



STATE OF NEW JERSEY  
**DEPARTMENT OF EDUCATION**

A Memo from the New Jersey Department of Education

Date: August 18, 2021  
 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: Lisa J. Gleason, Ed.D., Assistant Commissioner  
 Division of Academics and Performance

**Notification of Educator Evaluation Rubric Weights for 2021-2022 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 fair and equitable evaluations for all New Jersey educators. This includes establishing a new baseline of student growth to support districts in understanding students’ starting points after the unconventional 2020-2021 school year and in recording growth over time in consecutive years. Please note the following key items regarding educator evaluation for the 2021-2022 school year:

1. Due to the cancelation of the New Jersey Student Learning Assessment (NJSLA) in school year 2020-2021, median Student Growth Percentiles (mSGP) will not be included the summative score of any teacher, Principal, Assistant Principal (AP) or Vice Principal (VP). It is anticipated that NJSLA testing will resume in the 2021-2022 school year and thus, mSGPs will once again be included in the summative score of all eligible teachers, Principals, APs and VPs for the 2022-2023 school year;
2. All other educator evaluation regulations are in effect; and
3. Pursuant to *N.J.A.C. 6A:10-4.1(d)* and *5.1(d)*, the chart below lists the evaluation component weights for the 2021-2022 school year. All teachers will have the same weighting for each component and all Principals, APs and VPs will have the same weighting for each component.

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

- 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. For educators hired after October 1, [Student Growth Objectives](#), [Administrator Goals](#), and [Professional Development Plans \(PDPs\)](#) must be in place within 25 working days of the educator’s start date.

**Contact Information**

As always, please contact us at [edueval@doe.nj.gov](mailto:edueval@doe.nj.gov) for continued support throughout the school year.

- c: Members, State Board of Education
- Angelica Allen-McMillan, Ed.D., Acting Commissioner of Education
- NJDOE Staff
- Statewide Parent Advocacy Network
- Garden State Coalition of Schools
- NJ LEE Group