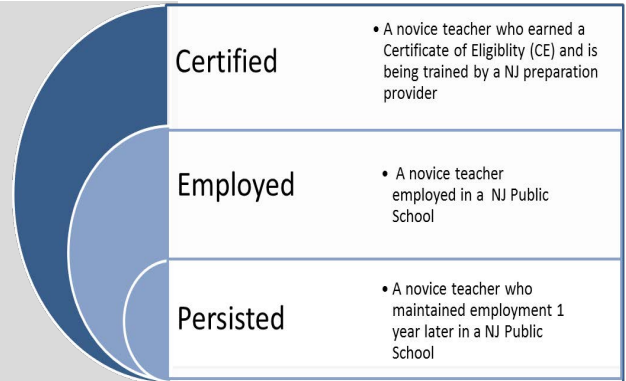


New Jersey CE Statewide Profile

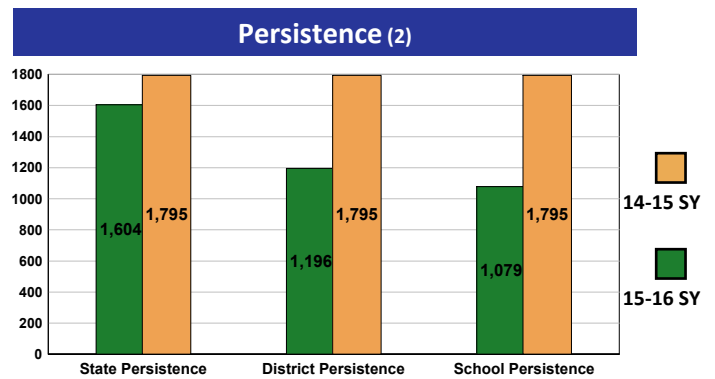
The goal of this report is to share the available state data on novice teachers that recently earned a New Jersey instructional certificate. The visual to the right describes the categories of information shared based upon data available. To create the report, the NJ Department of Education has synthesized the data from multiple sources: NJSmart, TCIS, NJSure and other state data collections. The base of the report is a **1 year cohort of teachers who were certified in 13-14 with a CE; employed in the 2015-2016 SY in a New Jersey public school as of October 15, 2015.** Throughout the report, the graphics and tables reference their data source with a 1, 2, 3, or 4. For additional details see footnotes and a data explanation on the last page.



	CE 2016	CEAS 2016
Employed certified completer in 15-16 SY	1,846	59 %
CE certified completer in 13-14	3,132	
		65 %

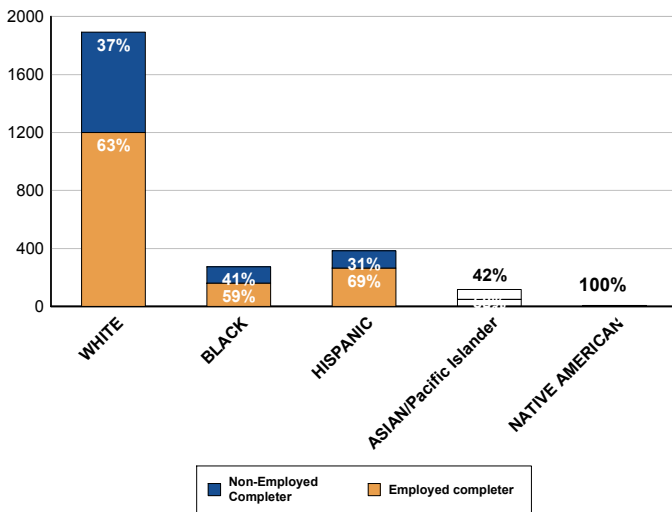
	CE 2015	CEAS 2015
Employed certified completer in 14-15SY	1,206	37 %
CE certified completer in 12-13	3,244	
		56 %

The 1 year persistence count for the 14-15 SY is derived from the 12-13 and 13-14 certified completers

