



State of New Jersey
DEPARTMENT OF EDUCATION
PO Box 500
TRENTON, NJ 08625-0500

CHRIS CHRISTIE
Governor

KIM GUADAGNO
Lt. Governor

DAVID C. HESPE
Acting Commissioner

December 9, 2014

TO: Chief School Administrators
Charter School Lead Persons
School Leaders

ROUTE TO: All District Principals, Assistant/Vice Principals, and Teaching Staff Members

FROM: Peter Shulman, Assistant Commissioner/Chief Talent Officer *PS*
Division of Teacher and Leader Effectiveness

SUBJECT: Adoption of Evaluation Regulations Allowing New 2014-15 Weights

As announced last summer, the Department has sought to modify certain requirements of AchieveNJ based on feedback from educators and other stakeholders. On December 3, the following changes were adopted by the State Board of Education:

1. 2013-14 Student Growth Objective Score and Administrator Goal Score Review Process

If a teacher's 2013-14 Student Growth Objective (SGO) score or a principal/assistant principal(AP)/vice principal(VP)'s 2013-14 Administrator Goal score is the sole reason that his or her summative rating dropped from Effective to Partially Effective or from Partially Effective to Ineffective, the educator is eligible to ask for an expedited review of the rating. In addition, if a teacher's rating is adjusted through the SGO review, that teacher's SGO score may be negated from the principal's SGO average if doing so improves the principal's rating from Ineffective or Partially Effective to Effective or Highly Effective.

The steps for this process are as follows:

1. In September 2014, the Department released simple forms for educators to complete that automatically indicate the adjusted annual summative rating. Principals should share these online forms with teachers who wish to participate in this review:

- [Non-SGP Teacher SGO Review Form](#)
- [Non-SGP Administrator Goal Review Form](#)

Note: For teachers who will receive a summative rating with the release of mSGP data in early 2015, a separate form will be made available at that time.

2. Qualifying teachers and principals should complete the forms and submit them to the principal (for teachers) or the chief school administrator (CSA) (for principals) by **February 1, 2015 or within 15 school days of receiving the summative rating** – whichever is later.

3. The principal or CSA must provide an answer to the teacher or principal **within 15 school days** of receiving an appeal. In instances where the principal reviews a teacher’s form, the principal should then forward the information to the CSA.
4. Once the CSA signs off on the review, the score weight will be adjusted from 15 percent to 1 percent¹ and the teacher practice or principal practice instrument score weight will be increased accordingly.
5. The educator has 15 school days following the receipt of the CSA's decision to appeal any disagreement they may have to the Commissioner of Education.
6. The district will report any score adjustments through the 2013-14 Evaluation Score Certification Tool to be released in early 2015; more details will be provided at the time of release.

2. Teacher and Principal Evaluation Weight Changes for 2014-15

Amended regulations allow for the following weights for evaluation components for 2014-15:

Student Growth Percentile (SGP)* Teacher Evaluation Weights	<ul style="list-style-type: none"> • SGP: 10% • SGO: 20% • Teacher Practice: 70%
Non-SGP Teacher Evaluation Weights	<ul style="list-style-type: none"> • SGO: 20% • Teacher Practice: 80%
SGP* Principal/AP/VP Evaluation Weights	<ul style="list-style-type: none"> • SGP Average: 10% • Administrator Goals: 30% • SGO Average: 10% • Evaluation Leadership: 20% • Principal Practice: 30%
Non-SGP Principal/AP/VP Evaluation Weights	<ul style="list-style-type: none"> • Administrator Goals: 40% • SGO Average: 10% • Evaluation Leadership: 20% • Principal Practice: 30%

*SGP Teachers and Principals/APs/VPs are those who qualify for SGP scores based on the assignment of 4th-8th grade language arts and math students. In 2013-14, principals/APs/VPs were differentiated based on having one or more SGP grades/subjects within a school; this distinction has been dropped. For more information, see the [SGP Web Page](#).

Please visit the [AchieveNJ website](#) for more information and send comments or questions to educatorevaluation@doe.state.nj.us.

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c: Members, State Board of Education
 David Hespe, Acting Commissioner
 Senior Staff
 Diane Shoener
 Executive County Superintendents
 Executive Directors of Regional Achievement Centers

Executive County Business Officials
 Garden State Coalition of Schools
 NJ LEE Group

¹ According to regulations, the weight of the component cannot be zero; thus it will be reduced to the lowest amount.