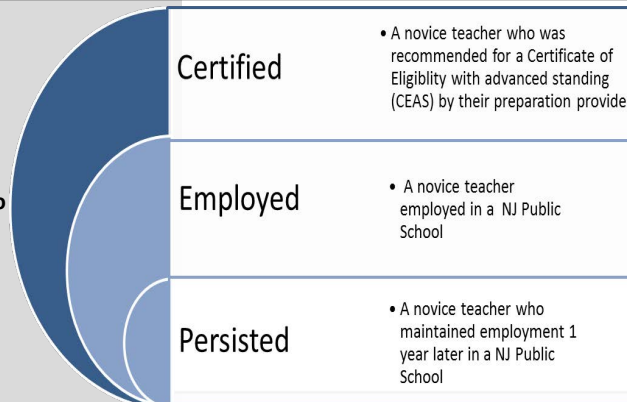


William Paterson University Cohort Profile

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.



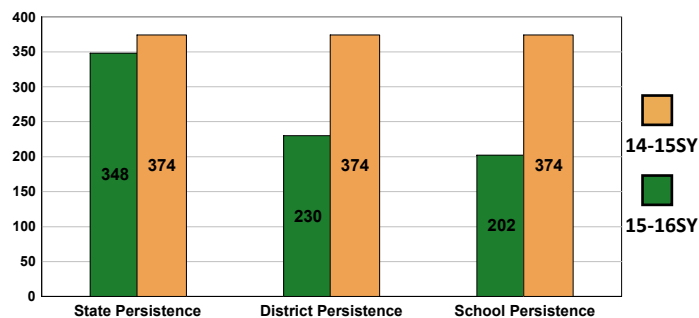
Hire Rate (1,2)

	2016		CEAS Statewide
Employed certified completer in 15-16 SY	430	69 %	65%
CEAS certified completer in 12-13 and 13-14	623		

	2015		CEAS Statewide
Employed certified completer in 14-15SY	417	60 %	56 %
CEAS certified completer in 11-12 and 12-13	699		

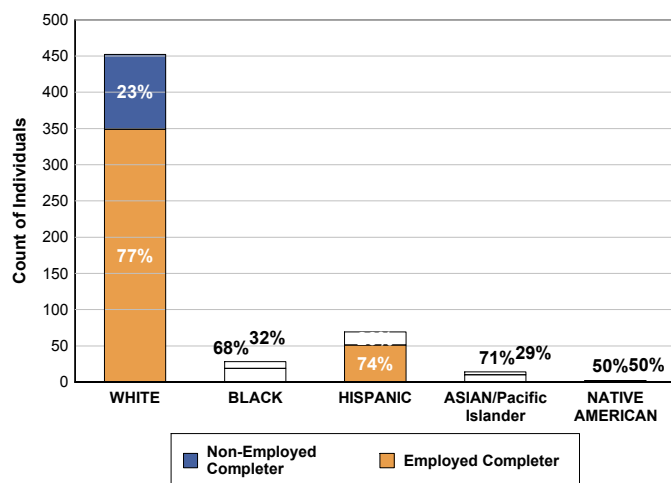
The 1 year persistence count for the 14-15 SY is derived from the 12-13 and 13-14 certified completers

Persistence (2)

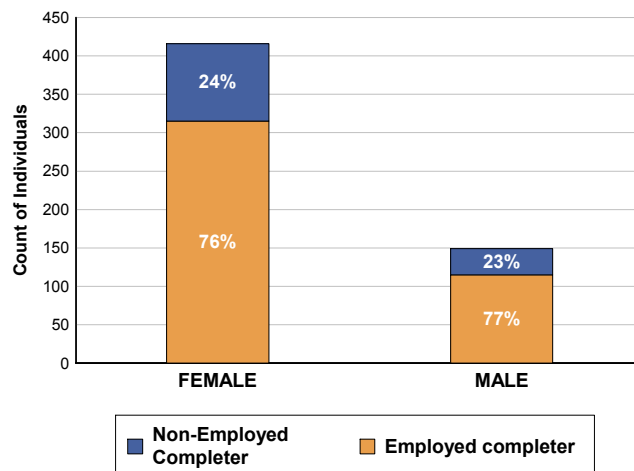


Persistence	Percent
Persisted In State in 15-16	93.0%
Persisted In District in 15-16	61.5 %
Persisted In School in 15-16	54.0 %

