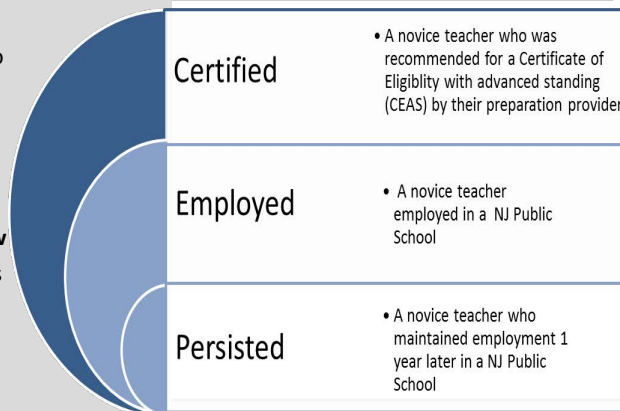## Montclair State University   Cohort Profile

The goal of this report is to share the available state data on novice teachers this Educator Preparation Provider (EPP) recommended for certification. 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.

Certified
- A novice teacher who was recommended for a Certificate of Eligiblity with advanced standing (CEAS) by their preparation provider

Employed
- A novice teacher employed in a NJ Public School

Persisted
- A novice teacher who maintained employment 1 year later in a NJ Public School

Hire Rate (1,2)

	2016		CEAS Statewide
Employed certified completer in 15-16 SY	723	**67** %	**65** %
CEAS certified completer in 12-13 and 13-14	1,080		

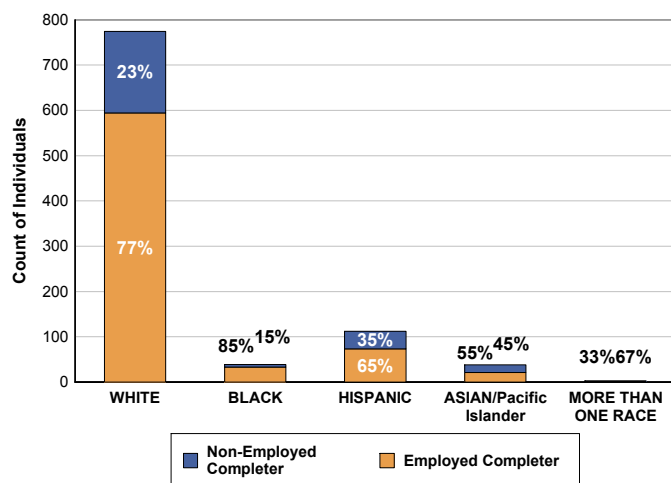|	2015		CEAS Statewide
Employed certified completer in 14-15SY	701	**54** %	**56** %
CEAS certified completer in 11-12 and 12-13	1,303		

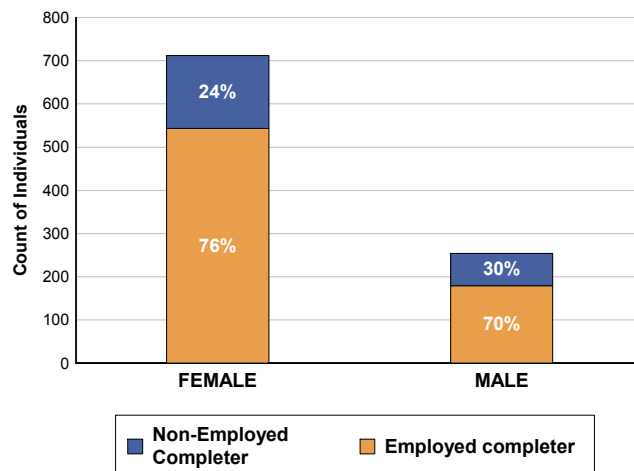**The 1 year persistence count for the 14-15 SY is derived from the 12-13 and 13-14 certified completers**

