1 SLO for Language Arts (based on appropriate assessments for <u>both</u> ELA and NLA language arts content) -1 SLO for Math - 1 SLO for NYSESLAT (if also responsible for ESL) (must use State assessments for ELA and Math)
4-8 All Bilingual Teachers	YES	N/A (note: NLA assessments can be used for local measures of growth)
9-12 Bilingual Teachers (ELA/Math content and NLA classes)	As Available	- 1 SLO for Language Arts (based on appropriate assessments for <u>both</u> ELA and NLA language arts content) -1 SLO for Math (must use Regents assessments where applicable)
9-12 Bilingual Teachers (non ELA/Math content and NLA classes)	As Available	-1 SLO for content -1 SLO for NLA (must use Regents assessments where applicable)
9-12 (NLA and Foreign Language Studies only)	NO	-1 SLO for content (NLA and/or LOTE) (must use Regents assessments where applicable)

EXAMPLE K-8 Bilingual Teachers

Note: This chart is for illustrative purposes and does not contain a complete list of grades/subjects.

	GROWTH MEASURE
K	<p>1 SLO with 3rd party assessment from NYSED’s State-approved list (e.g., AIMSWeb and Terra Nova): ELA/NLA (literacy and writing)</p> <p>1 SLO with 3rd party assessment (e.g., SUPERA): Math</p> <p>1 SLO with State assessment (NYSESLAT)</p>
1 st	<p>1 SLO with 3rd party assessment from NYSED’s State-approved list (e.g., AIMSWeb): ELA/NLA (literacy and writing)</p> <p>1 SLO with 3rd party assessment (e.g., SUPERA): Math</p>
2 nd	<p>1 SLO with 3rd party assessment from NYSED’s State-approved list (e.g., SUPERA): ELA/NLA (literacy and writing)</p> <p>1 SLO with 3rd party assessment (e.g., SUPERA and Terra Nova): Math</p>
3 rd	<p>1 SLO with 3rd grade ELA State assessment and 1 SLO with Math State assessment (ELA/Math/Common Branch teachers)</p> <ul style="list-style-type: none"> • SLO with school-wide results based on State assessment (all other teachers) <p>(Note: NLA can be used for local measures of growth)</p>
4 th – 5 th	<p>SGP/VA from State (ELA/Math/Common Branch)</p> <p>SLO with State assessment (4th Science)</p> <p>SLO with 3rd party assessment (e.g., Terra Nova) (5th Science, 4th and 5th Social Studies teachers)</p> <p>SLO with district-developed assessment (all remaining subject teachers)</p> <p>(Note: NLA can be used for local measures of growth)</p>
6 th – 8 th	<p>SGP/VA from State (ELA/Math teachers)</p> <p>SLO with State assessment (8th Science teachers)</p> <p>SLO with district-developed assessment (6th and 7th Science, 6th, 7th, and 8th Social Studies teachers, Art teachers, Music teachers)</p> <p>SLO with school-wide results based on State assessment (all other teachers)</p>

EXAMPLE Bilingual High-School Teachers

Note: This chart is for illustrative purposes and does not contain a complete list of grades/subjects.

	GROWTH MEASURE
9 th – 12 th (NLA and/or Bilingual Content)	<ul style="list-style-type: none">• SLO with State assessments (<i>until there is a State-provided growth measure available</i>) for teachers where a Regents course is one of their largest courses<ul style="list-style-type: none">- All Regents courses, Regents equivalents• SLO with 3rd Party Assessment:<ul style="list-style-type: none">-(e.g. SUPERA): NLA-(e.g. SUPERA): Math (Spanish)• SLO with district-developed assessment (all other subjects)
9 th - 12 th (NLA and/or Foreign Language Studies)	<ul style="list-style-type: none">• SLO with 3rd Party Assessment (e.g. SAT Subject Tests Chinese with Listening): LOTE• SLO with district-developed assessment (NLA)

EXAMPLE K-8 ESL

(Self-contained, Pull Out, Push In and Co-Teaching)

Note: This chart is for illustrative purposes and does not contain a complete list of grades/subjects.

	GROWTH MEASURE
K	1 SLO with 3 rd party assessment from NYSED's State-approved list (e.g., Terra Nova): ELA (literacy and writing) 1 SLO with State assessment (NYSESLAT)
1 st	1 SLO with 3 rd party assessment from NYSED's State-approved list (e.g., Terra Nova): ELA (literacy and writing) 1 SLO with State assessment (NYSESLAT)
2 nd	1 SLO with 3 rd party assessment from NYSED's State-approved list (e.g., Terra Nova): ELA (literacy and writing) 1 SLO with State assessment (NYSESLAT)
3 rd	1 SLO with 3 rd grade ELA State assessment 1 SLO with State assessment (NYSESLAT)
4 th – 5 th	SGP/VA from State (ELA/Math/Common Branch) If no SGP/VA: 1 SLO with State assessment for ELA 1 SLO with State assessment (NYSESLAT)
6 th – 8 th	SGP/VA from State (ELA/Math/Common Branch) If no SGP/VA: 1 SLO with State assessment for ELA 1 SLO with State assessment (NYSESLAT)

EXAMPLE ESL High-School (All Settings)

Note: This chart is for illustrative purposes and does not contain a complete list of grades/subjects.

	GROWTH MEASURE
9-12 Self-Contained, Pull Out, Push-in, Co-Teaching (ELA/ESL) ESL Teachers	<ul style="list-style-type: none">• SLO with State assessments (until there is a State-provided growth measure available) for teachers where a Regents course is one of their largest courses<ul style="list-style-type: none">- All Regents courses, Regents equivalents• SLO with NYSESLAT
9-12 Co-Teaching (ESL/non-ELA content)	<ul style="list-style-type: none">• SLO for content with State assessments (until there is a State-provided growth measure available) for teachers where a Regents course is one of their largest courses<ul style="list-style-type: none">- All Regents courses, Regents equivalents• SLO with NYSESLAT