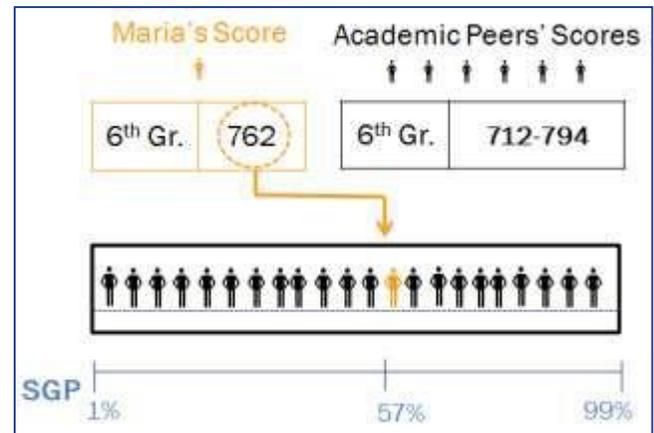


Student Growth Percentiles

A More Complete Picture of Student Progress

Under AchieveNJ, Student Growth Percentiles (SGPs) are one of the multiple measures used to assess educators of 4th-8th-grade Language Arts and 4th-7th-grade Math¹ whose students take state assessments. The SGP is derived by comparing a student's growth on the test to the growth made by that student's academic peers (students from around the state with similar score histories). This comparative change in achievement is reported on a 1 to 99 scale as detailed below and explained in more detail in this [SGP video](#).

- Maria is a 6th-grade student in New Jersey.
- Her 6th-grade LAL EOY PARCC score is 762.
- The 6th-grade scores of her academic peers (6th-grade students across New Jersey with a score history similar to Maria's) range between 712 and 794 this year.
- Maria's progress from 5th to 6th grade represents growth that was the same or better than 57% of her academic peers.
- Maria's SGP score is 57.



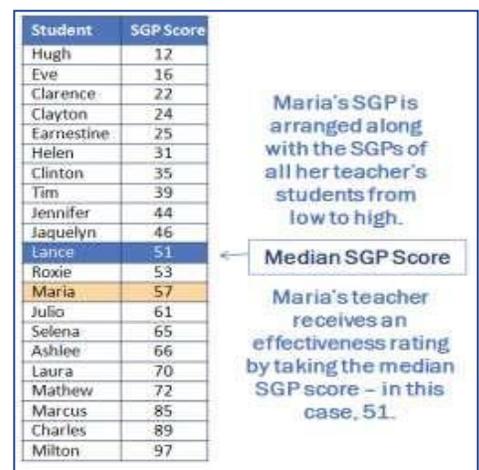
By using SGPs, we can answer the question: “How much academic progress did a child make during a school year?” Unlike proficiency rates, which show only whether students are performing at grade level, student growth provides a much more complete picture of achievement and progress. For example, a student may be below proficiency but could earn a high SGP, which, combined with other evidence, signals that the teacher's instruction and/or principal's leadership are helping that child make significant gains. The single test score is not used, but rather the student's growth in comparison to a group that started at a similar point. Students of high growth and low growth are found in both low performing and high performing schools. In addition:

- SGP is a **norm-referenced** methodology, creating a relative ranking of students within an academic peer group, not based on absolute performance; thus, it is **uniquely designed to handle a transition across assessments**.
- Because all students in New Jersey have participated in the same testing programs at the same time—that is, all 6th graders took the 5th-grade NJ ASK and the 6th-grade PARCC assessment—**academic peers refers to the same concept in 2015-16 as in previous years**.
- Because of the careful work that the Department has undertaken over the last several years to align the NJ ASK to state academic standards, technical experts confirm that **SGP in the 2014-15 and 2015-16 school years are comparable to SGP in the 2013-14 school year**.

Assigning Median SGP Scores to Educators

Qualifying teachers are assigned the median SGP (mSGP) of their qualifying students based on student rosters submitted by the district. This process is depicted in the adjacent graphic.

