



Dear Colleagues,

I am writing you today with an exciting update on the implementation of our statewide educator evaluation system – **AchieveNJ**.

Yesterday at the State Board meeting, my staff presented our proposed regulations which outline the specific components of the multiple measures that must be included in the evaluation system all districts across the state are to implement beginning in the 2013-2014 school year. As you may remember, the statewide evaluation system is provided for in the Administration's historic tenure reform law – the Teacher Effectiveness and Accountability for the Children of New Jersey (TEACHNJ) Act – which was passed unanimously by the Legislature and signed into law by Governor Christie on August 6, 2012. The new statewide system, known as **AchieveNJ**, will include four annual rating categories – Highly Effective, Effective, Partially Effective and Ineffective – based on multiple measures of evidence of improved student learning and observations of instructional practice.

As I have said many times, we are committed to developing an evaluation system that honors your achievements and ensures that you have the tools you need to continuously improve and help all of our students succeed. **AchieveNJ** is the result of three years of research, piloting, and engagement with thousands of educators across the state, and we believe our proposed regulations reflect the professionalism of our educators and ultimately will contribute to improved learning outcomes for all of our students. I'd like to take a moment to acknowledge and thank all of the teachers and principals who took part in the pilots and assisted us in this process. Without your work, we would not have reached this moment and I am immeasurably grateful for your efforts.

Each year, as we continue to learn, the Department will set the standards for **AchieveNJ**, including the relative weights given to the components of educator evaluations. For teachers, the proposed regulations differentiate between teachers of tested and non-tested grades and subjects. For next year, the following weights will apply:

- *Teachers in Tested Grades and Subjects:*
  - 35 percent based on Student Growth Percentile (SGP) data.
  - 15 percent based on Student Growth Objective (SGO) data from 1 or 2 teacher-set SGOs.
  - 50 percent based on classroom observations.
- *Teachers of Non-tested Grades and Subjects:*
  - 85 percent based on classroom observations.
  - 15 percent based on SGO data from two teacher-set SGOs.

We are also committed to communicating with you and your colleagues about these changes. To that end, every Thursday for the next six weeks, we will be sending you additional information to support your understanding of the various aspects of **AchieveNJ** and its implementation. Today, I am including a link to our updated website, the presentation we made to the state board, and several overview documents. Additionally, we will be hosting a series of regional presentations – dates below – where our staff will be on hand to provide you with additional information and answer your questions.

Sincerely,

Chris Cerf  
Commissioner



**Resources for school communities about the evaluation system:**

- **AchieveNJ** website: <http://www.nj.gov/education/AchieveNJ/>
- **AchieveNJ** resources: <http://www.nj.gov/education/AchieveNJ/resources/OutreachMaterials.pdf>
- **AchieveNJ** Overview PPT: <http://www.nj.gov/education/AchieveNJ/intro/overview.pdf>
- **AchieveNJ** Guide: <http://www.nj.gov/education/AchieveNJ/intro/guide.pdf>
- **AchieveNJ** for Teachers: <http://www.nj.gov/education/AchieveNJ/intro/1PagerTeachers.pdf>
- **AchieveNJ** for Principals: <http://www.nj.gov/education/AchieveNJ/intro/1PagerPrincipals.pdf>
- FAQs: [http://www.nj.gov/education/genfo/faq/faq\\_eval.shtml](http://www.nj.gov/education/genfo/faq/faq_eval.shtml)

**Regional presentations dates and locations – please register here:**

<http://www.nj.gov/education/AchieveNJ/resources/events.shtml>

March 13th – 3:30pm to 5:30pm  
Toms River High School North  
1245 Old Freehold Road  
Toms River, NJ 08753

March 15th – 1:00pm to 4:00pm  
Morris County Fire Fighters & Police Academy  
500 West Hanover Avenue  
Parsippany, NJ 07054

March 19th – 9:00am to 3:00pm  
Rutgers Camden  
303 Cooper Street  
Camden, NJ 08102

March 21st – 2 Sessions: 1:00pm to 3:00pm and 4:00pm to 6:00pm  
New Jersey Supervisors & Principals Association  
12 Centre Drive  
Monroe Township, NJ 08831

April 10th – 9:30am to 11:30am  
Ocean City High School  
501 Atlantic Avenue  
Ocean City, NJ 08226

April 11th – 2 Sessions: 1:00 to 3:00pm and 4:00 to 6:00pm  
Teaneck High School  
100 Elizabeth Avenue  
Teaneck, NJ 07666