



Dear Colleagues,

By the end of today, we will have completed six regional presentations which provide us the opportunity to share more information about **AchieveNJ** and to hear questions, concerns, and suggestions from educators across the state. Registration details for the remaining sessions can be found below, and we have posted an updated version of our [presentation](#) on our website.

Perhaps the biggest area of inquiry resulting from the information sessions thus far surrounds measures of student achievement in the proposed evaluation and support system. This week, I am pleased to provide you with some additional information and resources about this important topic.

As you know, **AchieveNJ** includes two different student achievement measures: Student Growth Objectives (SGOs) and Student Growth Percentiles (SGPs).

**SGOs** are academic goals for groups of students that are aligned to state standards and can be tracked using objective measures. As part of the student achievement component of evaluation under **AchieveNJ**, **all teachers** set SGOs with input and approval from the principal or supervisor at the start of the year. SGOs should be developed using available student data and created to be ambitious but achievable.

- SGO scores will count for 15% of **all** teachers' summative evaluation scores.
- SGOs can be developed using a wide variety of assessments that measure student learning over the course of the school year. Such assessments include, but are not limited to, locally developed or locally adopted tests. For this measure, the Department also encourages the use of portfolios, oral reading level assessments, or rubric-based performance or skill assessments where appropriate. Also, **teachers that will receive an SGP score under AchieveNJ may not use the New Jersey Assessment of Skills and Knowledge (NJ ASK) to create SGOs.**
- The State Department of Education **will not** approve SGOs; these are locally determined and assessed.
- Additional information regarding SGOs can be found in the [SGO Overview](#) guide and new [SGO Overview Presentation](#) published on the **AchieveNJ** website. Resources provided by other states that districts might find useful in creating SGOs can also be found [on our website](#).

SGP scores are one of the multiple measures used to assess **teachers and principals whose students are in grades 4–8 and take the NJ ASK test** (currently 15-20% of New Jersey teachers). An SGP score compares a student's academic growth on the NJ ASK from one year to the next to the growth made by that student's academic peers (students from around the state with similar test score histories).

- Qualifying teachers **will receive median SGP scores** based on the growth of their students over the school year; these scores will count for 35% of the summative evaluation score.
  - [This video](#) offers a detailed explanation of how SGPs are calculated. Additionally, the [SGP Overview](#) guide and new [SGP Overview Presentation](#) on the **AchieveNJ** website, as well as the [updated FAQ](#), provide more information about SGP measures.
  - The [February 26 broadcast memo](#) from Assistant Commissioner Bari Erlichson details the release of Course Roster Data from SY11-12 to districts. **The accuracy of teacher SGP scores calculated by the Department depends entirely on the accuracy of Course Roster Data submitted by districts.** Please review the memo and your data carefully, and strongly consider utilizing the practice submission window for SY12-13 to help ensure an accurate data submission.

In addition, today we have posted [guidance for the evaluation of Educational Services Staff, Counselors, and Other Specialists](#). The Department is offering significant flexibility in evaluating these positions in the coming school year, and looks forward to working with educators and stakeholder groups to refine this guidance in the future.

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.

Thank you for your collaboration in this important effort and your commitment to helping all New Jersey students achieve their highest potential.

Sincerely,

Peter Shulman  
Assistant Commissioner and Chief Talent Officer

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**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>
- FAQ: [http://www.nj.gov/education/genfo/faq/faq\\_eval.shtml](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

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**New Jersey Department of Education**