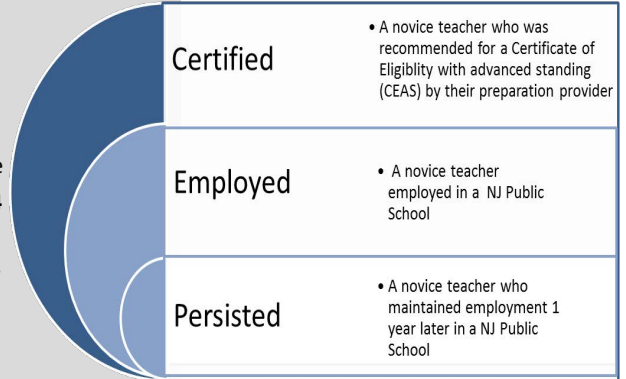


## New Jersey CEAS Statewide Profile

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 **2 year cohort of teachers who were certified in 12-13 and 13-14 with a CEAS; 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.

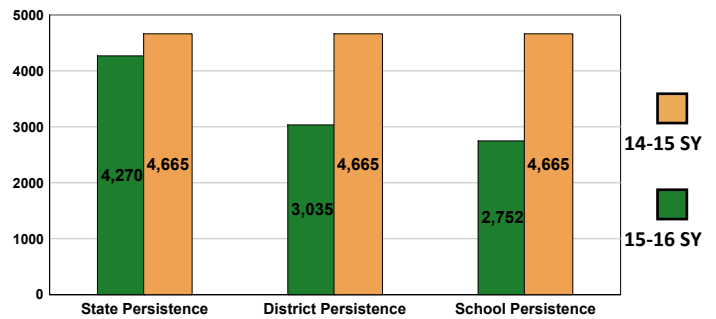


	CEAS 2016	CE 2016
Employed certified completer in 15-16 SY	5,293	65 %
CEAS certified completer in 12-13 and 13-14	8,099	59 %

	CEAS 2015	CE 2015
Employed certified completer in 14-15SY	5,160	56 %
CEAS certified completer in 11-12 and 12-13	9,284	37 %

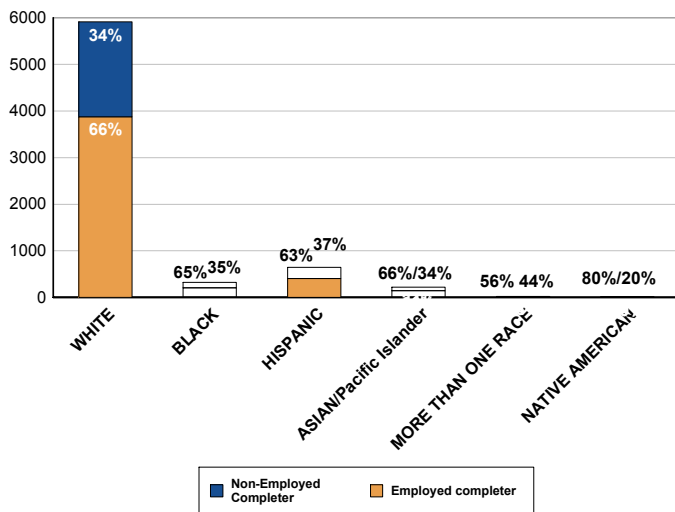
*\*The 1 year persistence count for the 14-15 SY is derived from the 12-13 and 13-14 certified completers*

### Persistence (2)

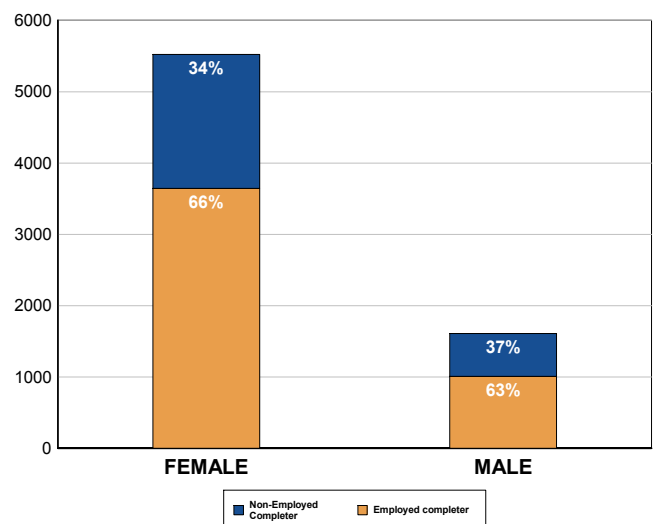


Persistence	Percent
Persisted In State in 15-16	91.5%
Persisted In District in 15-16	65.1 %
Persisted In School in 15-16	59.0 %

