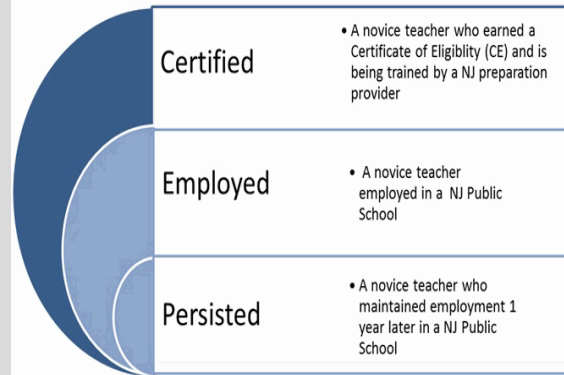


## NJ CE-EPP Statewide Profile

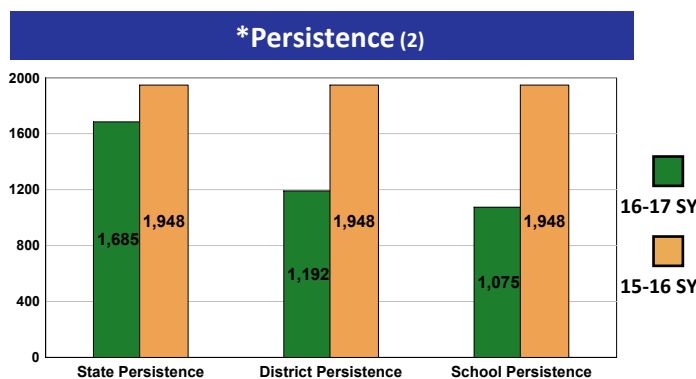
The goal of this report is to share the available state data on novice teachers that recently earned a New Jersey Instructional certificate. The visual to the right describes the categories of information based upon data available. To create the report, the NJ Department of Education has synthesized 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 2014-2015 with a CE; employed in the 2016-2017 SY** in a New Jersey public school as of October 15, 2016. Throughout the report, the graphics and tables reference their data source with a 1, 2, 3, or 4. For additional details see further explanation on the last page.



	CE 2017	CEAS 2017
Employed certified completer in 16-17 SY	1,982	60 %
CE certified completer in 14-15	3,294	

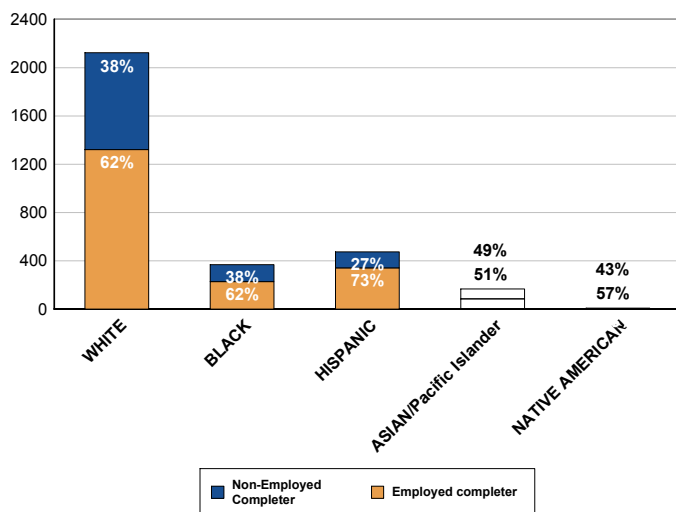
	CE 2016	CEAS 2016
Employed certified completer in 15-16SY	1,846	59 %
CE certified completer in 12-13	3,132	

\*The 1 year persistence data for the 16-17 SY is derived from the number of certified completers in the 14-15 SY

