
Your Guide to Teacher Evaluations, Student Growth Tracker, and Student Learning Objectives

Fabens High School - 2021-2022

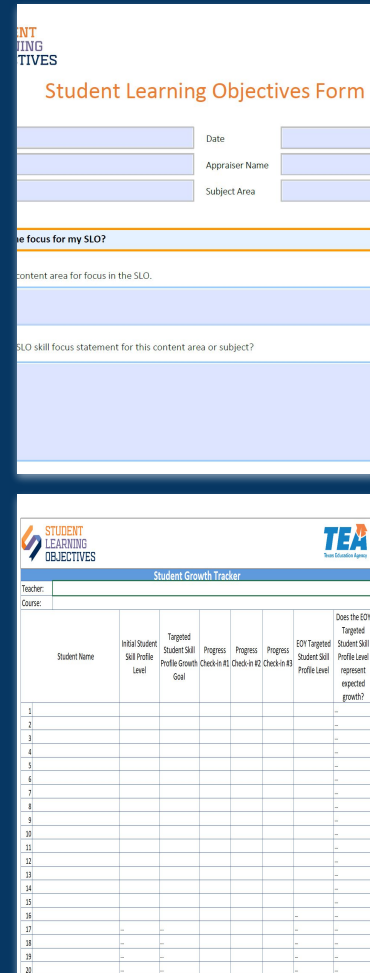
You're an expert now!

Now that you're tech savvy (wink), you should be able to navigate your required teacher evaluations form a little easier.

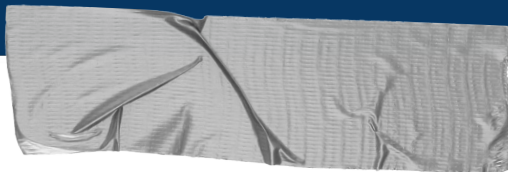
We'll walk through the steps to explain the Fabens ISD teacher evaluation process.



The image shows the DMAC Solutions User Sign In screen. At the top, there is a logo for DMAC SOLUTIONS. Below the logo, there is a "User Sign In" section with fields for "Username" and "Password", and a "Sign In" button. A link for "need help?" is also present. Below the sign in section, there is a "FERPA Notice" stating that DMAC Solutions contains confidential data protected by the Family Educational Rights and Privacy Act (FERPA). Links for "terms of use" and "privacy policy" are provided. At the bottom, there is a "digicert EV SSL" logo with the text "SECURE EV SSL".



The image shows two forms related to student learning objectives. The top form is the "Student Learning Objectives Form" with fields for "Date", "Appraiser Name", "Subject Area", and "Focus for my SLO?". Below these fields is a section for "Content area for focus in the SLO." and a section for "SLO skill focus statement for this content area or subject?". The bottom form is the "Student Growth Tracker" with a table for tracking student growth. The table has columns for "Student Name", "Initial Student Skill Profile Level", "Targeted Student Skill Profile Growth Goal", "Progress Check in R1", "Progress Check in R2", "Progress Check in R3", "EDY Targeted Student Skill Profile Level", and "Does the EDY Targeted Student Skill Profile Level represent expected growth?". The table is numbered 1 through 20.