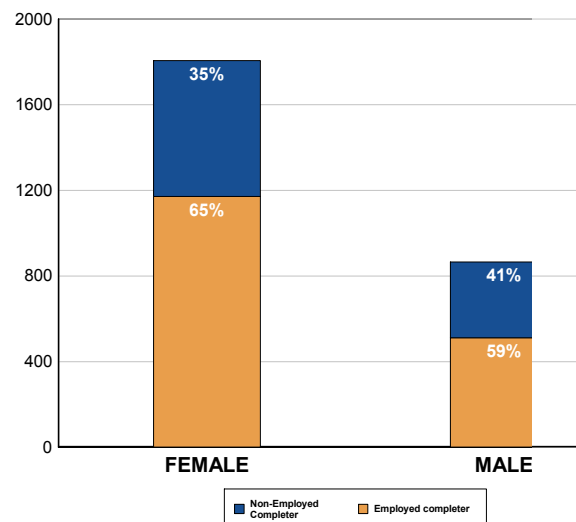


Persistence	Percent
Persisted In State in 15-16	89.4%
Persisted In District in 15-16	66.6 %
Persisted In School in 15-16	60.1 %

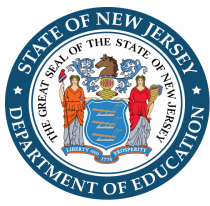
Race (2,3)



Gender (2,3)



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Novice New Jersey Public School Teachers Profile

The following tables capture information about where this cohort of New Jersey public school employed completers were hired as of October 15, 2015. The 'School Classification' table refers to our reward and priority schools. The 'Classroom Assignment: Teacher Shortage' table refers to individuals who obtained an endorsement in a teacher shortage area and are employed in a teacher shortage position. 'District Factor Group (DFG)' refers to the grouping of similar districts by socio-economic level. 'Compensation' refers to the average of all starting salaries of this cohort's public school employed completers by region.

School Classification (2)		
	Employed as of October 15, 2015	Percentage Employed as Teachers
Priority Schools	76	4 %
Focus Schools	218	12 %
Reward Schools	38	2 %
Not Classified	1,531	82 %

Classroom Assignment: Teacher Shortage Area (1,2)			
	Individuals obtaining NJ CE	Employed as of October 15, 2015	Employed in Teacher Shortage Area
Teacher Shortage Area	1,702	1,149	619
Non-Teacher Shortage Area	1,430	697	

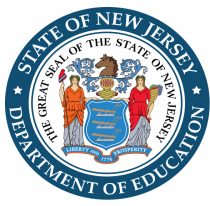
Both the School Classification Table and DFG table, may include multiple locations of employment.

District Factor Group (DFG) (2)		
	Employed as of October 15, 2015	Percentage Employed as Teachers
A*	477	26 %
B	182	10 %
CD	153	8 %
DE	171	9 %
FG	115	6 %
GH	167	9 %
I	211	11 %
J	28	2 %
Charter	140	8 %
Vocational	219	12 %

Compensation (2)		
	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 53,043	751
All Employed teachers in Central region	\$ 54,755	426
All Employed teachers in South region	\$ 51,960	421

