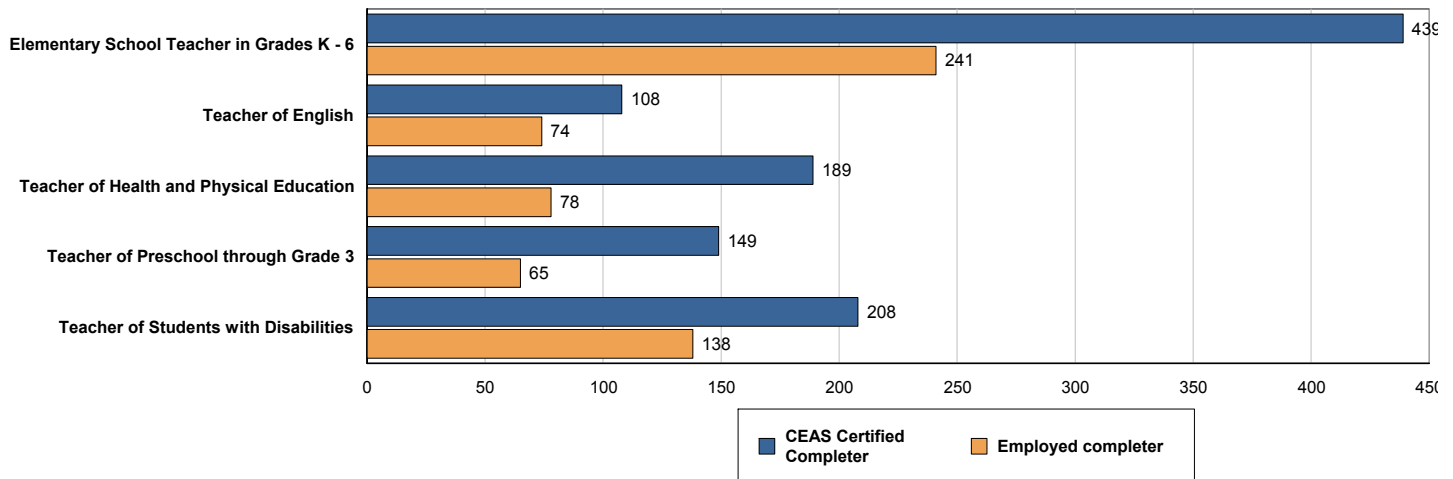


## Montclair State University Cohort Profile

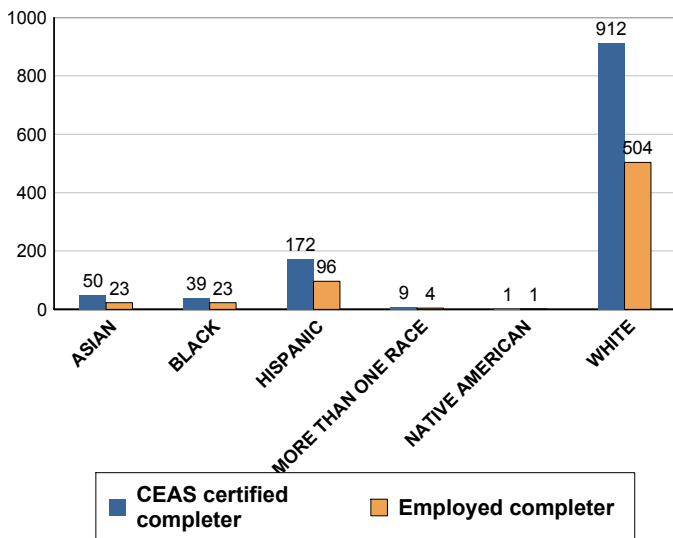
This report includes data that the Department of Education has synthesized from multiple sources: NJSmart, TCIS, NJSure and other existing data collections. The individuals identified in this report as 'CEAS certified completer' were certified in 11-12 and 12-13 with a certificate of eligibility with advanced standing (CEAS). The individuals identified in this report as 'Employed completer' were hired in a New Jersey Public School as of October 15, 2014. Each of the following graphics and tables reference their data source with a 1, 2, 3, or 4. For more details, see footnotes and an additional data explanation on the last page.

NJ public school employed completers in 14-15 SY	701	= 54 %
CEAS-certified completers in 11-12 and 12-13	1,303	

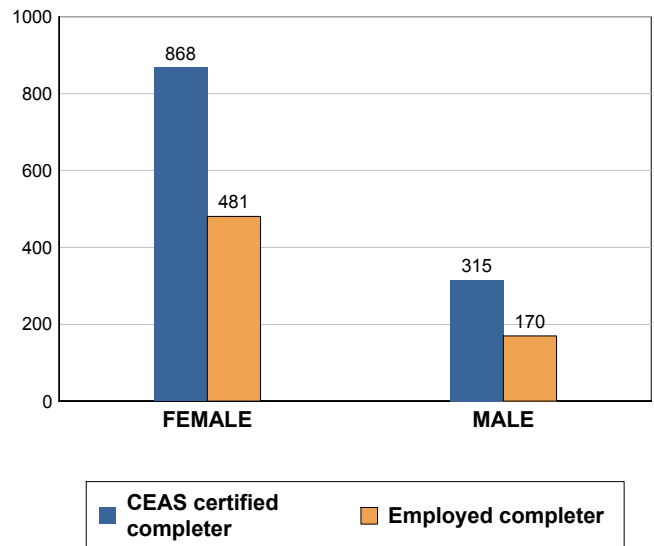
### EPP's 5 Largest Programs (1,2)