Persistence (2)
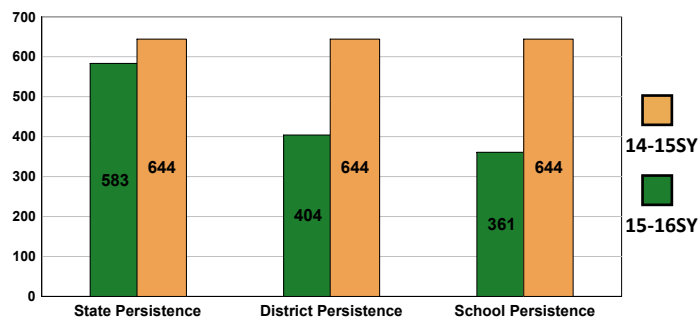
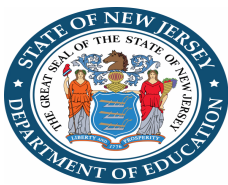| Persistence	Percent
Persisted In State in 15-16	**90.5%**
Persisted In District in 15-16	**62.7** %
Persisted In School in 15-16	**56.1** %

Race (2,3)

Gender (2,3)

1 TCIS
2 NJSMART
3 NJSURE
4 Non-submitter to NJSURE

Novice New Jersey Public School Teachers Profile

The following tables capture information about where this EPP's 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 EPP's public school employed completers by region.

School Classification (2)

	Employed as of October 15, 2015	Percentage Employed as teachers	Percentage Employed Statewide
Priority Schools	13	2 %	2 %
Focus Schools	77	10 %	8 %
Reward Schools	23	3 %	2 %
Not Classified	625	85 %	88 %

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

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	318	244	155
Non-Teacher Shortage Area	762	479	

District Factor Group (DFG) (2)

	Employed as of October 15, 2015	Percentage Employed as teachers	Percentage Employed Statewide
A*	113	15%	11%
B	36	5%	9%
CD	59	8%	8%
DE	59	8%	11%
FG	75	10%	11%
GH	102	14%	13%
I	117	16%	16%
J	29	4%	4%
Charter	52	7%	5%
Vocational	96	13%	12%

*DFG A is a New Jersey geographic teacher shortage area

Compensation (2)

	Median Salary	Number of Teachers
All Employed teachers in North region	$ 51,769	501
All Employed teachers in Central region	$ 53,584	125
All Employed teachers in South region	$ 49,164	20