*DFG A is a New Jersey geographic teacher shortage area

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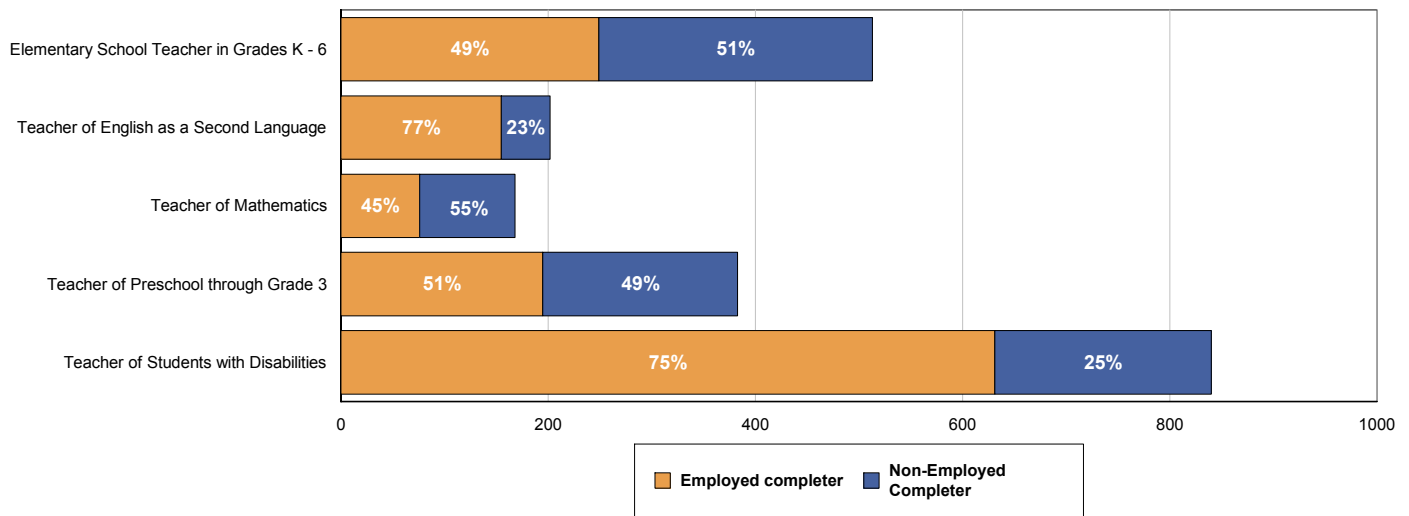
Novice New Jersey Public School Teachers Profile, cont'd

The following tables capture information about this cohort of certified completers. The 'Number of Endorsements' table shows the hire rates for completers with multiple endorsements. The 'Cumulative GPA' is the median GPA for all certified completers. The 'Largest Endorsements' is a chart capturing the most prevalent endorsements earned by certified completers within this cohort and their hire rate.

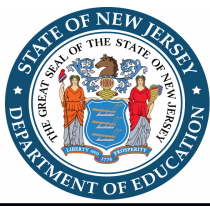
Number Of Endorsements Obtained and Employment (1,2)			
	Individuals obtaining NJ CE	Individuals employed as teachers	Percent employed as teachers
One Endorsement	2,773	1,607	58%
Two Endorsements	325	210	65%
Three or More Endorsements	46	29	63%

Cumulative GPA (4)	
	Individuals obtaining NJ CE
Median GPA	

Largest Endorsements (1,2)



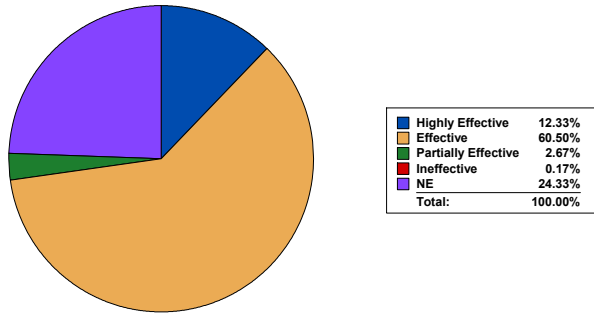
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Novice New Jersey Public School Teachers Profile, cont'd

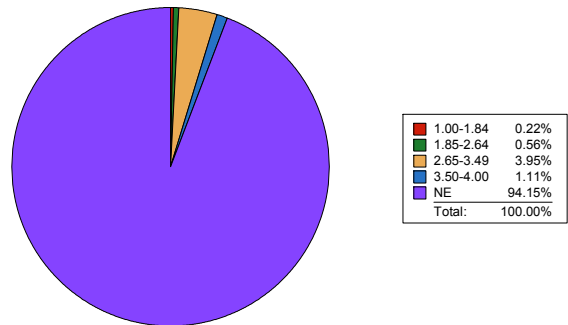
The charts and tables below capture AchieveNJ evaluation data for this cohort of employed completers evaluated in a New Jersey Public School during the 14-15 SY. **There were 1795 individuals from this cohort** who were employed in the 14-15 SY and some individuals may have worked in multiple locations. The 'Evaluation' chart and table represents this cohort's employed completer's available summative evaluation rating. NE means 'not evaluated'. For further description about Evaluation tables please see the last page.