### 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	86	2 %
Focus Schools	455	8 %
Reward Schools	103	2 %
Not Classified	4,709	88 %

Classroom Assignment: Teacher Shortage Area (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Employed in Teacher Shortage Area
Teacher Shortage Area	3,276	2,489	1,521
Non-Teacher Shortage Area	4,829	2,809	

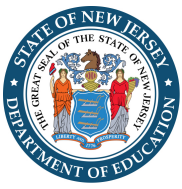
*Both the School Classification Table and DFG table, may include multiple locations of employment.*

District Factor Group (DFG) (2)		
	Employed as of October 15, 2015	Percentage Employed as Teachers
A*	588	11 %
B	468	9 %
CD	453	8 %
DE	574	11 %
FG	573	11 %
GH	707	13 %
I	852	16 %
J	206	4 %
Charter	274	5 %
Vocational	648	12 %

Compensation (2)		
	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 51,494	1,933
All Employed teachers in Central region	\$ 52,349	1,845
All Employed teachers in South region	\$ 51,792	1,034

\*DFG A is a New Jersey geographic teacher shortage area

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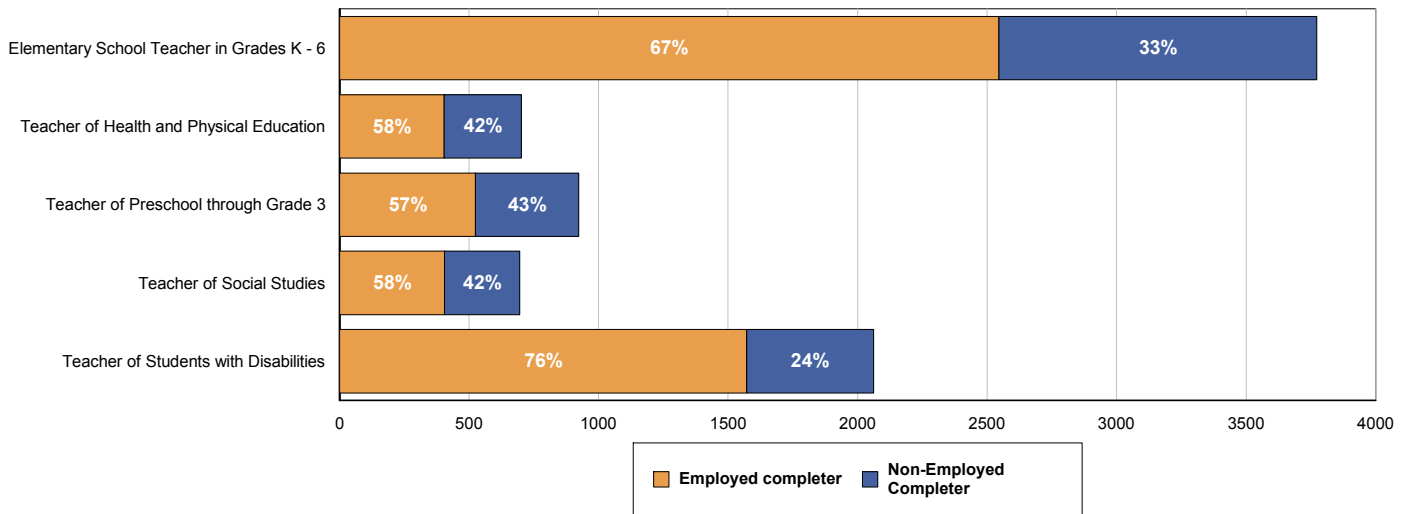
## Novice New Jersey Public School Teachers Profile, cont'd

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.

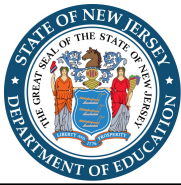
Number Of Endorsements Obtained and Employment (1,2)			
	Individuals obtaining NJ CEAS	Individuals employed as teachers	Percent employed as teachers
One Endorsement	5,178	3,178	61%
Two Endorsements	2,533	1,797	71%
Three or More Endorsements	395	324	82%

Cumulative GPA (3)	
	Individuals obtaining NJ CEAS
Median GPA	3.56

## Largest Endorsements (1,2)



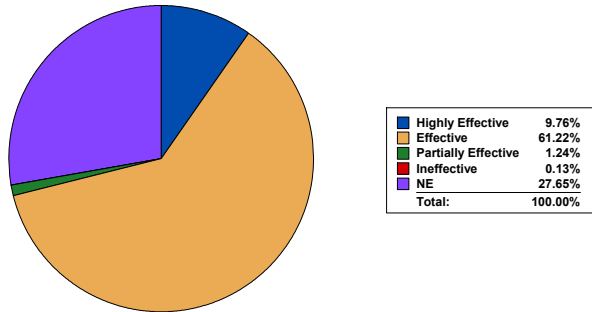
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## Novice New Jersey Public School Teachers Profile, cont'd