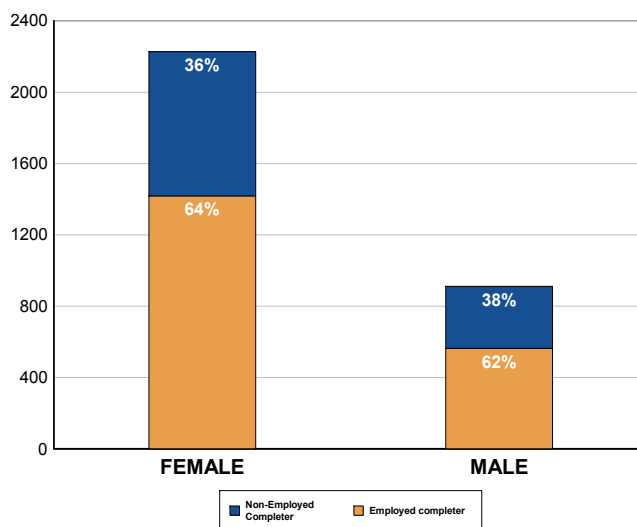


Persistence	Percent
Persisted In State in 16-17	86.5%
Persisted In District in 16-17	61.2 %
Persisted In School in 16-17	55.2 %

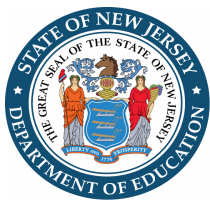
### Race (2,3)



### 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, 2016. 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, 2016	Percentage Employed as Teachers
Priority Schools	76	4 %
Focus Schools	209	11 %
Reward Schools	0	0 %
Not Classified	1,697	86 %

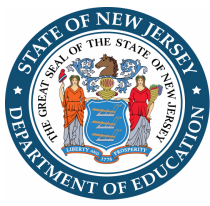
Classroom Assignment: Teacher Shortage Area (1,2)			
	Individuals obtaining NJ CE	Employed as of October 15, 2016	Employed in Teacher Shortage Area
Teacher Shortage Area	1,817	1,234	677
Non-Teacher Shortage Area	1,477	748	

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

District Factor Group (DFG) (2)		
	Employed as of October 15, 2016	Percentage Employed as Teachers
A	637	34 %
B	219	12 %
CD	147	8 %
DE	167	9 %
FG	116	6 %
GH	210	11 %
I	203	11 %
J	46	2 %
Vocational	109	6 %

Compensation (2)		
	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 53,695	801
All Employed teachers in Central region	\$ 54,895	511
All Employed teachers in South region	\$ 51,523	420

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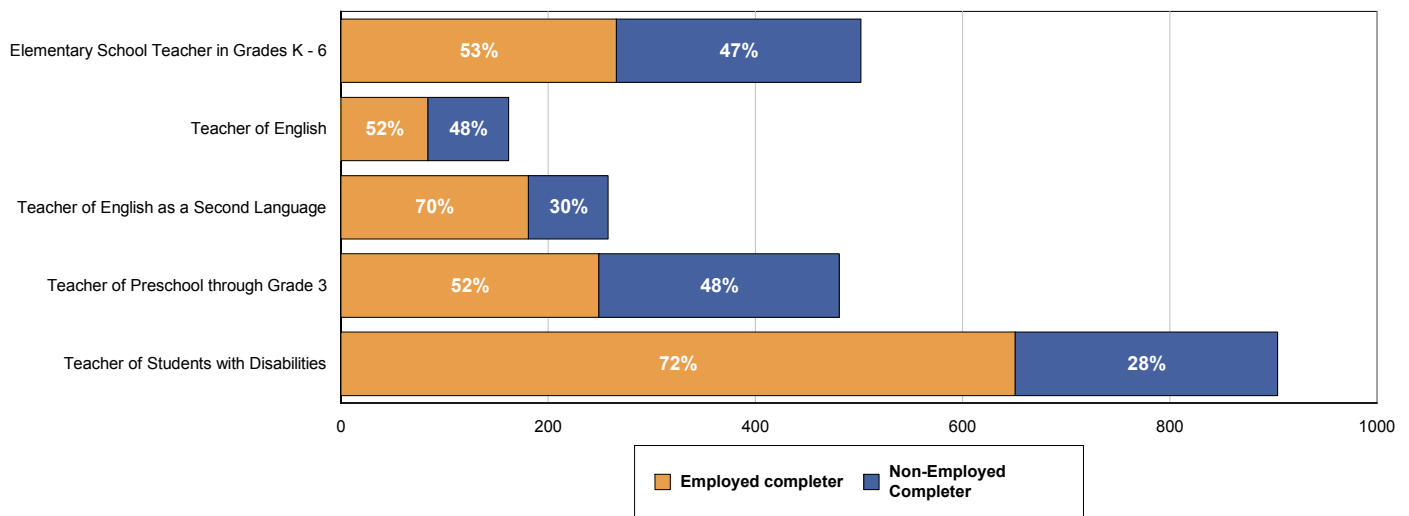
## Novice New Jersey Public School Teachers Profile, cont'd

The following tables capture information about this cohort'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. The 'Largest Endorsements' is a chart capturing the most prevalent endorsements earned by certified completers within this cohort and their hire rate.