Evaluation : Summative Rating (2)



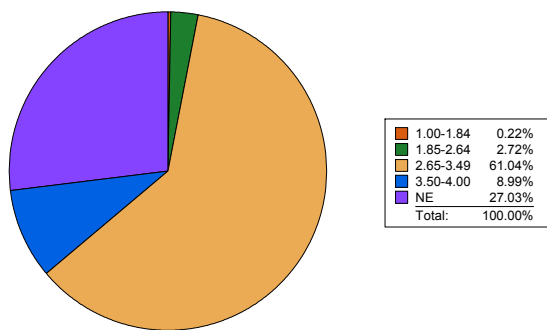
Summative Rating	Individuals evaluated in 14-15 SY
Highly Effective	222.00
Effective	1,089.00
Partially Effective	48.00
Ineffective	3.00
NE	438.00

Evaluation : Teacher SGP Score (2)



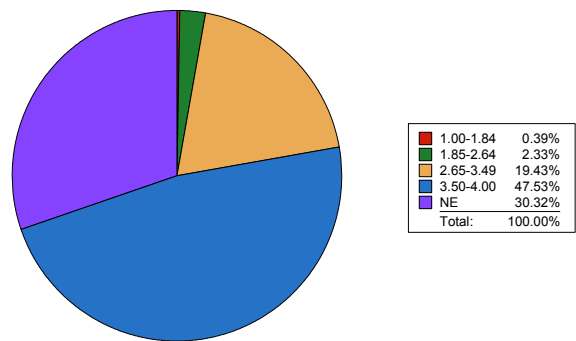
TeacherSGP Score	Individuals evaluated in 14-15 SY
1.00-1.84	4.00
1.85-2.64	10.00
2.65-3.49	71.00
3.50-4.00	20.00
NE	1,691.00

Evaluation : Teacher Practice Score (2)



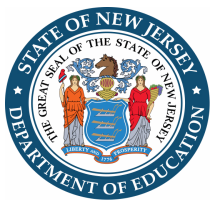
Teacher Practice Score	Individuals evaluated in 14-15 SY
1.00-1.84	4.00
1.85-2.64	49.00
2.65-3.49	1,100.00
3.50-4.00	162.00
NE	487.00

Evaluation : Teacher SGO Score (2)



TeacherSGO Score	Individuals evaluated in 14-15 SY
1.00-1.84	7.00
1.85-2.64	42.00
2.65-3.49	350.00
3.50-4.00	856.00
NE	546.00

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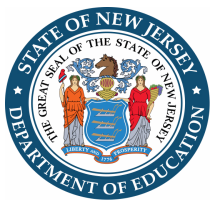
Novice New Jersey Public School Teachers Profile, cont'd

The tables on the remaining pages capture additional certification information about this cohort's certified completers and where applicable employment data for those individuals that were hired as of October 15, 2015. The Praxis II table has a suppression of 10. If there are multiple tests listed, that means there are 2 ways candidates may take the exam (paper or computer).

Praxis II Results: Average Scaled Score (1)

Praxis II Test	Test Cut Score	CE Average Scaled Score	CEAS Average Scaled Score
Art: Content Knowledge	158	174	168
Art: Content Knowledge	158	170	168
Biology: Content Knowledge	152	172	165
Biology: Content Knowledge	152	168	165
Business Education	580	638	-
Business Education	154	177	179
Business Education: Content Knowledge	154	175	-
Chemistry: Content Knowledge	152	179	167
Chemistry: Content Knowledge	152	173	167
Early Childhood: Content Knowledge	159	173	174
Early Childhood: Content Knowledge	159	171	174
Elementary Education: Content Knowledge	141	167	163
Elementary Education: Content Knowledge	141	164	163
Elementary Education: Multiple Subjects Mathematics	164	179	177
Elementary Education: Multiple Subjects Reading Language Arts Subtest	165	184	181
Elementary Education: Multiple Subjects Science	159	180	172
Elementary Education: Multiple Subjects Social Studies	155	178	169
English Language, Literature, and Composition: Content Knowledge	162	178	173

