



Dear Colleagues,

Yesterday, we participated in the Second Discussion of proposed regulations outlining evaluation policies under the TEACHNJ Act and [AchieveNJ](#) with the State Board of Education. Several Department of Education staff members also had the opportunity to hear public testimony. This feedback, in addition to the questions and comments we receive through our regional presentations, email, and phone line, continues to shape our plans for implementing enhanced evaluation and support systems statewide this fall.

The updates we proposed at the Second Discussion level included:

- Clarifying the original intent of the Department to prohibit the use of the New Jersey Assessment of Skills and Knowledge (NJ ASK) for Student Growth Objectives for teachers who will also receive Student Growth Percentile (SGP) scores based on those tests.
 - NJ ASK will be used to inform 35% of the summative evaluation for teachers of 4th- 8th-grade Language Arts Literacy and Mathematics.
 - As dictated by the TEACH NJ Act, all educators will be evaluated using multiple measures.
- Adding the definition of an “announced observation,” which means the teacher is given notice of both the day and time of the observation, and requiring all teachers (tenured and non-tenured) have at least one announced observation with a pre-conference and at least one unannounced observation as part of the three required observations.
 - The CSA/Superintendent has discretion to decide whether the third observation is announced or not.

Next week, we will conduct three more presentations to share information about [AchieveNJ](#) with educators. Space is still available at the Ocean City and afternoon Teaneck events; registration information can be found at the end of this message.

As part of our ongoing outreach initiative, this week we have released additional information explaining evaluation policies for Principals and Assistant/Vice Principals. In addition to the [Principal Evaluation Overview](#) already posted, we have published two new resources:

- The [Assistant/Vice Principal Evaluation Overview](#) outlines the components of evaluation for these school leaders.
- The [Preliminary Evaluation Leadership Practice Instrument](#) outlines the elements to be assessed in determining a principal’s effectiveness in implementing teacher evaluation and support systems. Please note that the preliminary version of the instrument for assistant/vice principals will be posted in the coming weeks, and the final versions of both instruments for use in 2013-14 will be posted by August 1, 2013.

Finally, we have published the first version of the [Student Growth Objective \(SGO\) Guidebook](#), a resource with examples and fillable forms to help teachers, school leaders, and administrators better understand and begin to set SGOs in preparation for the coming school year. Within this resource, we have indicated state requirements for SGOs in red boxes; the majority of the guidebook provides *suggested* examples and forms that are *not required* for district use. The guidebook has already been informed by educators across New Jersey, and we will continue to refine and post updates to the website in the coming months.

Please share this information and the many resources available on the [AchieveNJ](#) website widely with teachers, administrators, and others to help ensure all New Jersey educators understand the new system and have opportunities to provide comments, questions, and feedback. As always, thank you for your collaboration in this important effort and your commitment to helping all New Jersey students reach their highest potential.

Sincerely,

Peter Shulman
Assistant Commissioner and Chief Talent Officer

Additional resources for school communities about the evaluation system:

- **AchieveNJ** Website: <http://www.nj.gov/education/AchieveNJ/>
- **AchieveNJ** Overview: <http://www.nj.gov/education/AchieveNJ/intro/guide.pdf>
- **AchieveNJ** Overview PPT: <http://www.state.nj.us/education/AchieveNJ/intro/RegOverview.pdf>
- Teacher Evaluation Overview: <http://www.nj.gov/education/AchieveNJ/intro/1PagerTeachers.pdf>
- Principal Evaluation Overview: <http://www.nj.gov/education/AchieveNJ/intro/1PagerPrincipals.pdf>
- Specialists and Others Overview:
<http://www.state.nj.us/education/AchieveNJ/intro/SpecialistsandOthersOverview.pdf>
- Teacher Practice Overview:
<http://www.state.nj.us/education/AchieveNJ/teacher/TeacherPracticeOverview.pdf>
- Student Growth Objectives (SGOs) Overview:
<http://www.state.nj.us/education/AchieveNJ/teacher/SGOOverview.pdf>
- Student Growth Percentile (SGP) Overview:
<http://www.state.nj.us/education/AchieveNJ/teacher/SGPOverview.pdf>
- FAQ: http://www.nj.gov/education/genfo/faq/faq_eval.shtml
- **AchieveNJ** Outreach Guide: <http://www.nj.gov/education/AchieveNJ/resources/OutreachMaterials.pdf>

Remaining regional presentations dates and locations – please register here:

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

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

New Jersey Department of Education