● DMAC

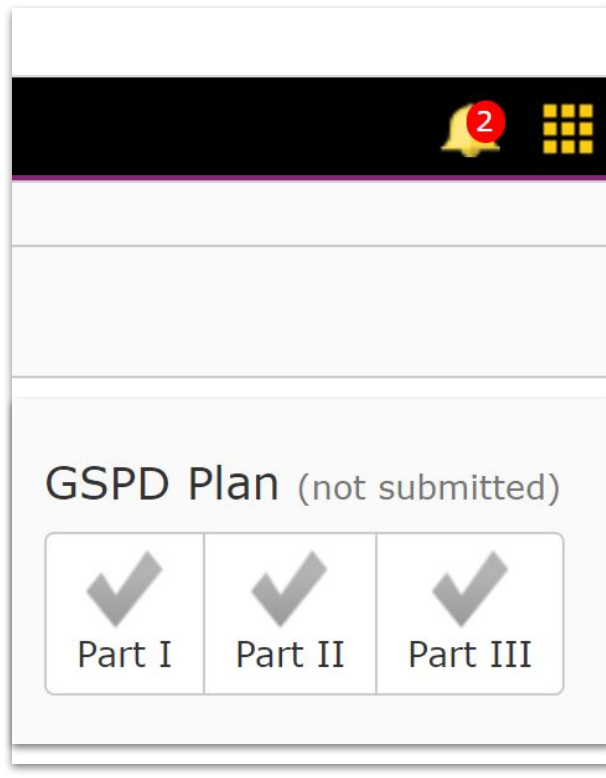
DMAC is the software program that tracks professional development, admin walkthroughs, and formal evaluations. Every year, the Fabens ISD requires two professional goals.

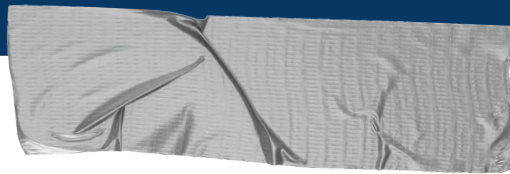
- ➔ **One goal has to be observable and measurable** - Use data you can track from the beginning of the year until the SLO is submitted (Domain I - Planning and Domain II - Instruction).
- ➔ **Second goal can be Domain III (Learning Environment) or IV (Professional Practice and Responsibilities)** (i.e. I need to become more organized in my classroom or I need to improve my classroom management - identify the steps you believe you will need to reach this goal.

● DMAC

When you log into DMAC, look for the nine yellow squares in the upper right-hand corner

- When you click on the squares, find "TTESS" under Appraisals.
- Find the Goal Setting and Professional Development GSPD) plan. You are looking for three grayed out arrows.
- Click on "Part I".
- This is where you fill in Part 1, 2, and 3. **DO NOT FORGET TO CLICK "SUBMIT PART 1"!**
- If you did it the right way, the arrow will change colors from gray to green.
- All teachers complete Part I, II, and III regardless if you are being formally evaluated this year.
- Admin does Domain IV





● DMAC to SLO

When you have your Professional Goals in place, copy and paste your first Professional Goal into your SLO under “**2. - What is the SLO skill focus statement for this content area or subject?**”

- ➔ **YOUR PROFESSIONAL GOAL WILL COVER YOUR STUDENT LEARNING OBJECTIVE.**
 - ◆ This process is more efficient instead of having to come up with an additional skill focus for the SLO.
 - ◆ Just use the first professional goal from DMAC.

● SLO Form

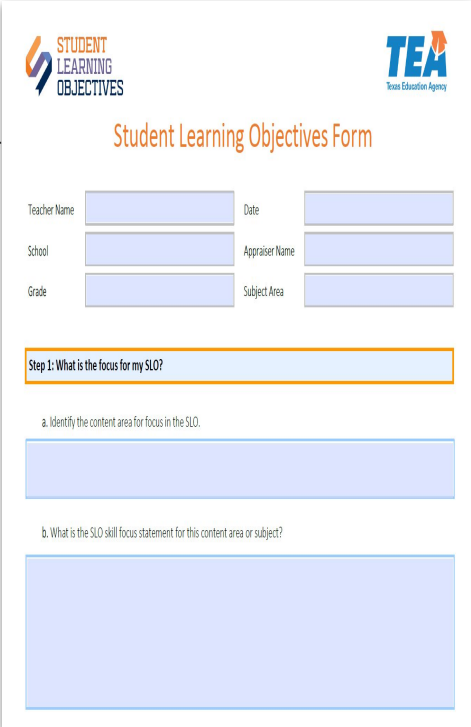

The Student learning Objective is a fillable PDF file that will be emailed to you in case you don't have your copy from last year.