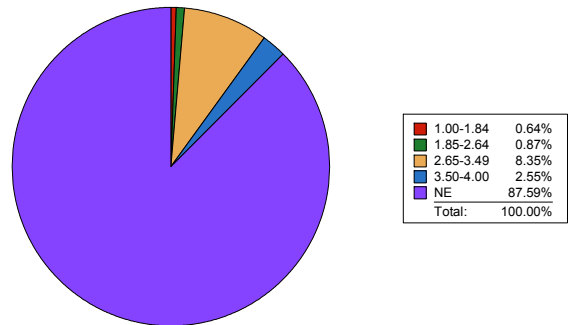
The charts and tables below capture AchieveNJ evaluation data for this cohort of employed completers evaluated in a New Jersey Public School during the 14-15 SY. **There were 4,661 individuals** from this cohort who were employed in the 14-15 SY and some individuals may have worked in multiple locations. 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)



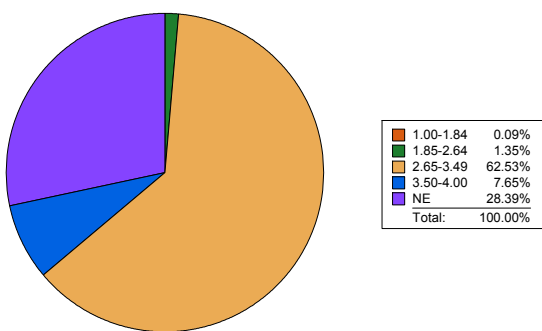
Summative Rating	Individuals evaluated in 14-15 SY
Highly Effective	457.00
Effective	2,865.00
Partially Effective	58.00
Ineffective	6.00
NE	1,294.00

### Evaluation : Teacher SGP Score (2)



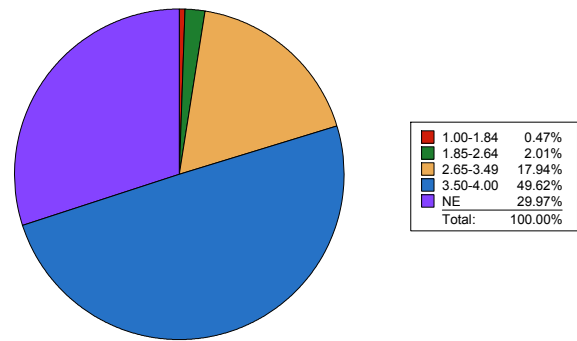
TeacherSGP Score	Individuals evaluated in 14-15 SY
1.00-1.84	33.00
1.85-2.64	45.00
2.65-3.49	430.00
3.50-4.00	131.00
NE	4,508.00

### Evaluation : Teacher Practice Score (2)



Teacher Practice Score	Individuals evaluated in 14-15 SY
1.00-1.84	4.00
1.85-2.64	63.00
2.65-3.49	2,925.00
3.50-4.00	358.00
NE	1,328.00

### Evaluation : Teacher SGO Score (2)



TeacherSGO Score	Individuals evaluated in 14-15 SY
1.00-1.84	22.00
1.85-2.64	94.00
2.65-3.49	839.00
3.50-4.00	2,321.00
NE	1,402.00

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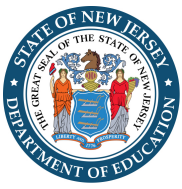
## Novice New Jersey Public School Teachers Profile, cont'd

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 <sup>(1)</sup>

Praxis II Test	Test Cut Score	CEAS Average Scaled Score	CE Average Scaled Score
Art: Content Knowledge	158	168	174
Biology: Content Knowledge	152	165	172
Business Education	154	179	177
Chemistry: Content Knowledge	152	167	179
Early Childhood: Content Knowledge	159	174	173
Early Childhood: Content Knowledge	159	174	173
Earth Science: Content Knowledge	153	163	-
Elementary Education: Content Knowledge	141	162	167
Elementary Education: Content Knowledge	141	163	167
Elementary Education: Multiple Subjects Mathematics	164	177	179
Elementary Education: Multiple Subjects Reading Language Arts Subtest	165	181	184
Elementary Education: Multiple Subjects Science	159	172	180
Elementary Education: Multiple Subjects Social Studies	155	169	178
English Language Arts: Content Knowledge	167	178	-
English Language, Literature, and Composition: Content Knowledge	162	173	184
French: World Language	162	175	189
General Science: Content Knowledge	152	166	176
Health and Physical Education: Content Knowledge	151	162	163