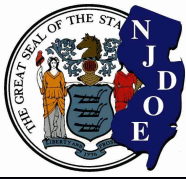
### Race (2,3)



### Gender (2,3)



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## Novice New Jersey Public School Teachers Profile

The following tables capture information about the public schools in New Jersey where this EPP's employed completers were hired as of October 15, 2014. The 'School Classification' table refers to our reward and priority schools. The 'Classroom Assignment: Teacher Shortage' table refers to individuals that obtained an endorsement in a teacher shortage area and are also employed in a teacher shortage position. 'District Factor Group (DFG)' refers to the grouping of similar school districts by socio-economic level. 'Compensation' refers to the average of all starting salaries of this EPP's employed completers in New Jersey Public Schools regionally.

DFG: <http://www.state.nj.us/education/finance/rda/dfg.shtml>

Priority/Focus: <http://www.state.nj.us/education/rac/schools/>

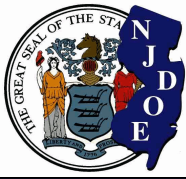
School Classification (2)			
	Employed as of October 15, 2014	Percentage Employed as teachers	Percentage Employed Statewide
Priority Schools	13	2 %	2 %
Focus Schools	104	15 %	11 %
Reward Schools	15	2 %	1 %
Not Classified	585	82 %	86 %

Classroom Assignment: Teacher Shortage Area (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2014	Employed in Teacher Shortage Area
Teacher Shortage Area	372	260	176
Non-Teacher Shortage Area	931	441	

District Factor Group (DFG) (2)			
	Employed as of October 15, 2014	Percentage Employed as teachers	Percentage Employed Statewide
A	138	19%	14%
B	63	9%	10%
CD	50	7%	8%
DE	66	9%	12%
FG	72	10%	12%
GH	102	14%	13%
I	134	19%	18%
J	26	4%	3%
Charter	46	6%	5%
Vocational	20	3%	4%

Compensation (2)		
	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 52,260	492
All Employed teachers in Central region	\$ 53,142	142
All Employed teachers in South region	\$ 51,896	15
All Employed teachers	\$ 52,225	694

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 2 NJSMArt  
 3 NJSURE  
 4 Non-submitter to NJSURE



## Novice New Jersey Public School Teachers Profile, cont'd

The 'Persistence' chart and table below shows how many employed completers were hired in New Jersey Public Schools in the 13-14 SY and were still working in a New Jersey Public School in the 14-15 SY. Additionally, the tables below capture endorsement information about this EPP's CEAS certified candidates that were hired in New Jersey public schools.

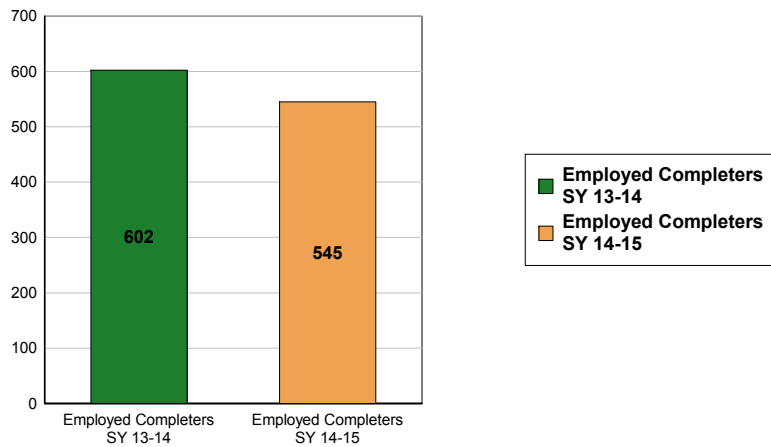
### Number Of Endorsements Obtained and Employment (1,2)

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2014	Percent employed as teachers
One Endorsement	1,072	542	51%
Two Endorsements	186	121	65%
Three or More Endorsements	45	38	84%

### Cummulative GPA (3)

	Individuals obtaining NJ CEAS
Median GPA	3.65

### Persistence (2)

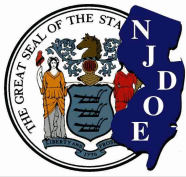


### Persistence

### Percent

Continued Employment In NJ in 14-15	90.5 %
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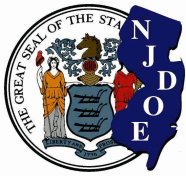
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The tables on the following pages capture additional endorsement information about this EPP's CEAS certified candidates  
 and where applicable employment data for those that were hired as of October 15, 2014.