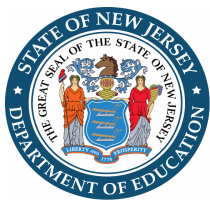
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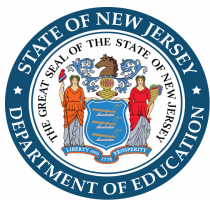
English Language, Literature, and Composition: Content Knowledge	162	184	173
Family & Consumer Science	150	162	-
French: World Language	162	189	175
General Science: Content Knowledge	152	176	166
General Science: Content Knowledge	152	173	166
Health and Physical Education: Content Knowledge	151	163	162
Middle School English Language Arts	156	173	175
Middle School English Language Arts	156	177	175
Middle School Mathematics	165	171	176
Middle School Science	145	165	158
Middle School Social Studies	158	183	169
Middle School Social Studies	158	174	169
Music: Content Knowledge	153	166	168
Physics: Content Knowledge	141	161	155
Physics: Content Knowledge	141	177	155
Social Studies: Content Knowledge	157	173	172
Social Studies: Content Knowledge	157	171	172
Spanish: Content Knowledge	159	180	179
Spanish: World Language	168	183	180

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Certification Endorsement Area and Employment (1,2)			
	Individuals obtaining NJ CE	Individuals employed as teachers	Percent employed as teachers
Elementary School Teacher in Grades K - 6	513	248	48 %
Teacher of Supplemental Instruction: Reading and Mathematics, Grades K-8	13	7	54 %
Teacher of Preschool through Grade 3	383	195	51 %
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	103	52	50 %
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	57	38	67 %
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	31	16	52 %
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	46	33	72 %
Elementary School with Subject Matter Specialization: World Language/French in Grades 5 - 8	1	1	100 %
Elementary School with Subject Matter Specialization: World Language/Spanish in Grades 5 - 8	8	8	100 %
Teacher of Art	55	20	36 %
Teacher of Comprehensive Business	62	36	58 %
Teacher of Business: Accounting	4	2	50 %
Teacher of Business: Finance/Economics/Law	37	17	46 %
Teacher of Business: Keyboarding and Data Entry	1	1	100 %
Teacher of Business Computer Applications: and Business-Related Information Technology	6	4	67 %
Teacher of English	153	74	48 %
Teacher of Speech Arts & Dramatics	1	1	100 %

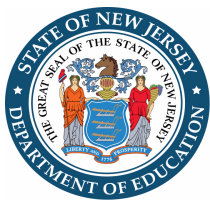
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Teacher of Theater	8	3	38 %
Teacher of English as a Second Language	202	154	76 %
Teacher of Bilingual/Bicultural Education	90	67	74 %
Teacher of French	15	9	60 %
Teacher of German	4	2	50 %
Teacher of Italian	4	3	75 %
Teacher of Latin	11	8	73 %
Teacher of Spanish	89	57	64 %
Teacher of Chinese	27	9	33 %
Teacher of Japanese	1	1	100 %
Teacher of Portuguese	1	1	100 %
Teacher of Other Foreign Languages	2	1	50 %
Teacher of Health and Physical Education	21	16	76 %
Teacher of Health Education	3	2	67 %
Teacher of Physical Education	2	1	50 %
Dance	6	2	33 %
Teacher of Family and Consumer Sciences	4	3	75 %
Family & Consumer Sciences: Food / Nutrition & Food Science	7	3	43 %
Family & Consumer Sciences: Apparel, Textiles & Interiors	5	4	80 %
Teacher of Technology Education	9	6	67 %

