

# **SY 2025-2026 SGO and Administrator Goals Frequently Asked Questions**

## **SY 2025-2026 Student Growth Objectives (SGO)**

- 1) I am a tenured teacher working in a public school district. Am I required to develop and complete SGOs for the 2025-2026 school year?
  - No, you are not required to develop and complete SGOs. Instead, your score from the most recent year in which you completed SGOs will be used.
    - For example, if your most recent SGO score was a 3.25, then your final score for 2025-2026 will also be 3.25.
- 2) I am a non-tenured teacher. Will I be required to develop and complete SGOs for the 2025-2026 school year?
  - Yes, any teacher in their first year of employment in a district, without a record of pre-existing SGOs, or any non-tenured teacher must develop and complete SGOs for the 2025-2026 school year.
- 3) I am a nontenured teacher who will be acquiring tenure mid-year. Am I required to develop and complete SGOs for the 2025-2026 school year?
  - It depends.
    - If you attain tenure on or before February 15<sup>th</sup> (N.J.A.C. [6A:10-4.2\(e\)5](#)) for the school year in which you are eligible to, then you will not be required to develop and complete SGOs and your score from the most recent year in which you completed SGOs will be used.
    - If you attain tenure after February 15<sup>th</sup> for the school year in which you are eligible to attain tenure, then you will be required to develop and complete SGOs.
- 4) I am a tenured teacher whose most recent SGO score was less than effective. As a result, I would like to have the option of developing and completing SGOs for the 2025-2026 school year. Am I allowed to develop and complete SGOs?
  - Yes, all tenured teachers have the option of developing and completing SGOs if they choose to do so. They must inform their direct supervisor in writing on or before September 30<sup>th</sup> of the school year.
  - In addition, supervisors are not permitted to require a tenured teacher develops and completes SGOs if the tenured teacher does not wish to do so.
- 5) I am a tenured teacher who has both observations complete, but I take a leave of absence and will not complete my summative conference. Will I receive a summative score since my most recent SGO score transfers?

- No, you will not receive a summative score. The annual summary conference is a requirement. As stated in 6A:10-2.4(c) “the annual summary conference between designated supervisors and teaching staff members shall be held before the annual performance report is filed.”
  - If your leave of absence is anticipated, the annual summary conference can be combined with the second post-observation conference. In this case, you could complete your year prior to your leave of absence.
- 6) I am a tenured or non-tenured principal. Each year, part of my evaluation score is dependent upon the average of every teacher's SGO rating for the year in the school building. How will the law impact my rating?
- Principals' rating will still be partially based on the average of every teacher's SGO rating of the school they oversee. The average will result from a mixture of scores of nontenured staff who are required to set SGOs for 2025-2026, as well as tenured staff for whom their most recent year in which they completed SGOs will be used.

## **SY 2025-2026 Administrator Goals**

- 1) I am a tenured Principal, Assistant Principal or Vice Principal (Principal/AP/VP) working in a public school district. Am I required to develop and complete administrator goals for the 2025-2026 school year?
- No, you are not required to develop and complete administrator goals. Instead, your score from the most recent year in which you completed administrator goals will be used.
    - For example, if your most recent administrator goal score was a 3.25, then your final score for 2025-2026 will also be 3.25.
- 2) I am a non-tenured Principal/AP/VP will I be required to develop and complete administrator goals for the 2025-2026 school year?
- Yes, any Principal/AP/VP in their first year of employment in a district, without a record of pre-existing administrator goals, or any non-tenured Principal/AP/VP must develop and complete administrator goals for the 2025-2026 school year.
- 3) I am a nontenured Principal/AP/VP who will be acquiring tenure mid-year. Am I required to develop and complete administrator goals for the 2025-2026 school year?
- It depends.
    - If you attain tenure on or before February 15<sup>th</sup> for the school year in which you are eligible to, then you will not be required to develop and complete

administrator goals and your score from the most recent year in which you completed administrator goals will be used.

- If you attain tenure after February 15<sup>th</sup> for the school year in which you are eligible to attain tenure, then you will be required to develop and complete administrator goals.

4) I am a tenured Principal/AP/VP whose most recent SGO score was less than effective. As a result, I would like to have the option of developing and completing administrator goals for the 2025-2026 school year. Am I allowed to develop and complete SGOs?

- Principals/APs/VPs have the option of developing and completing administrator goals if they choose to do so. They must inform their direct supervisor in writing on or before September 30<sup>th</sup> of the school year.
- In addition, the supervisor of the Principal/AP/VP is not permitted to require a tenured Principal/AP/VP develops and completes administrator goals if they do not wish to do so.

5) I am a tenured Principal/AP/VP who has both observations complete, but I take a leave of absence and will not get to complete my summative conference. Will I receive a summative score since my administrator most recent goal score transfers?

- No, you will not receive a summative score. The annual summary conference is a requirement. As stated in 6A:10-2.4(c) “the annual summary conference between designated supervisors and teaching staff members shall be held before the annual performance report is filed.”
- If your leave of absence is anticipated, the annual summary conference can be combined with the second post-observation conference. In this case, you could complete your year prior to your leave of absence.

## **Other SY 2025-2026 Questions**

1) I am an Other Certificated Staff Member (OCS). In my role, I am not required by law to complete SGOs or administrator goals. However, districts have the option of requiring either of these goals locally. My district has always assigned them. Can my district require me to complete SGOs or administrator goals?

- The law only specifies teachers, Principals, APs and VPs. Therefore, the local district has discretion whether to require OCSs to complete SGOs or administrator goals.

- OCS' include, but are not limited to, nurses, guidance counselors, coaches and other staff not assigned a student roster, while administrators classified as OCS' are those other than Principals, APs and VPs.

2) Will these rules stay in place beyond the 2025-2026 school year?

- Yes, these rules will stay in place until the next expiration and subsequent readoption of N.J.A.C.6A:10, which is currently slated to occur in July of 2027.