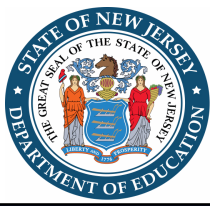
Number Of Endorsements Obtained and Employment (1,2)			
	Individuals obtaining NJ CE	Individuals employed as teachers	Percent employed as teachers
<b>One Endorsement</b>	2,858	1,717	60%
<b>Two Endorsements</b>	376	224	60%
<b>Three or More Endorsements</b>	60	41	68%

Cumulative GPA (4)	
	Individuals obtaining NJ CE
Median GPA	-

## Largest Endorsements (1,2)



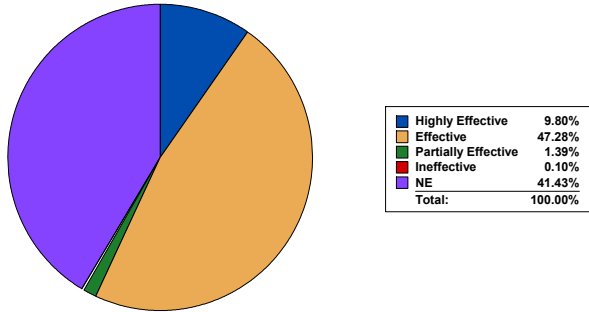
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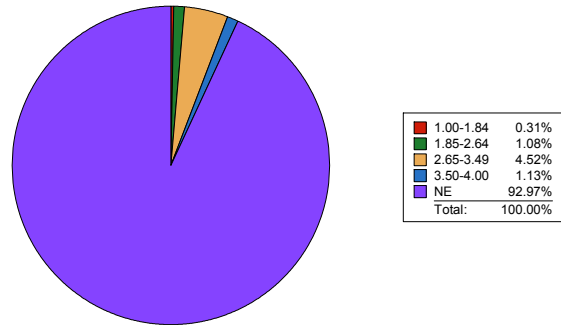
## Novice New Jersey Public School Teachers Profile, cont'd

The charts and tables below capture AchieveNJ evaluation data for this cohort of employed certified completers evaluated in a New Jersey Public School during the 15-16 SY. There were **1,948** individuals from this cohort who were employed in the 15-16 SY. The 'Evaluation' chart and table represents this EPP's employed completer's available summative evaluation rating. 'NE' means not evaluated. For further description about the evaluation tables, please see the last page.

### Evaluation : Summative Rating (2)



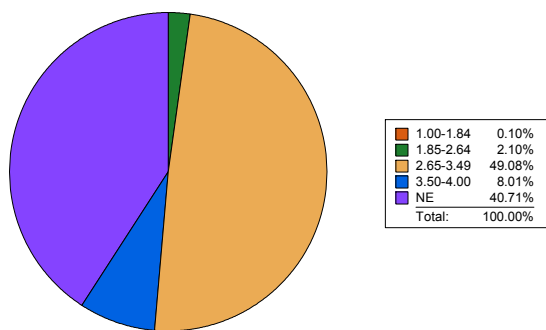
### Evaluation : Teacher SGP Score (2)



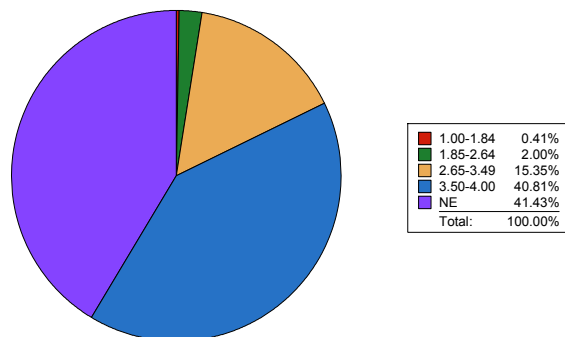
Summative Rating	Individuals evaluated in 15-16 SY
Highly Effective	191.00
Effective	921.00
Partially Effective	27.00
Ineffective	2.00
NE	807.00