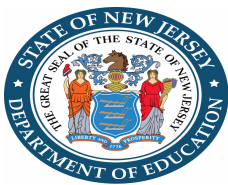
Race (2,3)



Gender (2,3)



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Novice New Jersey Public School Teachers Profile

The following tables capture information about where this 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	9	2 %	2 %
Focus Schools	52	12 %	8 %
Reward Schools	11	3 %	2 %
Not Classified	366	84 %	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	204	171	95
Non-Teacher Shortage Area	419	259	

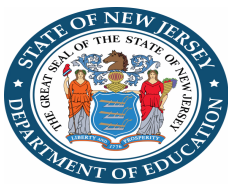
Both the School Classification Table and DFG table, may include multiple locations of employment.

District Factor Group (DFG) (2)			
	Employed as of October 15, 2015	Percentage Employed as teachers	Percentage Employed Statewide
A*	68	16%	11%
B	33	8%	9%
CD	32	7%	8%
DE	39	9%	11%
FG	38	9%	11%
GH	59	13%	13%
I	55	13%	16%
J	19	4%	4%
Charter	28	6%	5%
Vocational	67	15%	12%

Compensation (2)		
	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 51,307	330
All Employed teachers in Central region	\$ 50,702	39
All Employed teachers in South region	\$ 45,989	8

*DFG A is a New Jersey geographic teacher shortage area

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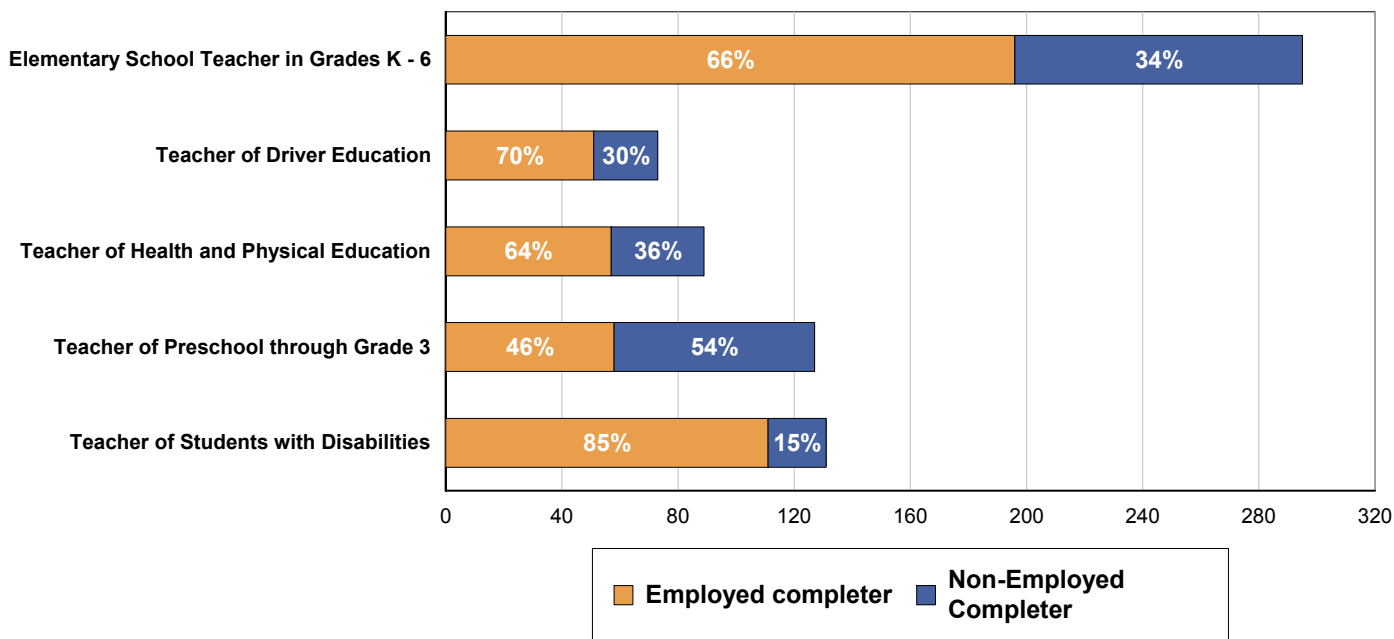
Novice New Jersey Public School Teachers Profile, cont'd

The following tables capture information about this 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.