→ Initial Student Skill Profile

This is where you begin to place your data. Begin your data at typical

→ Targeted Student Skill Profile

This is where you want your students to be at the end of the year



STUDENT LEARNING OBJECTIVES

TEA
Texas Education Agency

Student Learning Objectives Form

Teacher Name Date

School Appraiser Name

Grade Subject Area

Step 1: What is the focus for my SLO?

a. Identify the content area for focus in the SLO.


b. What is the SLO skill focus statement for this content area or subject?



● SLO Form

Once you have **completed** your SLO form, upload in DMAC.

- Under “TTESS”, find “Uploads”. Click on the upper right hand corner where it says, “Select Files.”

[Activity](#)
[Uploads \(0\)](#)


Select Files



Student Learning Objectives Form

Teacher Name	<input type="text"/>	Date	<input type="text"/>
School	<input type="text"/>	Appraiser Name	<input type="text"/>
Grade	<input type="text"/>	Subject Area	<input type="text"/>

Step 1: What is the focus for my SLO?

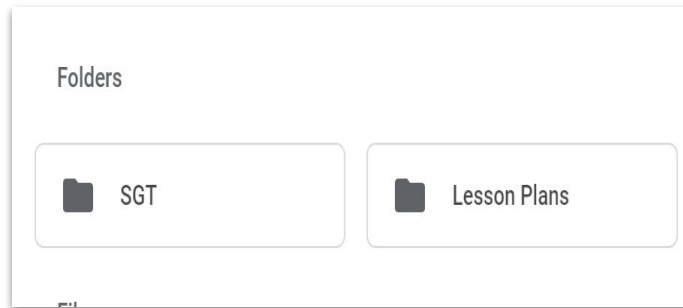
a. Identify the content area for focus in the SLO.

b. What is the SLO skill focus statement for this content area or subject?



● SLO to SGT

When you are done with your SLO, begin to add your students to the Student Growth Tracker.



DO NOT DOWNLOAD THE SGT FORM FROM YOUR DRIVE!

- This document stays in your Drive the whole year.
- Make sure to update the information
- Once you update the document in the Drive, it will save automatically.
- Admin will send email reminders on deadlines.
- At the end of the year, download and print two copies.
 - ◆ One copy goes to your file at the campus
 - ◆ One copy goes to central office

● SGT Form

Just like last year, your Student Growth Tracker is in your Google Drive. All new teachers have been added to their department drive.

→ Open

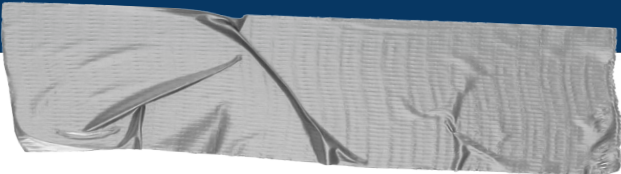
Inside the “SGT” folder in the department drive, find your Student Growth Tracker from the previous year

→ Delete

We downloaded, printed, and saved your SGT from last year. Delete the data

→ Rename

Name it “First Initial Last Initial SGT 2020-2021” (i.e. - ANSGT 2020-2021)



STUDENT LEARNING OBJECTIVES								TEA Texas Education Agency	
Student Growth Tracker									
Teacher: _____									
Course: _____									
Student Name	Initial Student Skill Profile Level	Targeted Student Skill Profile Growth Goal	Progress Check-in #1	Progress Check-in #2	Progress Check-in #3	EOY Targeted Student Skill Profile Level	Does the EOY Targeted Student Skill Profile Level represent expected growth?		
1							...		
2							...		
3							...		
4							...		
5							...		
6							...		
7							...		
8							...		
9							...		
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17		
18		
19		
20		



Fabens ISD 2021-2022 T-TESS Appraisal Calendar

August 27, 2021

Deadline for T-TESS Orientation

September 10, 2021

Goal-Setting and Professional Development (GSPD) Plans due: All teachers must submit the GSPD plan to their appraiser for approval. A GSPD conference is required for a teacher in the first year of appraisal under T-TESS and teachers new to the district to guide them through this process.

