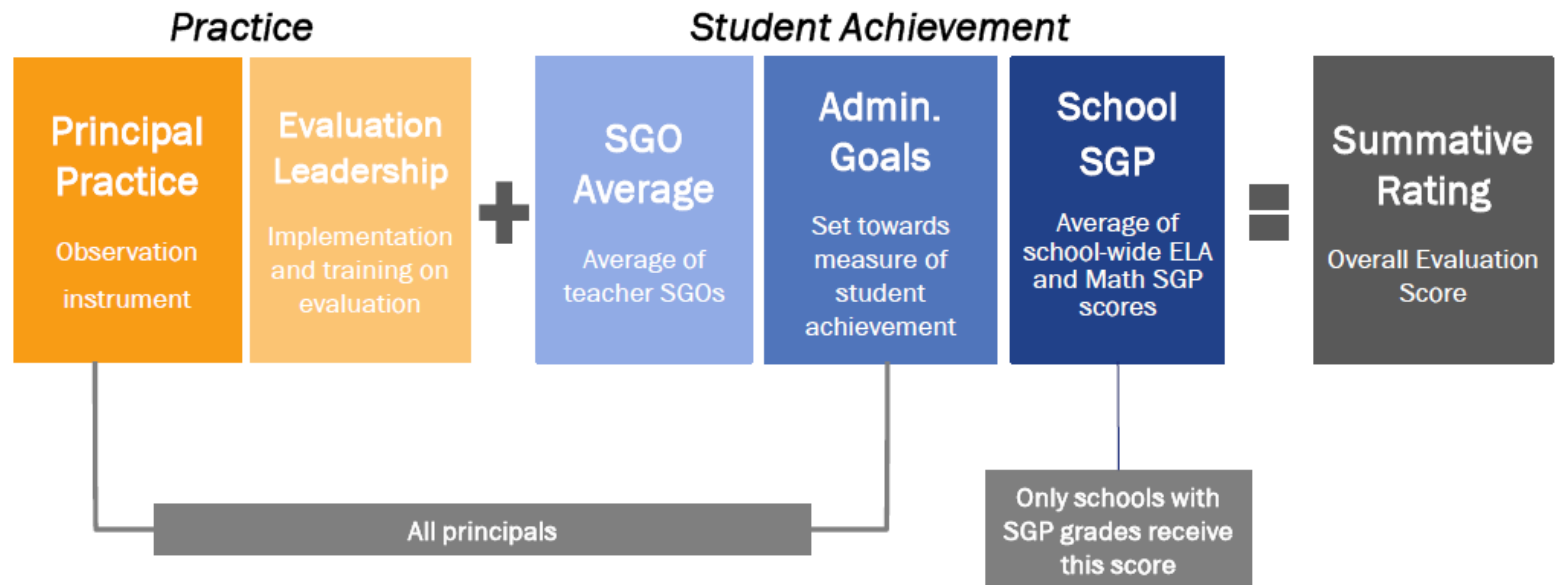




AchieveNJ: Improved Evaluation and Support for Teachers and Principals



Multiple Measures for Principals



Kim Marshall Rubric: Principal Practice



Principal Practice Requirements

- 2 observations for tenured principals, 3 for non-tenured.
- Observations may be completed using a variety of information sources.
- Observations conducted with lens of principal practice instrument, which is locally-adopted, and may include:
 - School walk-through
 - Case studies
 - Observation of staff meeting, school assembly
 - Parent conference observation
 - Teacher conference observation

Practice

Leadership



SGO
Average

Admin. Goals

School
SGP



Summative

Evaluation Leadership

Principals are rated on their effectiveness in implementing the new evaluation system at the school level, using a state rubric:

Domain 1: Building Knowledge and Collaboration	Domain 2: Executing the Evaluation System Successfully
Component 1a: Preparing teachers for success Component 1b: Building collaboration	Component 2a: Fulfilling requirements of the evaluation system Component 2b: Providing feedback, coaching, and planning for growth Component 2c: Ensuring reliable, valid observation results Component 2d: Ensuring high-quality SGOs

Practice Leadership + SGO Average Admin. Goals School SGP = Summative

SGO Average for Principals

Principals are rated on how well their teachers do on their SGOs each year through a calculated average of teachers' aggregate scores.