Praxis II Results: Average Scaled Score (1)			
	Praxis II Test	Average Scaled Score	State Average Scaled Score
Elementary School Teacher in Grades K - 6	Elementary Education Content Knowledge	169	176
Teacher of Art	Art: Content Knowledge	170	169
Teacher of Art	Art Content Knowledge	169	178
Teacher of Biological Science	General Science: Content Knowledge	166	164
Teacher of Biological Science	Biology: Content Knowledge	166	166
Teacher of English	English Language, Literature and Composition Content Knowledge	191	184
Teacher of Health and Physical Education	Health & Physical Education: Content Knowledge	161	167
Teacher of Health and Physical Education	Physical Education: Content Knowledge	152	153
Teacher of Mathematics	Mathematics: Content Knowledge	153	153
Teacher of Music	Music: Content Knowledge	169	174
Teacher of Physical Education	Physical Education: Content Knowledge	160	160
Teacher of Preschool through Grade 3	Early Childhood: Content Knowledge	175	175

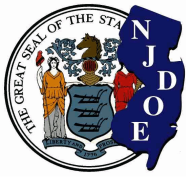
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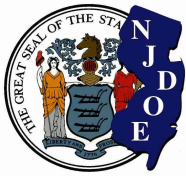
Teacher of Social Studies	Social Studies: Content Knowledge	169	172
Teacher of Spanish	Spanish: World Language	183	181

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Certification Endorsement Area and Employment (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2014	Percent employed as teachers
Dance	8	1	13%
Elementary School Teacher in Grades K - 6	439	241	55%
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	1	1	100%
Teacher of Art	70	30	43%
Teacher of Biological Science	26	25	96%
Teacher of Earth Science	8	5	63%
Teacher of English	108	74	69%
Teacher of English as a Second Language	33	22	67%
Teacher of French	6	4	67%
Teacher of Health and Physical Education	189	78	41%
Teacher of Italian	6	6	100%
Teacher of Mathematics	68	49	72%
Teacher of Music	77	41	53%
Teacher of Physical Education	19	12	63%
Teacher of Physics	6	5	83%
Teacher of Preschool through Grade 3	149	65	44%

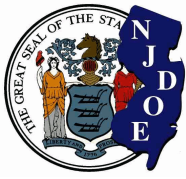
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Teacher of Social Studies	57	36	63%
Teacher of Spanish	13	11	85%
Teacher of Students with Disabilities	208	138	66%

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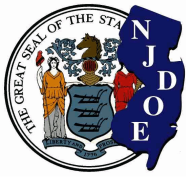
Transfer Student (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2014	Percent employed as teachers
Reported as transfered	375	190	51 %

State of Residence, Certification (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2014	Percent employed as teachers
Reported as Out of State while enrolled in program	109	61	56 %

Area of Study (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2014	Percent employed as teachers
Foreign Languages, Literacy, and Linguistics	33	26	79 %
Education	571	322	56 %
History.	50	31	62 %
Social Sciences	6	3	50 %
Visual and Performing Arts	122	56	46 %
Mathematics and Statistics	50	35	70 %
Physical Sciences	8	7	88 %
Biological and Biomedical Sciences	7	6	86 %
Family and Consumer Sciences/Human Sciences	295	126	43 %
English Language and Literature/Letters	83	53	64 %
Psychology	21	12	57 %

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 2 NJSMArt  
 3 NJSURE  
 4 Non-submitter to NJSURE





Classroom Assignment: Content Area (1,2)		
	Employed as of October 15th, 2014	Percent employed as teachers
Special Ed	69	10 %
Health and Physical Education	92	13 %
Fine and Performing Arts	71	10 %
Social Sciences and History	39	6 %
Bilingual/Bicultural	5	1 %
Foreign Language and Literature	22	3 %
Life and Physical Sciences	35	5 %
Math	56	8 %
other	6	1 %
Early Childhood Education(PK-K)	48	7 %
English Language and Literacy	75	11 %
Elementary Generalist	164	24 %
ESL	15	2 %

**Data Source Notes:** Certification data is submitted to the NJDOE by EPPs and gathered from the NJ Department of Education’s Teacher Certification Information System (TCIS) and is verified by the EPPs prior to publication of the EPPARs. Employment data is submitted to the NJDOE by school districts and gathered from New Jersey’s student- and staff-level Standards Measurement and Resource for Teaching data system (NJSMART). Higher Education data is submitted to the NJDOE by Institutes of Higher Education and collected from the Office of the Secretary of Higher Education's Student Unit Record system (NJSURE). Not all Institutes of Higher Education are required to submit data to the NJSURE database. Non-submitters have been noted accordingly. For compensation data, North Region includes: Bergen, Essex, Hudson, Morris, Passaic, Sussex, and Warren Counties. Central Region includes: Hunterdon, Mercer, Middlesex, Monmouth, Somerset, and Union Counties. South Region includes: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, and Salem Counties. Suppression rules have been applied Praxis II data.

Any questions or inquiries regarding the validity of the data contained in this report, please email

[rpr@doe.state.nj.us](mailto:rpr@doe.state.nj.us)

1 TCIS  
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