1 TCIS
2 NJSMART
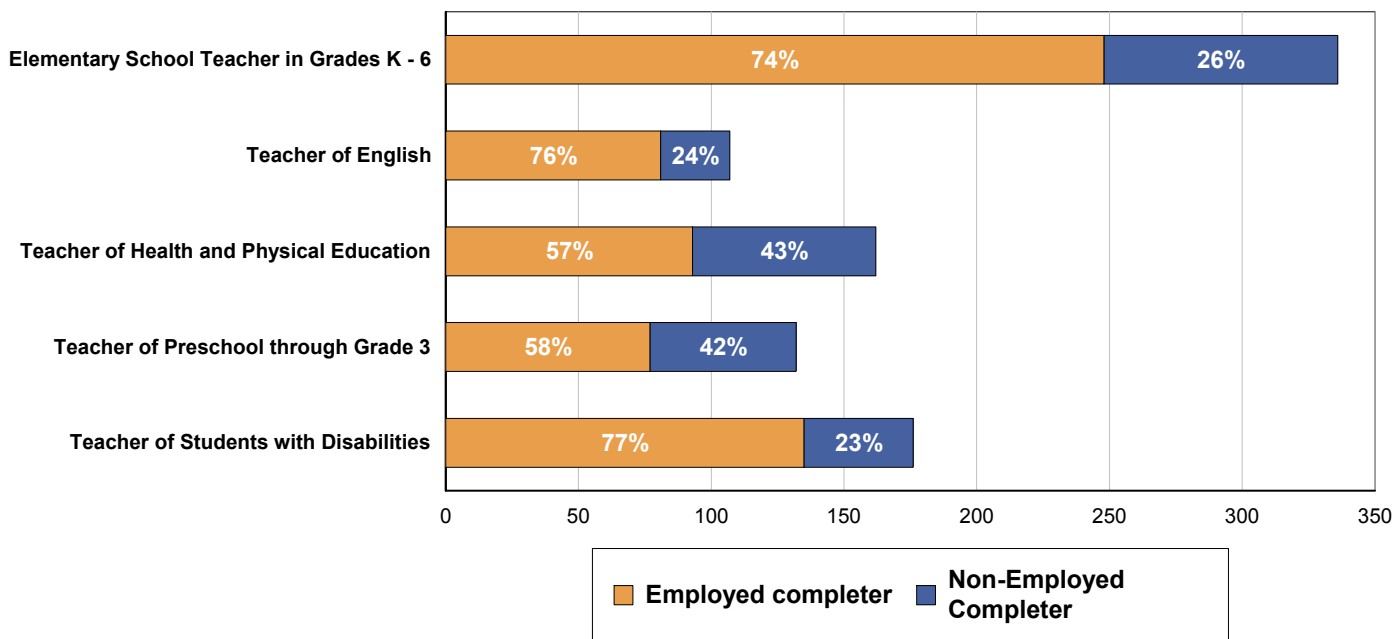3 NJSURE
4 Non-submitter to NJSURE
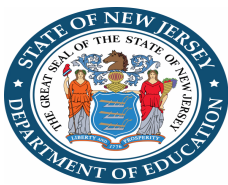
Novice New Jersey Public School Teachers Profile, cont'd

The following tables capture information about this EPP's 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 from an EPP. The 'EPP's largest programs' is a chart capturing the most prevalent endorsements earned by certified completers within this EPP and their hire rate.
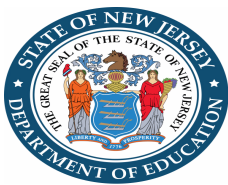
Number Of Endorsements Obtained and Employment (1,2)

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
One Endorsement	921	602	65%
Two Endorsements	143	105	73%
Three or More Endorsements	16	16	100%

Cummulative GPA (3)

	Individuals obtaining NJ CEAS
Median GPA	3.65

EPP's Largest Programs (1,2)

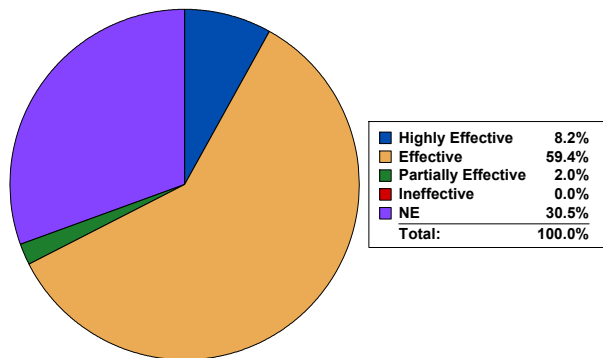| Program	Employed completer	Non-Employed Completer
Elementary School Teacher in Grades K - 6	74%	26%
Teacher of English	76%	24%
Teacher of Health and Physical Education	57%	43%
Teacher of Preschool through Grade 3	58%	42%
Teacher of Students with Disabilities	77%	23%

1 TCIS
2 NJSMART
3 NJSURE
4 Non-submitter to NJSURE

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

The charts and tables below capture AchieveNJ evaluation data for this EPP's employed completers evaluated in a New Jersey Public School during the 14-15 SY. **There were 644 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 EPP's employed completer's available summative evaluation rating. For further description about Evaluation tables please see the last page. NE means 'not evaluated'.
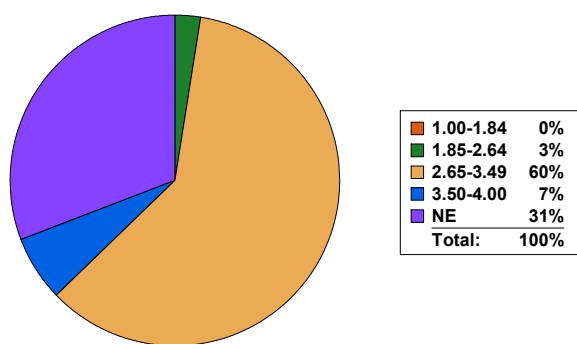
Evaluation (2)