TeacherSGP Score	Individuals evaluated in 15-16 SY
1.00-1.84	6.00
1.85-2.64	21.00
2.65-3.49	88.00
3.50-4.00	22.00
NE	1,811.00

### Evaluation : Teacher Practice Score (2)



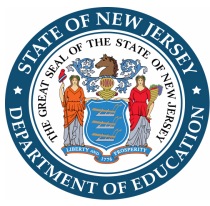
### Evaluation : Teacher SGO Score (2)



Teacher Practice Score	Individuals evaluated in 15-16 SY
1.00-1.84	2.00
1.85-2.64	41.00
2.65-3.49	956.00
3.50-4.00	156.00
NE	793.00

TeacherSGO Score	Individuals evaluated in 15-16 SY
1.00-1.84	8.00
1.85-2.64	39.00
2.65-3.49	299.00
3.50-4.00	795.00
NE	807.00

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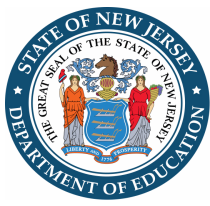
## Novice New Jersey Public School Teachers Profile, cont'd

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, 2016. The Praxis II table has a suppression of 10. If there are multiple tests listed, one is the old test and one is the new test.

### 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	169	168
Biology: Content Knowledge	152	168	164
Business Education	154	177	-
Chemistry: Content Knowledge	152	172	168
Early Childhood: Content Knowledge (new)	159	170	171
Elementary Education: Content Knowledge	141	163	157
Elementary Education: Multiple Subjects Mathematics Subtest (new)	157	179	179
Elementary Education: Multiple Subjects Mathematics (old)	164	175	174
Elementary Education: Multiple Subjects Reading and Language Arts Subtest (new)	157	173	176
Elementary Education: Multiple Subjects Reading Language Arts Subtest (old)	165	178	177
Elementary Education: Multiple Subjects Science Subtest (new)	159	173	170
Elementary Education: Multiple Subjects Social Studies Subtest (new)	155	172	166
English Language Arts: Content Knowledge	167	179	177
English Language, Literature, and Composition: Content Knowledge	162	167	169
French: World Language	162	183	180
General Science: Content Knowledge	152	172	165
Health and Physical Education: Content Knowledge (old)	151	161	160
Mathematics: Content Knowledge	160	171	170

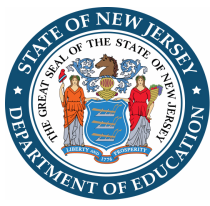
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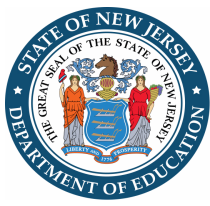
Middle School English Language Arts	156	168	173
Middle School English Language Arts (new)	164	171	170
Middle School Mathematics (new)	165	175	177
Middle School Mathematics (old)	152	166	160
Middle School Science (new)	150	169	162
Middle School Science (old)	145	164	157
Middle School Social Studies	158	175	167
Music: Content Knowledge	153	169	169
Physical Education: Content Knowledge	148	158	155
Physics: Content Knowledge	141	159	157
Social Studies: Content Knowledge	157	171	166
Spanish: Content Knowledge	159	179	-
Spanish: World Language	168	181	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 with Subject Matter Specialization: World Language/Latin Specialization in Grades 5 - 8	1	1	100 %
Elementary School with Subject Matter Specialization: World Language/Other World Languages in Grades 5 - 8	1	1	100 %
Family & Consumer Sciences: Child & Family Development	1	1	100 %
Family & Consumer Sciences: Food / Nutrition & Food Science	3	3	100 %
Teacher of Audio Technology	2	2	100 %
Teacher of Business Computer Applications: and Business-Related Information Technology	3	3	100 %
Teacher of Business: Keyboarding and Data Entry	1	1	100 %
Teacher of Commercial Photography	1	1	100 %
Teacher of Computer Network Systems	1	1	100 %
Teacher of Drafting and Design Technology	3	3	100 %
Teacher of Engineering Technology	7	7	100 %
Teacher of Environmental Service Systems	2	2	100 %
Teacher of Food Market Careers	2	2	100 %
Teacher of Health Fitness	1	1	100 %
Teacher of Internet and Online Technology	1	1	100 %
Teacher of Korean	4	4	100 %
Teacher of Other Foreign Languages	3	3	100 %

