



STATE OF NEW JERSEY

DEPARTMENT OF EDUCATION

A Memo from the New Jersey Department of Education

Date: August 3, 2022
To: Chief School Administrators
Route To: All District Principals, Assistant/Vice Principals, Teaching Staff Members
From: Jordan Schiff, Ed.D., Acting Assistant Commissioner
Division of Teaching and Learning Services

Notification of Educator Evaluation Rubric Weights for 2022-2023 and Back to School Key Date Reminders

As part of its statutory obligation to administer a system of educator evaluation, the New Jersey Department of Education (NJDOE) is committed to the continuous improvement of fair and equitable evaluations for all New Jersey educators. This included utilizing the 2021-2022 school year as an opportunity to establish a new baseline for student growth to support districts in understanding students' starting points on state assessments after COVID-impacted school years. With this new baseline established, the median Student Growth Percentile (mSGP) measure is being reinstated for the 2022-2023 school year. Please note the following key items regarding the resumption of the mSGP measure for qualifying teachers, Principals, Assistant Principals (AP) or Vice Principals (VP):

1. For mSGP to be part of a teacher's evaluation, the teacher must be:
 - a. Assigned to a 4th-8th grade English language arts or 4th-7th grade mathematics course for 60% or more of the year prior to the date on which the state test was administered, and
 - b. Assigned 20 unique students by the district through the Course Roster Submission during the school year of the evaluation, or the combination of up to two previous years plus the current year.
 - c. These students must be enrolled for 70% or more of the course duration prior to the administration of the test.
2. For mSGP to be part of a principal/AP/VP's evaluation, that educator must be:
 - a. Assigned by October 15 to a school attended by more than 20 separate students who take the 4th-8th-grade Language Arts or 4th-7th-grade state test, and
 - b. Assigned to qualifying students reported as having attended the school for one full year prior to the administration of the test, according to the data submitted by the district in its State Submission.
3. Please note, that although teachers receiving an mSGP score must only complete one Student Growth Objective (SGO), it is the strong recommendation of the NJDOE for all teachers to write two. If a teacher does not write two SGOs and falls below the 20 unique student mark, they will not be eligible to receive a summative score. See the NJDOE [SGP page](#) for more information.
4. Pursuant to N.J.A.C. 6A:10-4.1(d) and 5.1(d), the chart below lists the evaluation component weights for the 2022-2023 school year.

Type of Educator	Evaluation Component Weights
mSGP Teachers	<ul style="list-style-type: none"> • Teacher Practice: 70% • SGO: 25% • mSGP: 5%
Non-mSGP Teachers	<ul style="list-style-type: none"> • Teacher Practice: 85% • SGO: 15%
mSGP Principals/Aps/VPs	<ul style="list-style-type: none"> • Principal Practice: 70% • Administrator Goals: 10% • SGO Average: 10% • mSGP Average: 10%
Non-mSGP Principals/APs/VPs	<ul style="list-style-type: none"> • Principal Practice: 80% • Administrator Goals: 10% • SGO Average: 10%

Key Dates

Please remember these key upcoming dates, and ensure all educators are trained prior to evaluations commencing.

1. All teachers, principals, APs/VPs and Other Certificated Staff who are to be evaluated and receive summative scores must be notified of policies and procedures related to the evaluation rubrics by October 1.
2. [SGOs](#), [Administrator Goals](#), [Professional Development Plans \(PDPs\)](#) and [Corrective Action Plans \(CAPs\)](#) must be in place by October 31. PDPs for staff hired during the school year must be in place within 30 instructional days of arrival in the district.

Contact information

For questions, please contact the NJDOE’s Office of Educator Evaluation at edueval@doe.nj.gov.

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