

April 9, 2013

**MEMO TO:** Buffalo Teachers

**FROM:** Philip Rumore, President

**RE:** S.L.O.s

Questions continue to arise relating to SLOs. For complete information on the approved SLO component of the APPR, please refer to the BTF website [www.btfny.org](http://www.btfny.org), APPR tab, March 13, 2013 APPR Overview Condensed. See pages 5 and 15 for the “initial” goal setting . The bottom of pages 5-14 includes an explanation of how the final “adjusted” goal setting (in May or June) is done.

This is the same document of which several copies were sent to each school, reviewed at our district-wide meetings and with the Council of Delegates.

**Q.** Does a teacher have to agree with the academic goal in the SLO?

**A.** Yes. The teacher develops it and as stated on p. 9 of the APPR document “As per the Student Learning Objective (SLO) procedures, the teacher and principal (or agreed upon BPS administrator) will mutually agree upon the academic goal for their students”.

**Q.** What information must the District provide?

**A.** Class rosters, students classified as ELL and/or SWD, Poverty, the number of SLO’s and for whom, baseline data on which to project growth/achievement. Teachers should be receiving SLO forms via computer that have the information already in the SLO form. Any inaccuracies should be reported to the Office of School Accountability at 816-3035 (p. 5).

**Q.** What teachers are exempted from completing an SLO?

**A.** Pre-K teachers, Librarians, Pupil Personnel Services (Psychologists, Social Workers), Adult Ed. or Continuing Ed. Teachers, any teacher performing Instructional Support Services more than 40% of the time (e.g. Reading Coach, Math Coach), Speech Language Pathologists (Different from Speech teachers), Temporary teachers, District Support teachers, Guidance Counselors, Coordinators.

- Q.** What should I do if even though I have not been trained, have been inadequately trained, and/or have not received from the District the necessary data, I am ordered to complete the S.L.O. by an administrator?
- A.** On advice of counsel, teachers, to avoid being brought up on insubordination charges, should include the following statement that can be signed and attached to the S.L.O. or written on it.

I am completing this S.L.O. only because I have been directed to by my/an administrator.

I have not been, or have been inadequately, trained during my hours of service to complete this S.L.O. and/or have not been supplied with the data required to complete the S.L.O. form e.g. "population".

Therefore, I consider any adverse consequences resulting from this S.L.O. a violation of my rights under the Collective Bargaining agreement and other agreements between the BTF and Board of Education/School District. The BTF has filed a grievance on this issue.

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Signature                      Date                      School

**Teachers should keep a hard copy of the completed S.L.O.**

For more information, check the BTF website APPR tab and the District website -- [www.buffaloschools.org/RacetotheTop](http://www.buffaloschools.org/RacetotheTop).

As you know, the BTF has filed a grievance relating to the "pre-tests" and is filing a grievance on the current S.L.O. process. We also have negotiated an excellent appeals process.

This entire process has been a disaster. NYS has and continues to enact laws and regulations while providing no time to field test or in-service staffs on their implementation.

Be assured, we will leave no stone unturned to ensure that no teacher is adversely impacted. We will continue to pressure our State and National organizations to put an end to this insanity. If we must, we will, as we have done in the past -- go it alone.

PR:ls