

## Student Growth Objective Quick Start Guide

### Before Beginning:

- Decide how much of the SGO process can be done collaboratively with your colleagues, e.g. developing department-wide assessments, setting similar SGOs and collecting evidence of student learning, etc...
- Review the SGO forms and samples

### Step 1: Choose or develop a quality assessment aligned to Colorado Academic Standards

Determine what assessments you have in place for your students now. Determine if they are appropriate for the purposes of SGOs. Check them for rigor, depth of knowledge, and standards alignment using the forms available. Plan to improve them or create new ones if necessary.

### Step 2: Determine students' starting points

Determine what sources of information you can use to judge your students' starting points. Decide whether you need to use a pre-assessment. Decide whether grouping students by preparedness level is appropriate and useful.

### Step 3: Set ambitious and achievable SGOs

Consult with your evaluator to determine what combination of general and specific SGOs are appropriate for your teaching assignment. Using data collected in Step 2, set measurable goals that are ambitious and achievable. Define attainment levels for your SGOs. Complete the appropriate version of the SGO form and have your evaluator approve it.

### Step 4: Track progress and refine instruction

Frequently monitor your student's progress towards the goals you have set for them. Modify your instruction as needed.

### Step 5: Review results and score in consultation with your evaluator

Administer the post-assessment. Collect student performance data and consult with your evaluator to determine your rating. Discuss with your evaluator next steps for setting SGOs in the following year based on your results.