Number of SGOs in School	SGO Score	Aggregate for School
2	1	2
8	2	16
14	3	42
4	4	16
28	Total Score:	76

SGO Average for Principal:
 $76/28 = 2.71$

#SGOs x Individual Score = Aggregate for School



PRINCIPALS: AVERAGE SGO

Principals Goals

- In consultation with the superintendent, a principal sets **achievement goals for the students in his/her building (Administrator Goals)**.
 - Advanced Placement scores
 - SAT, ACT scores
 - College acceptance rates
 - HSPA scores
 - Annual measurable objectives (AMOs)
 - Graduation rates (in schools under 80 percent)
 - Nationally norm-referenced tests

J*



School SGP for Principals

- Principals will be broken into 3 categories:
 - **Multi-Grade SGP Schools:** 2 or more SGP grades in school
 - **Single-Grade SGP Schools:** 1 SGP grade in school
 - **Non-SGP Schools:** No SGP grades in school



Weights for Principals in 2013-14

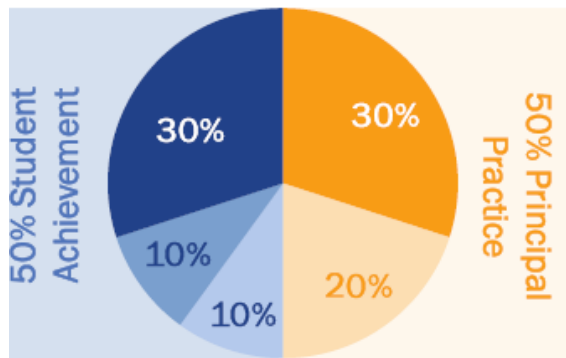
Components		Multi-Grade SGP Schools	Non-SGP Schools	Single Grade SGP Schools
Inputs	Principal Practice Instrument	30%	30%	30%
	Evaluation Leadership	20%	20%	20%
Student/ Teacher Outcomes	SGO Average	10%	10%	10%
	School SGP	30%	0%	20%
	Principal Goals	10%	40%	20%
	Total Percentage	100%	100%	100%

Shaded percentages are the same across all principal types.

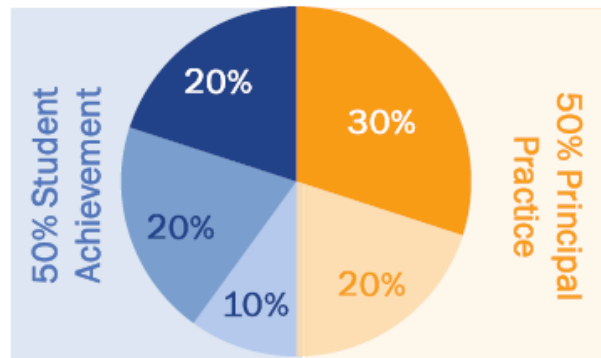


Weights for Principals in 2013-14

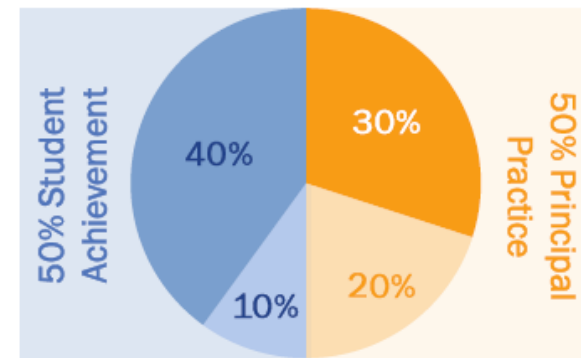
Multi-Grade
SGP Principals



Single-Grade
SGP Principals



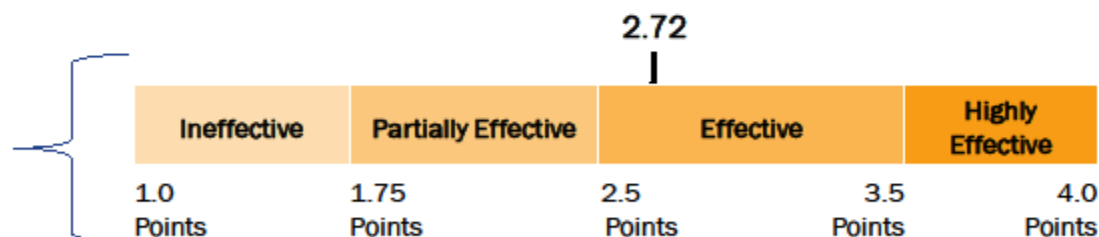
Non-SGP Principals



Teachers' Summative Ratings

Component	Raw Score	Weight	Weighted Score
Teacher Practice	3.0	x 50%	1.5
Student Growth Percentile	2.2	x 35%	.77
Student Growth Objective	3.0	x 15%	.45
Sum of the Weighted Scores			2.72

This is a sample scale. The NJDOE will determine the actual scale prior to September 2013.