Highly Effective	8.2%
Effective	59.4%
Partially Effective	2.0%
Ineffective	0.0%
NE	30.5%
Total:	**100.0%**

Summative Rating	Individuals evaluated in 14-15 SY
Highly Effective	53.00
Effective	386.00
Partially Effective	13.00
Ineffective	0.00
NE	198.00

Evaluation : Teacher SGP Score (2)

1.00-1.84	0%
1.85-2.64	0%
2.65-3.49	5%
3.50-4.00	3%
NE	92%
Total:	**100%**
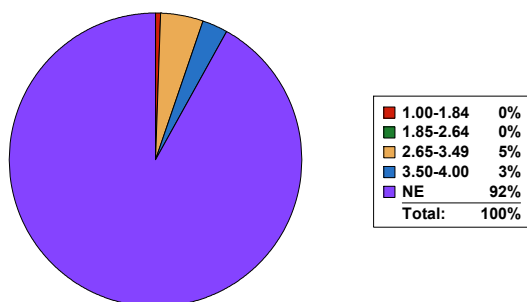
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	3.00
1.85-2.64	1.00
2.65-3.49	30.00
3.50-4.00	17.00
NE	593.00

Evaluation : Teacher Practice Score (2)

1.00-1.84	0%
1.85-2.64	3%
2.65-3.49	60%
3.50-4.00	7%
NE	31%
Total:	**100%**

Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	0.00
1.85-2.64	17.00
2.65-3.49	389.00
3.50-4.00	43.00
NE	199.00

Evaluation : Teacher SGO Score (2)

1.00-1.84	0%
1.85-2.64	2%
2.65-3.49	22%
3.50-4.00	44%
NE	32%
Total:	**100%**
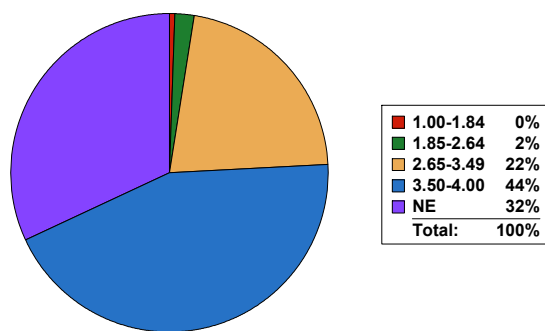
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	3.00
1.85-2.64	14.00
2.65-3.49	140.00
3.50-4.00	284.00
NE	207.00

1 TCIS
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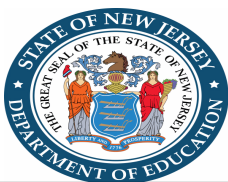
Novice New Jersey Public School Teachers Profile, cont'd

The tables on the remaining pages capture additional certification information about this EPP'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.

| Praxis II Results: Average Scaled Score (1)			
Praxis II Test	**Test Cut Score**	**EPP Average Scaled Score**	**State Average Scaled Score**
Music: Content Knowledge	153	166	168
Middle School English Language Arts	156	185	175
Elementary Education: Multiple Subjects Science	159	170	172
Health and Physical Education: Content Knowledge	151	162	162
Social Studies: Content Knowledge	157	165	167
Middle School Mathematics	152	169	170
Elementary Education: Multiple Subjects Mathematics	164	175	177
Art: Content Knowledge	158	171	168
Biology: Content Knowledge	152	164	165
English Language Arts: Content Knowledge	167	175	178
Health and Physical Education: Content Knowledge	151	160	161
Elementary Education: Multiple Subjects Social Studies	155	167	169
Elementary Education: Content Knowledge	141	165	162
Physical Education: Content Knowledge	148	156	154
Elementary Education: Multiple Subjects Reading Language Arts Subtest	165	180	181
Spanish: World Language	168	182	180
General Science: Content Knowledge	152	166	166
English Language, Literature, and Composition: Content Knowledge	162	174	173
Early Childhood: Content Knowledge	159	176	174

