



State of New Jersey

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December 13, 2016

TO: Chief School Administrators

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

FROM: Kristen Brown, Chief Talent Officer
Division of Talent and Performance

SUBJECT: Release of Median Student Growth Percentiles (mSGPs) for 2015-16

Action Step: Approved personnel must access, verify and share the 2015-16 median Student Growth Percentile (mSGP) scores with qualifying educators. Supervisors must use mSGP information to finalize 2015-16 evaluations for qualifying staff.

- Please access the [AchieveNJ SGP webpage](#) for resources and detailed steps for accessing, sharing, verifying, and correcting mSGP scores.
- For the 2015-16 school year, mSGP scores count for **10 percent** of the evaluations of qualifying teachers, principals, assistant principals and vice principals.
- In early January 2017, the New Jersey Department of Education (NJDOE) will send through the Evaluation Score Certification Tool (ESCT) component scores and summative ratings for all staff, including those receiving mSGPs, so that districts may certify their local evaluation ratings with the NJDOE.

Background

The *TEACHNJ Act* of 2012 requires the use of multiple measures of educator practice and student learning, including the state's standardized assessment when available. In 2015-16, 10 percent of the evaluations of qualifying teachers and school leaders is based on the relative improvement demonstrated by their students on the PARCC assessment compared to prior years. These student growth percentiles (SGPs) are available for educators responsible for students in 4th through 8th grade English language arts and 4th through 7th grade mathematics.

Confidentiality

Evaluation data of each employee must be confidential in accordance with the *TEACHNJ Act* and *N.J.S.A. 18A:6-120.d* and *121.d*. Further, such individual data is exempt from the *Open Public Records Act (OPRA)* and should not be released to the public. The 2015-16 mSGP score reports are accessible only to those with proper data access permissions, and districts must ensure confidentiality of individual personnel data. The NJDOE strongly recommends that districts store mSGP data in each teacher's personnel file or in another secure manner that is easily accessible to the educator, either electronically or on paper. Educator mSGP data should be handled in the same secure manner with which one would treat, handle and store any part of a confidential personnel record.

Qualifications for Receiving a 2015-16 mSGP Score

Median SGP scores are developed using course roster information submitted by districts. The accuracy of these scores relies on quality district submissions within NJ SMART. The 2015-16 mSGP data available today is based on data submissions for the 2015-16 school year. To calculate mSGPs, the NJDOE matched student school and course assignments with corresponding SGP scores for those students assigned to each educator. The median score on an educator's roster is his or her 2015-16 mSGP score. For detailed information on SGPs and mSGPs, please visit the [AchieveNJ SGP webpage](#).

Qualifications for Teachers

Median SGP data are available for those who taught English language arts in grades 4-8 and/or mathematics in grades 4-7. For the mSGP to be part of a teacher's evaluation, a teacher must:

- Have been the teacher of record for at least 60 percent of the course prior to the state assessment; and
- Have valid SGP scores for at least 20 students who were enrolled in the class for at least 70 percent of the school year before taking the assessment in 2015-16 *or* in 2013-14 and 2014-15 and 2015-16 *combined*. For more information on the multi-year mSGP, please refer to [Guidance on Multiple Years of Data to Calculate mSGP](#).

Qualifications for Principals, Assistant Principals (APs), Vice Principals (VPs)

Median SGP data are available for those who led schools including one or more SGP grades. For the mSGP to be part of a principal/AP/VP's evaluation, that educator must have been:

- Assigned on October 15, 2015 to a school attended by more than 20 students who took the grades 4-8 English language arts exam and/or the grades 4-7 mathematics exam; and
- Assigned to qualifying students reported as having attended the school for one full year prior to the administration of the exam, according to the data submitted by the district in its state submission.

Upcoming Evaluation Score Certification Process

In early January 2017, the NJDOE will share information about the electronic application for districts to use in certifying final 2015-16 evaluation scores for all educators. The ESCT is an improved version of the one used last year, and will allow districts to review evaluation data, correct any errors that occurred in the original NJ SMART submission, and certify the accuracy

of each staff member's final score. Districts will have approximately one month to complete this task after receiving instructions for accessing the tool. When the ESCT interface is opened to districts, the NJDOE will provide detailed guidance for score verification and correction procedures.

KB/CB

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