

SY 2024-2025 SGOs (P.L.2024, c.14) Frequently Asked Questions

SY 2024-2025 Student Growth Objectives (SGO)

- 1) I am a tenured teacher working in a public school district. Am I required to develop and complete SGOs for the 2024-2025 school year?
 - No. The law not only does not require, but in fact prohibits, you from developing and completing new SGOs. Instead, your score from the 2023-2024 school year will be carried over to the 2024-2025 school year.
 - For example, if your final SGO score for 2023-2024 was a 3.25, then your final score for 2024-2025 will also be 3.25.
- 2) I am a tenured teacher who took a leave of absence during the 2023-2024 school year. Will I be required to develop and complete SGOs for the 2024-2025 school year?
 - No, in this case your score from the most recent year in which you completed SGOs will be used.
 - For example, if the most recent year you completed SGOs was 2022-2023, that is the year which will be used.
- 3) I am a non-tenured teacher; will I be required to develop and complete SGOs for the 2024-2025 school year?
 - Yes, any teacher in their first year of employment in a district, without a record of pre-existing SGOs, or any non-tenured teacher must develop and complete SGOs for the 2024-2025 school year.
- 4) I am a non-tenured teacher currently on a corrective action plan, will I be required to develop and complete SGOs for the 2024-2025 school year?
 - Yes. Non-tenured teachers must develop and complete new SGOs for the 2024-2025 school year.
- 5) I am a tenured teacher who has both observations complete, but I take a leave of absence and will not get to complete my summative conference. Will I receive a summative score since my SGO score from the previous year transfers?
 - No, you will not receive a summative score. The annual summary conference is a requirement. As stated in 6A:10-2.4(c) “the annual summary conference between designated supervisors and teaching staff members shall be held before the annual performance report is filed.”

- If your leave of absence is anticipated, the annual summary conference can be combined with the second post-observation conference. In this case, you could complete your year prior to your leave of absence occurring.
- 6) I am a tenured teacher in one of the following circumstances: my most recent SGO score was less than effective; I am on a corrective action plan; or I have changed grade bands or subjects since my most recently completed SGOs. Am I required or permitted to develop and complete new SGOs for the 2024-2025 school year?
- No. P.L.2024, c.14 states that tenured teachers “shall not collect new student growth objective data.” Therefore, tenured teachers must use their most recent SGO score for the 2024-2025 school year.
- 7) I am a tenured or non-tenured principal. Each year, part of my evaluation score is dependent upon the average of every teacher's SGO rating for the year in my school building. How will the law impact my rating?
- A principal's rating will still be partially based on the average of every teacher's SGO rating of the school they oversee. The average will result from a mixture of scores of nontenured staff who are required to set SGOs for 2024-2025, as well as tenured staff for whom their most recent year in which they completed SGOs will be used.
- 8) I am a tenured or non-tenured principal. Part of my summative rating each year is made up of administrative goals that I develop and complete. These measure student achievement. Will I be required to complete them for the 2024-2025 school year?
- The law states that “teachers shall not collect new student growth objective data.” Administrator goals are based on student growth and/or achievement, but they are not student growth objective data. Therefore, administrator goals are required for the 2024-2025 school year.
 - Administrator goals for the 2024-2025 school year cannot be measured using “student growth objective data.”
- 9) I am an Other Certificated Staff Member (OCS). In my role, I am not required by law to complete SGOs. However, districts have the option of requiring SGOs locally. My district has always assigned them. Can my district require me to complete SGOs?
- The law only applies to teachers. Therefore, it is up to local district discretion whether to require OCSs to complete SGOs.

10) Will these rules stay in place beyond the 2024-2025 school year?

- The law's provisions regarding SGO development only apply to the 2024-2025 school year.