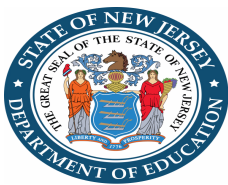
Number Of Endorsements Obtained and Employment (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
One Endorsement	303	205	68%
Two Endorsements	302	211	70%
Three or More Endorsements	18	14	78%

Cumulative GPA (3)	
	Individuals obtaining NJ CEAS
Median GPA	3.35

EPP's Largest Programs (1,2)



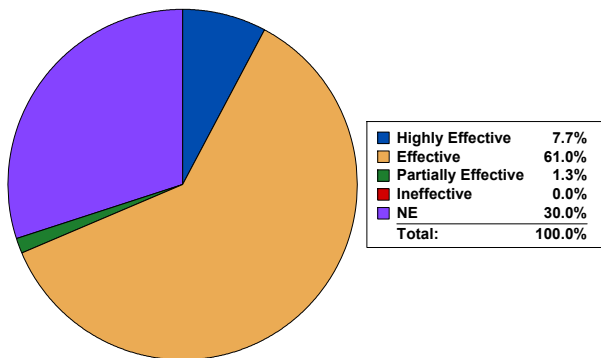
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Novice New Jersey Public School Teachers Profile, cont'd

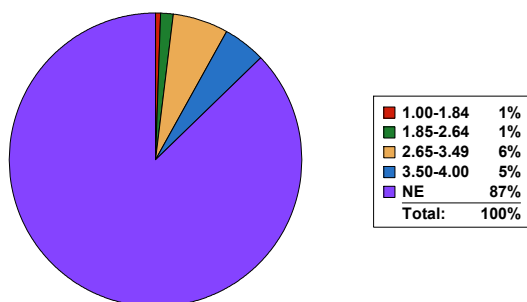
The charts and tables below capture AchieveNJ evaluation data for this EPP's employed completers evaluated in a New Jersey Public School during the 14-15 SY. **There were 374 individuals from this cohort** who were employed in the 14-15 SY and some individuals may have worked in multiple locations. The '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)



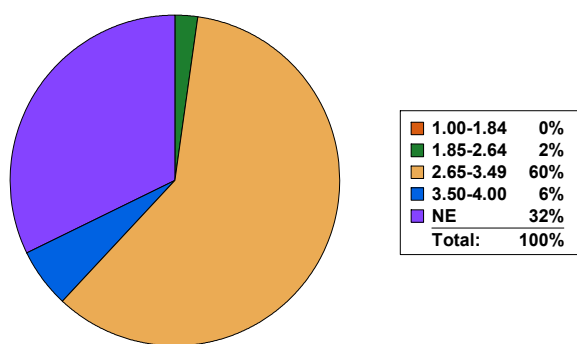
Summative Rating	Individuals evaluated in 14-15 SY
NE	113.00
Effective	230.00
Partially Effective	5.00
Highly Effective	29.00
Ineffective	0.00

Evaluation : Teacher SGP Score (2)



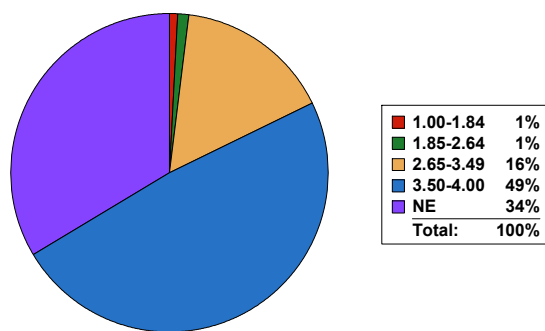
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	2.00
1.85-2.64	5.00
2.65-3.49	23.00
3.50-4.00	18.00
NE	327.00

Evaluation : Teacher Practice Score (2)



