

**Kathryn Dawes, Teacher, Byram Hills School District**

"My growth score has ineffective on my state tests despite most of my students getting 3&4s each year. I am concerned I will lose my job simply because my students did too well the year before. No one can tell me what my students actually have to get to be effective or highly effective. I am concerned it had to be over 100% and unattainable."