September 13, 2021 - April 8, 2022

T-TESS Observation Period: T-TESS observations must not occur before September 21, 2020 or after April 16, 2021.

Other important considerations:

- Observations must not occur on the day before or after Thanksgiving, Christmas, Spring Break, or Easter; on any date on which a STAAR/EOC or benchmark test is administered on that campus.
- Teachers scheduled to receive a full T-TESS evaluation will have one formal observation (minimum of 45 minutes) conducted by an appraiser during an announced one-week window.
- Walkthrough data may also be included in the teacher's overall T-TESS evaluation.
- A pre-conference between the teacher and appraiser will be required before the formal observation so that the two may discuss student learning objectives and anticipated outcomes for the week of the observation window.
- A required post-conference will be conducted within 10 work days of the date of the observation.

April 11, 2022

Goals Part II and Professional Development Plan Due – All Teachers must submit this before the End-of Year conference.

April 11 - May 6, 2022

End-of-Year Summative Process Completion:

- All EOY conferences must be completed 15 days prior to the last day of instruction. During the EOY conference, the teacher and appraiser will review scores for the domains and accompanying evidence as well as review potential goals and professional development plans for the next school year.
- A written summative appraisal shall be provided to the teacher within ten days of the Summative Conference, no later than 15 days prior to the last day of instruction.
- Use only Domain 4 for those teachers who qualified for less-than yearly appraisal and did not receive a formal observation this school year.

Phase 1 Create an SLO	Phase 2 Monitor Progress and Adjust Instruction	Phase 3 Evaluate and Reflect
July 27 – September 3, 2021	September 7, 2021 – March 25, 2022	March 28 - April 14, 2022
<p>Step 1: Identify SLO Focus Create a Student Learning Objective for one class in one subject.</p> <p>Step 2: Develop Initial Skill Profile (ISP) Start with the typical student description and complete the ISP descriptors. Collect Pre-Assessment Data: Teachers will collect in-class data to determine the number of students falling into each of the descriptor categories in the ISP.</p> <p>Step 3: Create the Targeted Skill Profile (TSP) Establish a target for each student in the student growth tracker. Select sources of evidence to determine growth.</p> <p>Step 4: Review SLO plan with appraiser for approval – upload to DMAC T-TESS Plan for differentiation and strategies to monitor progress.</p>	<p>Plan, Monitor, Collaborate</p> <p>Step 5: Progress monitoring and planning for differentiated supports</p> <p>Progress Check in #1 October 1, 2021</p> <p>Progress Check in # 2 January 7, 2022</p> <p>Complete Mid-Year Growth Tracking Conference: Discuss the adjustments implemented and submit and discuss updated Student Growth Tracker with your appraiser.</p> <p>Progress Check in #3 March 4, 2022</p>	<p>Step 6: Complete Post Assessments and Update Growth Tracker Reflect on student progress and lessons learned throughout the process.</p> <p>Before May 6, 2021 Step 7: EOY SLO Closeout Conference: The SLO Closeout will occur during your T-TESS Summative conference. Bring data on EOY student skill levels and copies of assessments used.</p> <p>*Campus administration may provide additional dates/deadlines for steps within each phase for the purpose of gathering data and structuring collaboration.</p>

Quick reference guide

Two professional
goals in DMAC

DMAC to SLO

Fillable SLO PDF
document

ISSP and TSSP

SLO to SGT

SGT in your Drive

Input names

Download and
print two copies at
the end of the year

Who is being evaluated?

**EVERY SINGLE FACULTY MEMBER
(TEACHER INCENTIVE ALLOTMENT)**



Questions?

As always, you are more than welcome to ask any questions throughout the year.

Admin Responsibilities

Prado

Math, Science, SPED, New Teachers

Navarro

English, CTE, Foreign Language

Villarreal

Social Studies, Athletics, Electives, Fine Arts

Any of us can answer any questions you all may have.