



STATE OF NEW JERSEY

# DEPARTMENT OF EDUCATION

A Memo from the New Jersey Department of Education

Date: September 21, 2020  
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: Diana M. Pasculli, Acting Assistant Commissioner  
Division of Academics and Performance

## Department Releases 2020-2021 Educator Evaluation Guidance

The New Jersey Department of Education (NJDOE) is committed to an evaluation system that is comprehensive and equitable for all New Jersey educators. This commitment includes providing guidance reflective of the understanding that effective evaluation systems are designed to support teachers and school leaders in improving their practices and building upon their strengths. Today, the NJDOE is releasing the [Educator Evaluation Guidance for School Year 2020-21](#).

Please note the following highlights:

- 1) Traditional in-class observations remain the required method for evaluating in-class, in-person instruction. This includes hybrid models in which teachers are teaching in-class, in-person with students. However, if instruction is not occurring in-class or in-person, the **portfolio process** may be utilized for teachers.
- 2) For 2020-2021, the student achievement component of AchieveNJ for teachers will be satisfied solely by Student Growth Objectives (SGOs). Recommendations on SGO development are included in the guidance and largely follow previously published best practices.

### Other Key items

- 1) All teachers, principals, assistant/vice principals, 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, 2020**.
- 2) On August 28, 2020 the NJDOE released [component weights](#) for the 2020-2021 school year.
- 3) [SGOs](#), [Administrator Goals](#), [Professional Development Plans \(PDPs\)](#), and [Corrective Action Plans \(CAPs\)](#) must be in place by **October 31, 2020**.
- 4) For staff hired during the 2020-2021 school year, PDPs must be developed within 30 instructional days of the staff member's first official day in the district.

The NJDOE would like to thank the teachers, principals, district-level staff, and superintendents across the state who contributed to the development of this guidance.

### Contact Information

Please contact [edueval@doe.nj.gov](mailto:edueval@doe.nj.gov) for continued support throughout the school year.

c: Members, State Board of Education  
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