- **One of Multiple Measures:** mSGPs account for **10%** of a teacher's overall rating.
- **Requires Appropriate Samples:** For mSGP to apply, a teacher must have at least 20 separate students with SGPs enrolled in the class for at least 70 percent of the time, and must teach at least 60% of the time, prior to the test.
- **Applies to a Subset of Teachers:** mSGPs are available for 4th-8th-grade Language Arts and/or 4th-7th-grade Math teachers because their students typically have baselines and end-of-year scores. As more years of data are available, more Language Arts and Math teachers may be eligible to receive mSGPs.
- **Teacher-friendly Scoring:** A teacher will be evaluated on the highest score, either the teacher's median score from his or her current roster of students or the median of all scores available for the three most recent years (see [Guidance on Use of Multiple Years to Calculate mSGPs](#) for more information).



¹SGPs are currently not calculated for 8th-grade Math.

Principals are accountable for schoolwide SGP data if enough tested grades and subjects are taught in their school. These scores represent the median of all qualifying SGP scores in a principal's school.

- For principals of schools with tested grades or subjects, **10%** of their evaluation is based on schoolwide SGP data.

The Use of mSGPs in Evaluation Scoring

To calculate an educator's final evaluation rating, mSGPs will be converted to a 1.0 - 4.0 score, then weighted and included along with the other measure(s) of educator practice and student achievement. The Department undertook a careful process to create a scale that translates mSGP scores from a 1 - 99 scale to the 1 - 4 rating in a manner that is fair to teachers while maintaining high expectations for student learning. This process began with an examination of pilot data, extended to additional research and consultation with other states using similar measures, and concluded by conferring with the Department's Technical Advisory Committee to build the scale depicted below.

mSGP Conversion Chart

mSGP Score	Evaluation Rating						
1 - 20	1	35	2.5	50	3	65	3.5
21	1.1	36	2.5	51	3	66	3.5
22	1.2	37	2.6	52	3	67	3.5
23	1.3	38	2.6	53	3	68	3.6
24	1.4	39	2.7	54	3	69	3.6
25	1.5	40	2.7	55	3	70	3.6
26	1.6	41	2.8	56	3.1	71	3.7
27	1.7	42	2.8	57	3.1	72	3.7
28	1.8	43	2.9	58	3.2	73	3.7
29	1.9	44	2.9	59	3.2	74	3.8
30	2	45	3	60	3.3	75	3.8
31	2.1	46	3	61	3.3	76	3.8
32	2.2	47	3	62	3.4	77	3.9
33	2.3	48	3	63	3.4	78	3.9
34	2.4	49	3	64	3.4	79	3.9
						80-99	4

**The Department will continue to collaborate with educators and to study best practices and may adjust these numbers in future years.*

The [Teacher Evaluation Scoring Guide](#) and [Principal Evaluation Scoring Guide](#) provide a more detailed explanation of this chart, information about scoring the other evaluation components, and the final summative rating scale.

Data Confidentiality

Evaluation data of a particular employee – including mSGPs and all other components – shall be confidential in accordance with the *TEACHNJ Act* and *N.J.S.A. 18A:6-120*, and shall not be accessible to the public.

Resources and Contact Information

To learn more about SGPs, please see the following resources:

- [SGP Overview: http://www.nj.gov/education/AchieveNJ/teacher/percentile.shtml](http://www.nj.gov/education/AchieveNJ/teacher/percentile.shtml)
- [SGP Video: http://survey.pcgus.com/njgrowth/player.html](http://survey.pcgus.com/njgrowth/player.html)
- [Use of Multiple Years of Data to Calculate mSGP: http://www.state.nj.us/education/AchieveNJ/teacher/MultiyearSGPOverview.pdf](http://www.state.nj.us/education/AchieveNJ/teacher/MultiyearSGPOverview.pdf)
- Additional research and information: <http://www.state.nj.us/education/nismart/performance/>

To share questions or feedback, please

- educatorevaluation@doe.state.nj.us, or call the AchieveNJ Help Line at **609-777-3788**.