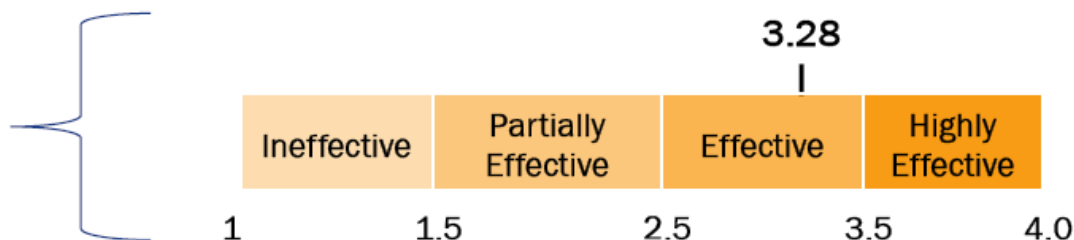


TEACHERS

Principals' Summative Ratings

Component	Raw Score (1–4 Scale)	Weight	Weighted Score
Principal Practice	3.4	x 30%	1.02
Evaluation Leadership	3.0	x 20%	.60
Student Growth Percentile	3.1	x 30%	.93
Student Growth Objective	3.7	x 10%	.37
Administrator Goals	3.6	x 10%	.36
Sum of the Weighted Scores			3.28

This is a sample scale. The NJDOE will determine the actual scale prior to September 2013.



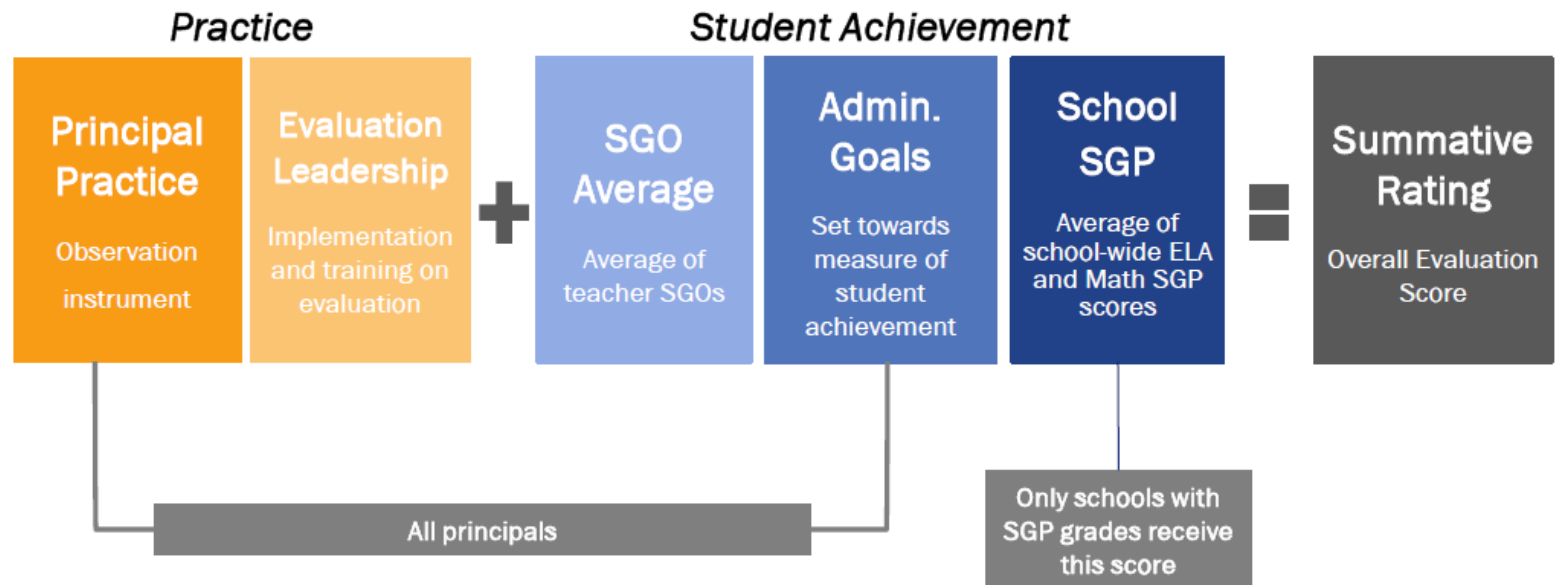
M*



AchieveNJ: Improved Evaluation of Assistant Principals



Multiple Measures for Assistant Principals



Assistant Principal Practice Requirements

- 2 observations for tenured principals, 3 for non-tenured.
- Observations may be completed using a variety of information sources.
- Observations conducted with lens of principal practice instrument, which is locally-adopted, and may include:
 - School walk-through
 - Case studies
 - Observation of staff meeting, school assembly
 - Parent conference observation
 - Teacher conference observation



Evaluation Leadership

Principals are rated on their effectiveness in implementing the new evaluation system at the school level, using a state rubric:

Domain 1: Building Knowledge and Collaboration	Domain 2: Executing the Evaluation System Successfully
Component 1a: Preparing teachers for success Component 1b: Building collaboration	Component 2a: Fulfilling requirements of the evaluation system Component 2b: Providing feedback, coaching, and planning for growth Component 2c: Ensuring reliable, valid observation results Component 2d: Ensuring high-quality SGOs



Practice

Leadership



SGO
Average

Admin. Goals

School
SGP



Summative

PRINCIPALS: EVALUATION LEADERSHIP

SGO Average for Assistant Principals

Principals are rated on how well their teachers do on their SGOs each year through a calculated average of teachers' aggregate scores.

