



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION

A Memo from the New Jersey Department of Education

Date: August 28, 2020
 To: Chief School Administrators, Charter School and Renaissance School Project Leads
 Route To: Assistant Superintendents, Chief Academic Officers, District Principals, Assistant/Vice Principals, Teaching Staff Members
 From: Diana Pasculli, Acting Assistant Commissioner
 Division of Academics and Performance

Notification of Educator Evaluation Rubric Weights for 2020-21 and Back-To-School Reminders

The New Jersey Department of Education (NJDOE) is committed to a fair and equitable evaluation system for all New Jersey educators. Please note the following key items regarding educator evaluation for the upcoming school year:

1. According to Governor Murphy’s [Executive Order No. 175](#), because of the cancellation of statewide ELA and mathematics assessments in spring 2020, the median Student Growth Percentiles (mSGP) cannot be included in the summative score of any teacher, Principal, Assistant Principal (AP) or Vice Principal (VP) for school year 2020-21.
2. All [regulations](#) (N.J.A.C. 6A:10) remain in effect.
3. Updated guidance on what districts should consider in educator evaluation for the 2020-21 school year, including allowable processes to observe teachers in hybrid and fully remote learning environments, will be forthcoming on the [AchieveNJ webpage](#).
4. The chart below lists the evaluation component weights. This notification document is issued in accordance with N.J.A.C. 6A:10-4.1(d) and 5.1(d), which require the NJDOE to post the component weights by August 31 prior to the school year in which the evaluation rubric applies.
5. According to N.J.A.C. 6A:10-4, the summative rating for teachers who do not receive an mSGP shall include student growth objectives (SGOs) and teacher practice. This school year, given the absence of mSGP, all teachers will have the same weighting for each component. According to N.J.A.C. 6A:10-5, all Principals, APs and VPs will also have the same weighting for each component.

Type of Educator	Evaluation Component Weights
Teachers	<ul style="list-style-type: none"> • Teacher Practice: 85% • SGO: 15%
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 that all educators are trained prior to evaluations occurring:

- 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) [Student Growth Objectives](#), [Administrator Goals](#), [Professional Development Plans \(PDPs\)](#) and [Corrective Action Plans \(CAPs\)](#) must be in place by **October 31 or PDPs for staff hired during the school year**, within 30 instructional days of the staff member's arrival in the district.

Contact Information

Please contact edueval@doe.nj.gov for continued support throughout the school year.

- c: Members, State Board of Education
Kevin Dehmer, Interim Commissioner of Education
NJDOE Staff
Statewide Parent Advocacy Network
Garden State Coalition of Schools
NJ LEE Group