

Achieve NJ-Alpine School District Teacher/ Principal Evaluation

Alpine School results for 2015-2016

All teachers achieved a score of “Effective” or “Highly Effective”. 46% were Highly Effective and 54% were “Effective.” The TEACHNJ Act delegates to the Department of Education Commissioner the authority to set standards for the evaluation systems, including the relative weights given to the components of educator evaluations. For teachers, the evaluations differentiate between teachers of tested and non-tested grades and subjects. Teacher evaluation scores result from the combination of teacher practice ratings and student achievement measures. Student achievement is measured by SGOs for all teachers in addition to median SGPs (mSGPs) for qualifying teachers of 4th-8th-grade Language Arts and 4th-7th-grade Math. Teachers receive a 1-4 score for each component that is multiplied by the state-determined weighting assigned to it.

- **Teacher Practice:** Based upon a minimum of three classroom observations using a State-approved research-based practice instrument.= 70% for tested teachers and 80% for non-tested teachers.
- **Student Growth Percentile for tested teachers:** A measure of how much a student improves his or her PARCC score when compared to the previous year’s score on the NJASK in Language Arts and Math as compared to academic peers across the state. Applicable to 4th-8th grade Language Arts and 4th-8th grade Math teachers only.= 10%.
- **Student Growth Objectives (SGOs):** Developing and tracking SGOs provides a structured way to think about academic standards, assessing what students know and can do, and adjusting instruction to help students meet short and long term learning goals. Working alone, with a supervisor, and/or in PLCs, educators can continually improve throughout the year by reflecting on the SGO process. At the end of the year data from SGOs and observations can inform PDP goals for the following year =20%.



Principal evaluation: consists of two primary components: Principal Practice (measured by observations =30% and evaluation leadership =20%,) and Student Achievement (measured by Student Growth Objectives =10%, Administrative Goals =30%, and for a select group of principals, Student Growth Percentiles=10%).