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Health and Physical Education: Content Knowledge	151	161	163
Introduction to the Teaching of Reading	159	174	-
Mathematics: Content Knowledge	160	171	-
Middle School English Language Arts	164	170	177
Middle School English Language Arts	164	175	177
Middle School Mathematics	165	176	171
Middle School Mathematics	165	170	171
Middle School Science	145	158	165
Middle School Social Studies	158	169	183
Music: Content Knowledge	153	168	166
Physical Education: Content Knowledge	148	154	-
Physics: Content Knowledge	141	155	177
Social Studies: Content Knowledge	157	167	173
Social Studies: Content Knowledge	157	172	173
Spanish: Content Knowledge	159	179	180
Spanish: World Language	168	180	183
Teaching Reading	159	190	-
Technology Education	159	190	-

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Certification Endorsement Area and Employment (1,2)			
	Individuals obtaining NJ CEAS	Individuals employed as teachers	Percent employed as teachers
Elementary School Teacher	7	5	71 %
Elementary School Teacher in Grades K - 6	3,777	2,521	67 %
Teacher of Preschool through Grade 3	945	537	57 %
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	236	192	81 %
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	144	116	81 %
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	103	69	67 %
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	186	136	73 %
Elementary School with Subject Matter Specialization: World Language/Spanish in Grades 5 - 8	17	17	100 %
Teacher of Art	216	119	55 %
Teacher of Comprehensive Business	12	8	67 %
Teacher of English	661	483	73 %
Teacher of Reading	37	30	81 %
Teacher of Theater	7	3	43 %
Teacher of English as a Second Language	165	116	70 %
Teacher of Bilingual/Bicultural Education	32	30	94 %
Teacher of French	11	8	73 %
Teacher of German	2	1	50 %

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Teacher of Italian	5	4	80 %
Teacher of Spanish	99	81	82 %
Teacher of Chinese	8	5	63 %
Teacher of Health and Physical Education	702	400	57 %
Teacher of Driver Education	193	132	68 %
Teacher of Health Education	7	3	43 %
Teacher of Physical Education	15	13	87 %
Dance	15	5	33 %
Teacher of Technology Education	12	10	83 %
Teacher of Mathematics	461	367	80 %
Teacher of Music	310	154	50 %
Teacher of Biological Science	154	121	79 %
Teacher of Earth Science	24	14	58 %
Teacher of Physical Science	7	6	86 %
Teacher of Physics	27	26	96 %
Teacher of Chemistry	31	22	71 %
Teacher of Social Studies	690	395	57 %
Teacher of Psychology	5	5	100 %
Teacher of the Blind or Visually Impaired	2	2	100 %
Teacher of Deaf or Hard of Hearing: with Oral/Aural Communication	15	10	67 %

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Teacher of Deaf or Hard of Hearing: with Sign Language Communication	9	8	89 %
Teacher of Students with Disabilities	2,100	1,589	76 %
Teacher of Marketing Education	4	4	100 %
School Library Media Specialist	2	1	50 %

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Transfer Student (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent Employed as teachers
Reported as transferred	2,645	1,711	65 %

State of Residence, Certification (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent Employed as teachers
Reported as Out of State while enrolled in program	273	88	32 %

Area of Study (3)			
	Individuals obtaining NJ CEAS	Individuals employed as teachers	Percent employed as teachers
Physical Sciences	21	17	81 %
Area, Ethnic, Cultural, Gender, and Group studies	6	2	33 %
Biological and Biomedical Sciences	29	24	83 %
Business, Management, Marketing, and Related Support Services.	9	6	67 %
Communication, Journalism, and Related Programs	5	1	20 %
Education	2,402	1,586	66 %
English Language and Literature/Letters	224	165	74 %
Family and Consumer Sciences/Human Sciences	109	75	69 %
Foreign Languages, Literacy, and Linguistics	76	65	86 %
History.	223	142	64 %
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	1	1	100 %
Liberal Arts and Sciences, General Studies and Humanities	19	11	58 %
Mathematics and Statistics	150	126	84 %
Multi/Interdisciplinary studies	10	8	80 %
Natural Resources and Conservation	5	2	40 %
Psychology	136	82	60 %
Social Sciences	29	19	66 %
Visual and Performing Arts	194	110	57 %

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Classroom Assignment: Content Area (1,2)		
	Individuals employed as teachers	Percent employed as teachers
Elementary Generalist	1,378	24 %
Special Ed	792	14 %
other	31	1 %
Life and Physical Sciences	266	5 %
Foreign Language and Literature	96	2 %
Health and Physical Education	351	6 %
ESL	283	5 %
Career and Technical Education	2	0 %
English Language and Literacy	981	17 %
Social Sciences and History	334	6 %
Fine and Performing Arts	261	5 %
Early Childhood Education(PK-K)	236	4 %
Math	787	14 %

**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 EPPPRs. 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 to Praxis II data. For the evaluation data, The ‘Teacher SGP Score’ chart and table represents this EPP’s 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](mailto:rpr@doe.state.nj.us)

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