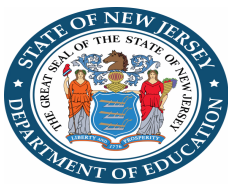
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	0.00
1.85-2.64	8.00
2.65-3.49	226.00
3.50-4.00	22.00
NE	122.00

Evaluation : Teacher SGO Score (2)



Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	3.00
1.85-2.64	4.00
2.65-3.49	60.00
3.50-4.00	183.00
NE	127.00

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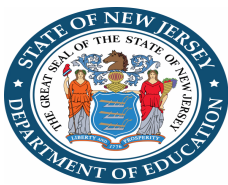


Novice New Jersey Public School Teachers Profile, cont'd

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

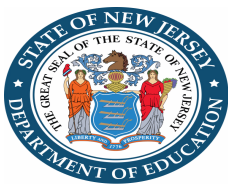
Praxis II Results: Average Scaled Score (1)			
Praxis II Test	Test Cut Score	EPP Average Scaled Score	State Average Scaled Score
Early Childhood: Content Knowledge	159	172	174
Elementary Education: Multiple Subjects Science	159	171	172
Middle School Social Studies	158	172	169
Elementary Education: Content Knowledge	141	158	162
Elementary Education: Multiple Subjects Reading Language Arts Subtest	165	177	181
Elementary Education: Multiple Subjects Mathematics	164	172	177
Middle School Science	145	155	158
Health and Physical Education: Content Knowledge	151	160	161
Social Studies: Content Knowledge	157	162	167
Health and Physical Education: Content Knowledge	151	163	162
Music: Content Knowledge	153	172	168
English Language, Literature, and Composition: Content Knowledge	162	173	173
Elementary Education: Multiple Subjects Social Studies	155	166	169
Middle School English Language Arts	156	169	175
Middle School Mathematics	152	169	170
General Science: Content Knowledge	152	163	166

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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
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	9	9	100%
Elementary School with Subject Matter Specialization: World Language/Spanish in Grades 5 - 8	3	3	100%
Teacher of Chemistry	2	2	100%
Teacher of Spanish	6	6	100%
Teacher of Mathematics	21	19	90%
Teacher of English	49	43	88%
Teacher of Students with Disabilities	131	111	85%
Teacher of Social Studies	53	43	81%
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	15	12	80%
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	19	15	79%
Teacher of Biological Science	9	7	78%
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	16	12	75%
Teacher of English as a Second Language	4	3	75%
Teacher of Bilingual/Bicultural Education	7	5	71%
Teacher of Driver Education	73	51	70%
Elementary School Teacher in Grades K - 6	295	196	66%

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**New Jersey Department of Education
Educator Preparation Provider Performance Report 2016
William Paterson University**

Teacher of Health and Physical Education	89	57	64%
Teacher of Music	25	15	60%
Teacher of Earth Science	2	1	50%
Teacher of Preschool through Grade 3	127	58	46%
Teacher of Art	6	1	17%

Transfer Student (3)

	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent employed as teachers
Reported as transferred	345	230	67 %

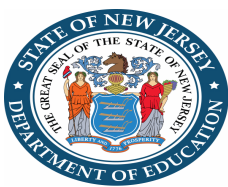
State of Residence, Certification (3)

	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent employed as teachers
Reported as Out of State while enrolled in program	6	1	17 %

Area of Study (3)

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
Psychology	3	2	67 %
Education	206	132	64 %
English Language and Literature/Letters	29	25	86 %
Physical Sciences	2	2	100 %
History.	26	24	92 %
Visual and Performing Arts	12	7	58 %
Foreign Languages, Literacy, and Linguistics	5	5	100 %
Biological and Biomedical Sciences	4	3	75 %
Mathematics and Statistics	17	16	94 %
Social Sciences	2	1	50 %

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Classroom Assignment: Content Area (1,2)		
	Employed as of October 15th, 2015	Percent employed as teachers
Social Sciences and History	41	9 %
Early Childhood Education(PK-K)	18	4 %
English Language and Literacy	76	16 %
Fine and Performing Arts	18	4 %
ESL	20	4 %
Life and Physical Sciences	24	5 %
Math	54	11 %
other	2	0 %
Elementary Generalist	110	23 %
Health and Physical Education	50	11 %
Special Ed	52	11 %
Foreign Language and Literature	7	1 %

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

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