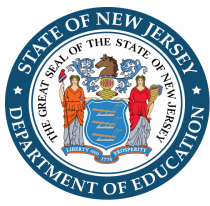
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Teacher of Mathematics	166	75	45 %
Teacher of Music	38	17	45 %
Teacher of Biological Science	91	45	49 %
Teacher of Earth Science	7	5	71 %
Teacher of Physical Science	5	2	40 %
Teacher of Physics	23	15	65 %
Teacher of Chemistry	48	34	71 %
Teacher of Social Studies	128	48	38 %
Teacher of Psychology	25	13	52 %
Teacher of the Blind or Visually Impaired	2	2	100 %
Teacher of Deaf or Hard of Hearing: with Oral/Aural Communication	1	1	100 %
Teacher of Students with Disabilities	840	628	75 %
Teacher of Environmental Service Systems	1	1	100 %
Teacher of Natural Resources Systems	1	1	100 %
Teacher of Carpentry	2	2	100 %
Teacher of Plumbing and Pipefitting	2	1	50 %
Teacher of Sheet Metal	1	1	100 %
Teacher of Drafting and Design Technology	2	2	100 %
Teacher of Engineering Technology	4	3	75 %
Teacher of Marketing Education	6	2	33 %

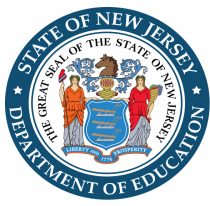
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Associate School Library Media Specialist	2	2	100 %
School Library Media Specialist	28	20	71 %
Student Assistance Coordinator	6	5	83 %
Speech Language Specialist	26	19	73 %
Teacher of Television Broadcasting	17	8	47 %
Teacher of Audio Technology	1	1	100 %
Teacher of Audio/Visual Broadcast Production Technology	12	8	67 %
Teacher of Visual Arts	2	2	100 %
Teacher of Printing	2	2	100 %
Teacher of Graphic Design	7	6	86 %
Teacher of Health Fitness	3	3	100 %
Teacher of Health Occupations	9	4	44 %
Teacher of Medical Assisting	2	1	50 %
Teacher of Culinary Arts	14	10	71 %
Teacher of Baking	2	1	50 %
Teacher of Hospitality and Tourism Management	2	1	50 %
Teacher of Cosmetology/Hair Styling	5	2	40 %
Teacher of Human Development and Child Care Services	1	1	100 %
Teacher of Computer Network Systems	1	1	100 %
Teacher of Computer Science Technology	2	1	50 %

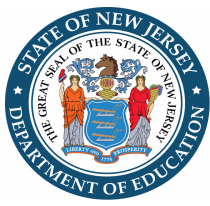
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Teacher of Interactive Media	1	1	100 %
Teacher of Information, Support and Services	1	1	100 %
Teacher of Internet and Online Technology	2	2	100 %
Teacher of Law Enforcement	11	4	36 %
Teacher of Legal Assisting	1	1	100 %
Teacher of Collision Repair Technology	2	2	100 %
Teacher of Automotive Technology	5	5	100 %
Teacher of Marine Trades Technology	1	1	100 %

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Data Source Notes: Certification data is submitted to the NJDOE and gathered from the NJ Department of Education's Teacher Certification Information System (TCIS). 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. These are the areas considered DFG A and geographic shortage areas: Asbury Park City, Atlantic City, Bridgeton City, Buena Regional, Camden City, City Of Orange Twp, Commercial Twp, Dover Town, Downe Twp, East Newark Boro, East Orange, Egg Harbor City, Elizabeth City, Fairfield Twp, Fairview Boro, Irvington Township, Keansburg Boro, Lawrence Twp, Millville City, New Brunswick City, Newark City, North Wildwood City, Passaic City, Paterson City, Paulsboro Boro, Penns Grove-Carney's Pt Regional, Perth Amboy City, Pleasantville City, Quinton Twp, Salem City, Seaside Heights Boro, Trenton City, Union City, Vineland City, Washington Twp, Wildwood City, Woodbine Boro. Suppression rules have been applied Praxis II data. For the evaluation data, The 'Teacher SGP Score' chart and table represents this cohort of employed completer's available SGP scores for teachers that were teaching in tested grades and subjects. 'Teacher Practice Score' chart and table represents this cohort's employed completer's available scores from local observations. The 'Teacher SGO Score' chart and table shows this cohort's employed completer's available student growth objective scores. Any questions or inquiries regarding the information contained in this report, please email rpr@doe.state.nj.us

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