



Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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TO: Members of the State Board of Education
FROM: Lillian M. Lowery, Ed.D. *Lillian M. Lowery*
DATE: June 27, 2014
SUBJECT: Student Learning Objectives Memorandum of Understanding

PURPOSE:

The State Board of Education and Superintendent of Schools will host a signing ceremony for a Memorandum of Understanding between multiple stakeholders to memorialize our shared commitments to work collaboratively and communicate with stakeholders involved in the development and implementation of Student Learning Objectives (SLOs) within teacher and principal evaluation systems.

BACKGROUND:

The MOU being signed on June 27 represents a commitment by the State's major educational organizations to focus and coordinate the work around SLOs during the next two years. The parties recognize the potential of SLOs as a means for connecting Student Growth associated to the elevation of teacher instructional practice and principal school leadership. The MOU obligates each constituent group to partner in a transparent, collaborative, and productive fashion and to hold each other accountable for fully exploring the potential and validating the use of SLOs in teacher and principal evaluation. This is but a starting point and the list of signees may expand as the work matures.

EXECUTIVE SUMMARY:

A Memorandum of Understanding has been prepared to codify the commitments and partnership between the Maryland State Board of Education, the Maryland State Department of Education (MSDE), the Maryland State Education Association (MSEA), the Public School Superintendents Association of Maryland (PSSAM), the Maryland Association of Boards of Education (MABE), the Maryland Association of Secondary School Principals (MASSP) and the Maryland Association of Elementary School Principals (MAESP) in the advancement of professional development, common language, streamline communication and implementation strategies for Student Learning Objectives (SLO) statewide and in each of the Local School Systems (LSSs).

ACTION:

The State Board is asked to endorse and be a signatory to this Memorandum of Understanding.

LML/jlw

Attachments: MOU

Student Learning Objectives Memorandum of Understanding

Maryland State
Board of Education



This Memorandum of Understanding codifies the commitments and partnership between the Maryland State Board of Education, the Maryland State Department of Education (MSDE), the Maryland State Education Association (MSEA), the Public School Superintendents Association of Maryland (PSSAM), the Maryland Association of Boards of Education (MABE), the Maryland Association of Secondary School Principals (MAESP), the Maryland Association of Elementary School Principals (MAESP) and the Baltimore Teachers Union in the advancement of professional development, common language, streamlined communication and implementation strategies for Student Learning Objectives (SLOs) statewide and in each of the Local School Systems (LSSs). The parties agree to the following statements:



1. The primary goal of evaluating teaching should be to improve effectiveness in the classroom, which will lead to student growth. The SLO process is an important component of effective instruction. When collaboratively developed and implemented appropriately, the use of rigorous objectives coupled with multiple strategies, measured by multiple assessments, leads to academic success and growth on the part of students.
2. The parties shall coordinate resources and strategies to assist educators in the development of rigorous and measurable, but obtainable SLOs.
3. The parties shall effectively assist teachers and principals in fully understanding, utilizing, and embracing SLOs, by focusing on professional development that, minimally:
 - a) Identifies the key elements of a rigorous SLO, utilizing common definitions and content to develop consistency across LSSs;
 - b) Assists in setting measurable and obtainable benchmarks;
 - c) Recognizes progress/growth and effective strategies for achieving SLOs.



4. The parties shall identify and develop a diverse group of leaders from around the state to deliver professional development programs and activities on SLOs. This should be done in collaboration with local teacher and principal affiliates and LSSs for the purpose of building the capacity in local affiliates and LSSs.
5. The parties shall coordinate and commit to provide professional development in support of LSSs', educators' and principals' needs and interests utilizing common definitions and content.
6. The parties shall work towards establishing a network for collaborating, monitoring, and analyzing the progress of the LSSs in the development of SLOs.
7. The parties recognize the importance of local flexibility in SLO implementation, but shall strive for consistency and common language across LSSs and within each district.
8. Through their collaboration, the parties will foster a spirit of collegial respect, transparency, and inclusion in their work around SLOs.
9. The parties, in working with LSSs, commit to ensure fidelity and shall, therefore, hold constituent groups accountable for accuracy and endorsement of the content of SLOs, the process of employing SLOs, and the commitment to using SLOs.
10. The parties shall jointly initiate a study and issue a report in August 2016 regarding the implementation of SLOs; the effective use of professional development to implement this initiative; and the impact of SLOs on student growth.
11. This MOU may be executed in counterparts, each of which shall be deemed an original but all of which taken together shall constitute one and the same agreement. This MOU may be executed by facsimile signature or electronic exchanges of documents bearing a scanned signature, and a facsimile or copy of a signature is valid as an original.
12. This MOU may be extended beyond August 26, 2016 by agreement of the parties.

Maryland State Board of Education

Charlene M. Dukes, Ed.D.
President

June 27, 2014

Maryland State Department of
Education

Lillian M. Lowery, Ed.D.
State Superintendent

June 27, 2014

Maryland State Education Association

Betty Weller
President

June 27, 2014

Public School Superintendents
Association of Maryland

Stephen H. Guthrie
President

June 27, 2014

Maryland Association of Boards
of Education

Kathryn B. Groth
President

June 27, 2014

Maryland Association of Secondary
School Principals

Dwayne Jones
President-elect

June 27, 2014

Maryland Association of Elementary
School Principals

Theresa Ball
President

June 27, 2014

Baltimore Teachers Union

Marietta English
President

June 27, 2014