

AchieveNJ: Student Growth Objectives in 2013-14

What Are Student Growth Objectives (SGOs)?

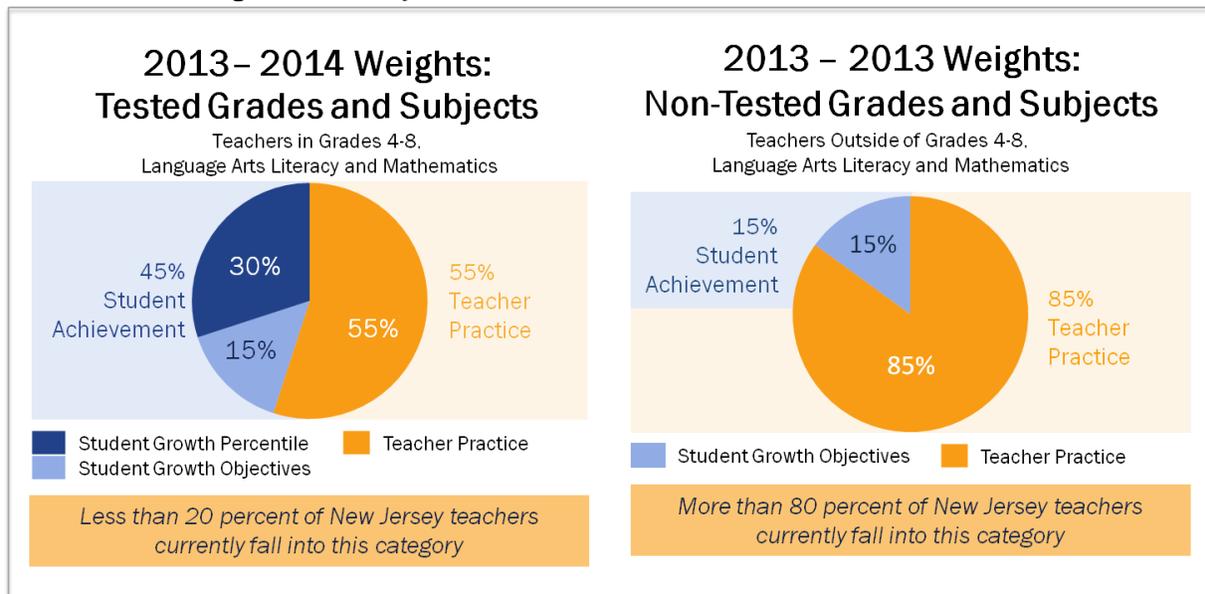
Student Growth Objectives (SGOs) are academic goals for groups of students that are aligned to state standards and can be tracked using objective measures. As part of the student achievement component of evaluation under **AchieveNJ**, each teacher sets SGOs with input and approval from his or her principal or supervisor at the start of the year. Specifically, teachers and principals/supervisors are expected to collaborate around the instructional content that will be covered and the skills and knowledge that will be measured. Principals are held accountable in their own evaluations for how well they help teachers with this process and for the degree to which SGOs are met by the teachers in their school. SGOs should be developed using available student data and created to be ambitious but achievable.

SGO Requirements

Teachers may set goals for all of their students or for specific subgroups of students, such as students with disabilities, English language learners, or those performing below proficiency. The goals may be based on a comprehensive set of academic standards or one or more specific standards.

The number of required SGOs varies depending upon the grade(s) and subject area(s) taught:

- Teachers of grades and subjects that are tested on the NJ ASK must create **one or two** SGOs.
- Teachers of non-tested grades and subjects must create **two** SGOs.



The use of SGOs ensures that teachers are held accountable for more than one objective measure of student progress, rather than a single measure. In 2013-14, SGO scores will account for 15 percent of every teacher's evaluation. Percentages may change in future years as the system evolves and educators share feedback.

Key Steps and Timeline for Teachers

In setting SGOs, teachers should take the following steps:

1. Choose or develop a quality measurement tool (examples below) that is aligned to applicable standards in September.
2. Determine students' starting points in September - October.
3. With supervisor input and approval, set ambitious yet achievable student learning goals by Nov. 15, 2013; by Oct. 15 in all subsequent years.
4. Track progress, refine instruction accordingly, make adjustments to SGOs with your supervisor approval's by Feb. 15.
5. Review results and SGO scores and discuss them with your supervisor by the end of the school year.

Types and Examples of SGOs

The following chart depicts various kinds of SGOs and provides definitions and examples:

Type of SGO	Definition	Examples
General	Focused on the teacher's entire student population for a given course. Includes large proportion of curriculum.	Covers all of the students in a teacher's Algebra I classes and most of the Algebra I course.
Specific – student group	Focused on a subgroup of students that need specific support.	Covers a group of students that scored below 45 percent on the pre-test.
Specific – content/skill	Focused on specific skills or content that students must master.	Students will all master 80 percent of the New Jersey Common Core State Standards related to Quadratic Functions and Modeling.

Measurement Tools and SGO Scores

Assessments used to track progress on SGOs can include national standardized tests; statewide assessments; or locally-developed measures such as tests, portfolios, etc. (the use of the New Jersey Assessment of Skills and Knowledge (NJ ASK) for SGOs is prohibited for teachers who will also receive SGP scores based on those tests). By zeroing in on desired student outcomes, educators can work in a focused way toward raising student achievement levels in New Jersey schools. The following chart shows examples of assessments that could be used for SGO purposes:

Traditional Assessments	Portfolio Assessments
<ul style="list-style-type: none"> National norm-referenced tests (e.g., Advanced Placement exams, DIBELS) State-developed tests (e.g., biology end-of-course exam) District-developed tests (e.g., final exams, benchmark tests) 	<ul style="list-style-type: none"> Gold® (pre-K, K) Writing and reflection samples (ELA) Laboratory research notebook (sciences) Student project-based assessments (all subjects) Portfolio of student work (art, photography, graphic design, etc.) Log/comparison of workouts (physical education)

SGO scores are assigned based on the results of these assessments, and are translated to a four-point scale as depicted in the examples below:

Sample SGO: 2nd Grade Reading

Goal	All students increase at least one proficiency level on the Text Reading and Comprehension (TRC) assessment.			
Measuring Progress	For a teacher to earn a rating of ...			
	4	3	2	1
	90% or more students must meet the goal	80% or more students must meet the goal	70% or more students must meet the goal	Less than 70% of students meet the goal

Sample SGO: 8th Grade Visual Arts

Goal	All students will increase 1 proficiency level on a district created portfolio rubric that measures their ability to draw from direct observations.			
Measuring Progress	For a teacher to earn a rating of ...			
	4	3	2	1
	85% or more students must meet the goal	75% or more students must meet the goal	65% or more students must meet the goal	Less than 65% of students meet the goal

The Opportunity

After years of research and piloting, we are moving as a state from compliance-based, low-impact, and mostly perfunctory evaluations to focus on educators as career professionals who receive meaningful feedback and opportunities for growth. You can learn more about the new system and share your feedback by:

- Contacting your school and district administration to ask about your School Improvement Panel and District Evaluation Advisory Committee, which include teachers.
- Visiting the [AchieveNJ](http://www.nj.gov/education/AchieveNJ) website at www.nj.gov/education/AchieveNJ.
- E-mailing educatorevaluation@doe.state.nj.us, or calling the [AchieveNJ](http://www.nj.gov/education/AchieveNJ) Help Line at 609-777-3788.