Number of SGOs in School	SGO Score	Aggregate for School
2	1	2
8	2	16
14	3	42
4	4	16
28	Total Score:	76

SGO Average for Principal:
 $76/28 = 2.71$

#SGOs x Individual Score = Aggregate for School



PRINCIPALS: AVERAGE SGO

Assistant Principal Goals

- In consultation with the superintendent, a principal sets **achievement goals for the students in his/her building (Administrator Goals)**.
 - Advanced Placement scores
 - SAT, ACT scores
 - College acceptance rates
 - HSPA scores
 - Annual measurable objectives (AMOs)
 - Graduation rates (in schools under 80 percent)
 - Nationally norm-referenced tests



SGPs for Assistant Principals

- Principals will be broken into 3 categories:
 - **Multi-Grade SGP Schools:** 2 or more SGP grades in school
 - **Single-Grade SGP Schools:** 1 SGP grade in school
 - **Non-SGP Schools:** No SGP grades in school



Weights for Assistant Principals

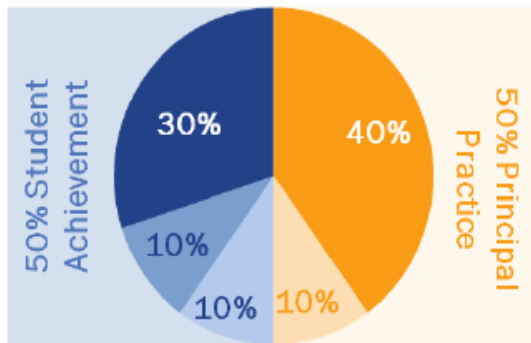
Components		Multi-Grade SGP Schools	Non-SGP Schools	Single Grade SGP Schools
Inputs	Principal Practice Instrument	40%	40%	40%
	Evaluation Leadership	10%	10%	10%
Student/ Teacher Outcomes	SGO Average	10%	10%	10%
	School SGP	30%	0%	20%
	Principal Goals	10%	40%	20%
	Total Percentage	100%	100%	100%

Shaded percentages are the same across all principal types.

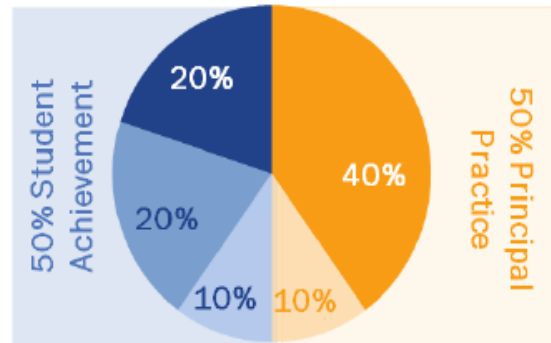


Weights for Assistant Principals

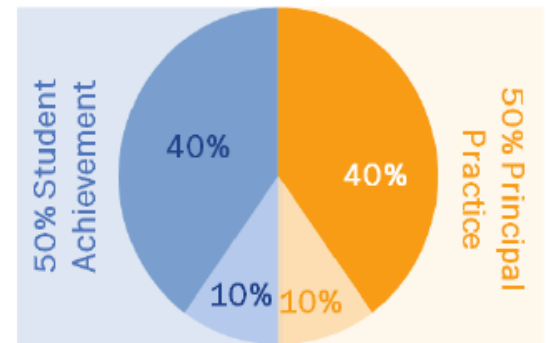
Multi-Grade
SGP AP/VP



Single-Grade
SGP AP/VP



Non-SGP AP/VP



Assistant Principal's Summative Ratings

Component	Raw Score (1–4 Scale)	Weight	Weighted Score
Principal Practice	3.4	x40%	1.36
Evaluation Leadership	3.0	x10%	.30
Student Growth Percentile	3.1	x 30%	.93
Student Growth Objective	3.7	x 10%	.37
Administrator Goals	3.6	x 10%	.36
Sum of the Weighted Scores			3.32

This is a sample scale. The NJDOE will determine the actual scale prior to September 2013.





FIND OUT MORE:

www.nj.gov/education/AchieveNJ
educatorevaluation@doe.state.nj.us
609-777-3788