



STATE OF NEW JERSEY

# DEPARTMENT OF EDUCATION

A Memo from the New Jersey Department of Education

Date: November 5, 2025  
To: Local Educational Agency Leads  
Route To: Principals and School Leads, School Business Administrators,  
Web User Administrators  
From: Kathy Ehling, Assistant Commissioner  
Division of Educational Services  
Deadline: November 21, 2025

## 2025 Every Student Succeeds Act (ESSA) Profiles – Embargoed Review Period

The Every Student Succeeds Act (ESSA) accountability system was designed, in consultation with stakeholders and detailed in New Jersey’s approved [ESSA State Plan](#), to assist schools and local educational agencies (LEAs) in preparing students for postsecondary success. An overview of the 2024-2025 accountability process was outlined in a [broadcast dated October 15, 2025](#).

The purpose of this broadcast is to announce the opening of the embargo review period for LEA and school leads to access and review their 2025 ESSA Profiles. The profiles provide school-level and LEA-level data for each of New Jersey’s accountability indicators and show whether student groups met annual ESSA accountability targets and standards.

### Accessing and Using the ESSA Profiles

The 2025 ESSA Profiles may be accessed through the [ESSA Data folder](#) in Homeroom. LEA and school administrators will need to log into this folder to access the profiles. All information contained in the 2025 ESSA Profiles is embargoed. Therefore, the information contained in the profiles may not be shared with the media or public until it is released by the New Jersey Department of Education (NJDOE) through the 2024-2025 School Performance Reports.

The ESSA Profiles allow LEAs to compare performance across schools in a district, review performance relative to annual targets and standards, and compare performance to the prior year. Instructions for how to navigate, understand, and download a profile are available by clicking “Overview” from the navigation menu and then selecting “Instructions”. Information will also be available in the ESSA Profiles Companion Guide, which is available in Homeroom. The ESSA Profiles Companion Guide provides detailed information about how the ESSA accountability indicators are calculated and how the annual targets were determined.

### Student-Level Data Spreadsheets

The NJDOE has provided student-level data for the academic achievement, academic progress, progress toward English language proficiency (ELP), graduation, and school quality indicators. These spreadsheets also can be found in the same NJDOE Homeroom folder as the profiles, the [ESSA Data folder](#). LEAs and school administrators will have access to four spreadsheets: one for assessment and student growth data, one for Progress toward ELP student-level data, one for graduation and persistence data, and one for chronic absenteeism data. There are also glossaries available that explain the data included in each file.

Additionally, LEAs can review graduation data through NJSLEDS using the new graduation reports. The *Graduation Student Report* allows LEAs to review student-level graduation cohort data. The *Graduation Cohort Profile* shows aggregated graduation cohort data, which includes state and federal graduation rates and the percentage of students in each cohort category. For ESSA accountability, prior year graduation rates are used, so for the 2024-2025 accountability process, LEAs should review official 4-year rates for Cohort 2024, official 5-year rates for Cohort 2023, and official 6-year rates for Cohort 2022. When running the reports, LEAs should make sure to filter for accountable schools and review the federal graduation rates. Please note that the graduation data reflects graduation rates as of December 2024, when graduation appeals decisions were finalized.

**Reviewing ESSA Accountability Profiles**

It is critical for LEA and school leadership and data teams to review the ESSA Profiles to understand the data that will be used for 2024-2025 ESSA accountability determinations and reported in the 2024-2025 School Performance Reports. LEAs may use the appeals process, detailed below, to correct certain types of errors in the data.

The profiles enable educators to review progress towards meeting the intent of ESSA, which is to close educational performance gaps between student groups. The overview table is a convenient starting point to determine potential areas and student groups in need of intervention and support. Leadership may want to conduct a root cause analysis to determine why some student groups met fewer annual targets than others.

To support the understanding of the indicators and the calculations used in developing this year’s profiles, the NJDOE has prepared the ESSA Profiles Companion Guide that is available within the NJDOE Homeroom ESSA page. For each accountability indicator, the Companion Guide includes a definition, the purpose of the indicator, a description of the calculation along with examples, and any applicable targets and long-term goals required by ESSA.

**Appeals**

LEA administrators may file an appeal if an error is identified and documented in the NJDOE’s calculation of performance on any accountability indicators. Appeals may be filed if a review of the student-level data suggests that a student was included in or excluded from calculations in error.

For the graduation indicators in the 2025 ESSA Profiles, the NJDOE used the Cohort 2024 four-year rate, Cohort 2023 five-year rate, and the Cohort 2022 six-year rates that were finalized in fall 2024. If an LEA has an approved appeal from the 2025 NJSLEDS Graduation Appeals process that impacts the prior year’s four-year, five-year, and six-year rates, the LEA may file an appeal to have the NJDOE update the data used for the 2024-2025 accountability process with the approved appeal information.

Please be aware that the NJDOE includes grade 12 students who did not meet the federal high school mathematics testing requirements in high school as non-participants in the participation calculation. The NJDOE used NJ SMART data from the SID Management Federal High School Math Testing Requirement field, as well as historical assessment and NJ SMART Course Roster data, to identify these students. These students will be included in the student-level assessment file included in the NJDOE Homeroom ESSA data folder. If an LEA files an appeal related to the student-level data, documentation should be submitted that a student took the required high school mathematics assessment while in high school.

The NJDOE may have also excluded certain high school mathematics assessment records if students have already been included in high school assessment results in prior years or if it is determined that students were not required to take the assessment in the given year. LEAs can review students who were excluded in the student-level assessment file on a separate tab labeled “Excluded.” The reason why students were not included in the assessment data used for ESSA accountability purposes is provided in the file. If an LEA believes a student was excluded in error, or that other students should have been excluded, the LEA can file an appeal to request a review.

The NJDOE will only accept appeals for calculation of data and include/exclude decisions, not appeals of the LEA-submitted data used to calculate the accountability outcomes (e.g., chronic absenteeism, graduation rate data, final district assessment data). Appeals to amend LEA-submitted data used in the accountability calculations will not be considered as the deadlines to review and correct data have passed.

A link to an appeals form will be available in the NJDOE Homeroom ESSA folder. LEAs should submit separate appeals for each issue identified and upload any supporting documentation using the upload feature in NJDOE Homeroom. Appeals must be submitted by 5:00 p.m. on November 21, 2025.

**Contact information and Office Hours**

For any questions after reviewing the profiles, the student-level data, and the Companion Guide, please contact the NJDOE’s Office of Performance Management at [performancemanagement@doe.nj.gov](mailto:performancemanagement@doe.nj.gov).

The NJDOE will be holding two office hours sessions to give LEAs the opportunity to ask questions about the data in the ESSA Profiles and about the accountability process in general. The first session will be on Wednesday, November 12 from 1:30 to 2:30 p.m. and the second session will be Monday, November 17 from 1:30 to 2:30 p.m. Register for the [November 12 session here](#) and the [November 17 session here](#). If you aren’t available for these sessions and/or would like to set up time to discuss data for your individual LEA, please reach out to [performancemanagement@doe.nj.gov](mailto:performancemanagement@doe.nj.gov).

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