



Date: July 31, 2024  
 To: Local Education Agency Leads  
 Route To: All District Principals, Assistant/Vice Principals, and Teaching Staff Members  
 From: Jorden Schiff, Ed.D., Assistant Commissioner  
 Division of Teaching and Learning Services

## Notification of Educator Evaluation Rubric Weights for 2024-2025 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 a fair and equitable evaluation system for all New Jersey educators. With this in mind, evaluation weights will remain unchanged for the 2024-2025 school year. The chart below lists the evaluation component weights. This notice is 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.

The chart below lists the evaluation component weights for the 2024-2025 school year.

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

### Key Dates:

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

- 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.
- The collection of new Student Growth Objective (SGO) data has been halted for tenured teachers for the 2024-2025 school year. SGOs are still required for certain teachers, including non-tenured teachers. Please see the [broadcast from May 22<sup>nd</sup>](#) for more information.
  - The NJDOE has compiled a list of [Frequently Asked Questions](#) regarding SGOs for the 2024-2025 school year.

### Contact information

For questions, please contact the Office of Educator Evaluation at [edueval@doe.nj.gov](mailto:edueval@doe.nj.gov).

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