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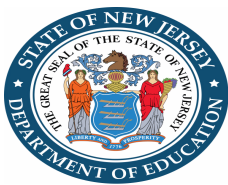
Certification Endorsement Area and Employment (1,2)	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
Teacher of Italian	3	3	100%
Teacher of Physics	3	3	100%
Teacher of Psychology	1	1	100%
Teacher of Physical Education	15	13	87%
Teacher of Biological Science	27	23	85%
Teacher of English as a Second Language	20	17	85%
Teacher of Chemistry	5	4	80%
Teacher of Mathematics	65	50	77%
Teacher of Students with Disabilities	176	135	77%
Teacher of English	107	81	76%
Elementary School Teacher in Grades K - 6	336	248	74%
Teacher of Spanish	14	10	71%
Teacher of French	3	2	67%
Teacher of Social Studies	49	30	61%
Teacher of Music	63	37	59%
Teacher of Preschool through Grade 3	132	77	58%

1 TCIS
2 NJSMART
3 NJSURE
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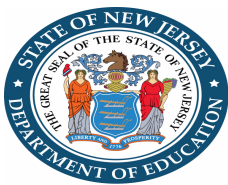
|			
Teacher of Health and Physical Education	162	93	57%
Teacher of Art	58	29	50%
Teacher of Earth Science	8	4	50%
Dance	4	0	0 %
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	1	0	0 %
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	1	0	0 %
Teacher of Health Education	1	0	0 %
Teacher of Latin	1	0	0 %

Transfer Student (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent employed as teachers
Reported as transfered	384	252	66 %

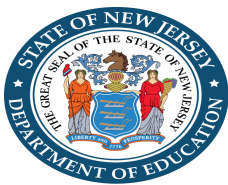| State of Residence, Certification (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent employed as teachers
Reported as Out of State while enrolled in program	24	13	54 %
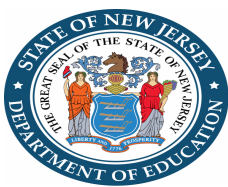
Area of Study (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
Education	243	163	67 %
English Language and Literature/Letters	50	38	76 %
Physical Sciences	5	4	80 %
History.	22	15	68 %
Social Sciences	5	4	80 %
Family and Consumer Sciences/Human Sciences	108	74	69 %
Mathematics and Statistics	27	21	78 %
Psychology	9	8	89 %
Foreign Languages, Literacy, and Linguistics	21	19	90 %
Visual and Performing Arts	60	27	45 %
Biological and Biomedical Sciences	3	3	100 %

Classroom Assignment: Content Area (1,2)		
	Employed as of October 15th, 2015	Percent employed as teachers
Special Ed	69	9 %
Foreign Language and Literature	15	2 %
other	1	0 %
ESL	21	3 %
Elementary Generalist	154	21 %
Social Sciences and History	32	4 %
Fine and Performing Arts	58	8 %
Life and Physical Sciences	32	4 %
Health and Physical Education	82	11 %
Early Childhood Education(PK-K)	43	6 %
English Language and Literacy	131	18 %
Math	90	12 %

1 TCIS
2 NJSMART
3 NJSURE
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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. 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 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 EPP's employed completer's available scores from local observations. The 'Teacher SGO Score' chart and table shows this EPP'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

1 TCIS
2 NJSMART
3 NJSURE
4 Non-submitter to NJSURE