

Example Model 3(A):

High school band teacher with 135 total students across 5 sections: 3 sections of Introductory Band (75 students total); 1 section of Concert Band (30 students); 1 section of Concert Choir (30 students).

Applying rules about which SLOs must be created for this teacher:

- This teacher will have an SLO for his/her Introductory Band sections, as this covers the majority of his/her students (75 students out of 135 total students is approximately 56% of students). Targets are set based on what the District defines as the expectation for student growth in this teacher’s course for students that begin at a performance level of a 1, 2, 3, and 4.
- The teacher first determines the starting level for all of the students across the three sections (baseline) using a BOCES-developed performance task. The District-provided matrix determines the expected growth for each student. At the end of the year, the teacher re-evaluates the students based upon the BOCES-developed performance task to determine student growth. The teacher’s rating is determined based upon the average points received across his/her SLOs.

**District-Provided Matrix for this Teacher’s SLO:**

What Student Progress Meets Expectations				
Performance Level	END: 1	END: 2	END: 3	END: 4
START: 1	0	1	2	3
START: 2	0	1	2	3
START: 3	0	0	1	2
START: 4	0	0	1	2

Rating Points	Ineffective 0-2 points	Developing 3-8 points	Effective 9-17 points	Highly Effective 18-20 points
Average Points	<.5	.5 - .9	1 – 1.9	2+

TARGET (As Approved by Evaluator)	ACTUAL RESULT	POINTS	FINAL RATING
All students in Introductory Band will demonstrate growth on a BOCES developed performance task of at least one performance level. Performance will be assessed using a BOCES developed rubric that focuses on accuracy, dynamics, pitch, rhythm, and tone quality.	1) 30 students began on a Level 1 and ended on a Level 3. 2) 5 began Level 1, ended on a Level 4. 3) 25 began Level 2, ended on a Level 3. 4) 5 began Level 2, ended on a Level 4. 5) 10 began Level 4, ended Level 4.	1) Total = 30 students x 2 points each = 60 points 2) Total = 5 students x 3 points each = 15 points 3) Total = 25 students x 2 points each = 50 points 4) Total = 5 students x 3 points each = 15 points 5) Total = 10 students x 2 points each = 20 points <b>Grand Total = 160 points for all 75 students</b>	<b>Average Points = 160 points / 75 students = 2.13 points which rounds to 2 points. 2 points is in the Highly Effective range on the District-provided matrix.</b>  <b>This teacher’s rating is then HIGHLY EFFECTIVE, 18 points (18-20 point range).</b>