



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION

A Memo from the New Jersey Department of Education

Date: August 31, 2018
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: Linda P. Eno, Ed.D., Assistant Commissioner
Division of Academics and Performance

**Notification of Educator Evaluation Rubric Weights for 2018-19 and
Back-To-School Reminders**

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, and leveraging stakeholder feedback, particularly feedback gathered through our first phase of Assessment Outreach, evaluation weights are being readjusted for the 2018-19 school year. The chart below lists the new evaluation component weights.

This notice is in accordance with *N.J.A.C. 6A:10-4.1(d)* and *5.1(d)*, which requires the NJDOE to post the component weights by August 31 prior to the school year in which the evaluation rubric applies.

Type of Educator	Evaluation Component Weights
mSGP Teacher	<ul style="list-style-type: none">• Teacher Practice: 70%• SGO: 25%• mSGP: 5%
Non-mSGP Teacher	<ul style="list-style-type: none">• Teacher Practice: 85%• SGO: 15%
mSGP Principal/Assistant Principal (AP)/ Vice Principal (VP)	<ul style="list-style-type: none">• Principal Practice: 70%• Administrator Goals: 10%• SGO Average: 10%• mSGP Average: 10%
Non-mSGP Principal/AP/VP	<ul style="list-style-type: none">• Principal Practice: 80%• Administrator Goals: 10%• SGO Average: 10%

Additionally, in preparation for the upcoming school year, please consult the following resources designed to help educators understand the requirements of AchieveNJ, the state's [educator evaluation system](#), and ensure quality and professional growth within the system.

Resources to assist in evaluation compliance:

- 1) [Teacher Evaluation Resources](#)
- 2) [Leader Evaluation Resources](#)

New for 2018-19 School Year:

- 1) The New Jersey Principal Evaluation for Professional Learning (NJPEPL) Instrument and Process is now available for district use. The [NJPEPL webpage](#) has information on the instrument, process and training materials.

Key Dates

Please remember these key upcoming dates:

- 1) All teaching staff members 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
 - a. For PDPs: Within 30 instructional days of arrival in the new district.
 - b. For CAPs: Within 25 working days of receiving the rating (if after start of school year).

Contact Information

As always, please let us know how we can continue to support you this year. For specific questions, contact the NJDOE at edueval@doe.nj.gov.

- c: Members, State Board of Education
Lamont O. Repollet, Ed.D., Commissioner of Education
NJDOE Staff
Statewide Parent Advocacy Network
Garden State Coalition of Schools
NJ LEE Group