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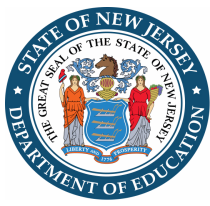


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Teacher of Plumbing and Pipefitting	1	1	100 %
Teacher of Portuguese	1	1	100 %
Teacher of Vocational Arts/Instrumental Music	1	1	100 %
Teacher of Bilingual/Bicultural Education	122	110	90 %
Teacher of Automotive Technology	6	5	83 %
Teacher of Culinary Arts	13	10	77 %
Teacher of Food Management/Marketing	4	3	75 %
Teacher of German	4	3	75 %
Teacher of Health Occupations	4	3	75 %
Teacher of Physical Science	4	3	75 %
Teacher of Technology Education	16	12	75 %
Teacher of Students with Disabilities	904	651	72 %
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	35	25	71 %
Teacher of English as a Second Language	258	181	70 %
Teacher of Latin	10	7	70 %
Teacher of Physics	32	22	69 %
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	30	20	67 %
Elementary School with Subject Matter Specialization: World Language/Spanish in Grades 5 - 8	3	2	67 %
Teacher of Agriculture	3	2	67 %
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	91	60	66 %

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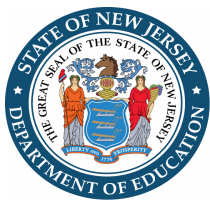




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Teacher of Spanish	111	72	65 %
Teacher of Chemistry	49	31	63 %
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	89	56	63 %
Teacher of Music	32	20	63 %
Teacher of Italian	13	8	62 %
Teacher of Computer Science Technology	5	3	60 %
Teacher of Physical Education	10	6	60 %
Teacher of Visual Arts	5	3	60 %
Teacher of Business: Finance/Economics/Law	47	28	60 %
Teacher of Mathematics	94	52	55 %
Elementary School Teacher in Grades K - 6	502	266	53 %
Teacher of English	162	84	52 %
Teacher of Preschool through Grade 3	481	249	52 %
Dance	14	7	50 %
Family & Consumer Sciences: Apparel, Textiles & Interiors	2	1	50 %
Teacher of American Sign Language	2	1	50 %
Teacher of Business: Office Administration/Office Systems Technology	2	1	50 %
Teacher of Carpentry	4	2	50 %
Teacher of Dental Assisting	2	1	50 %
Teacher of Hebrew	2	1	50 %

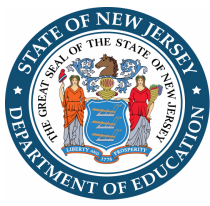
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Teacher of Reading	2	1	50 %
Teacher of Speech Arts & Dramatics	2	1	50 %
Teacher of Vocational Arts/Theater	2	1	50 %
Teacher of Biological Science	103	51	50 %
Teacher of Health and Physical Education	25	12	48 %
Teacher of Comprehensive Business	47	22	47 %
Teacher of Social Studies	131	59	45 %
Teacher of Graphic Design	9	4	44 %
Teacher of Art	53	23	43 %
Teacher of Earth Science	7	3	43 %
Teacher of Theater	17	7	41 %
Teacher of Cosmetology/Hair Styling	13	5	38 %
Teacher of Marketing Education	13	5	38 %
Teacher of Psychology	39	15	38 %
Teacher of Supplemental Instruction: Reading and Mathematics, Grades K-8	21	8	38 %
Teacher of Chinese	20	7	35 %
Teacher of Audio/Visual Broadcast Production Technology	6	2	33 %
Teacher of Desktop Publishing	3	1	33 %
Teacher of French	15	5	33 %
Teacher of Vocational Arts/ Dance	3	1	33 %

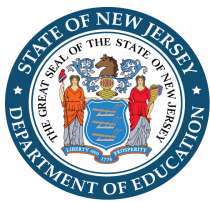
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Teacher of Television Broadcasting	10	3	30 %
Teacher of Health Education	7	2	29 %
Teacher of Law Enforcement	11	3	27 %
Teacher of Baking	4	1	25 %
Teacher of Business: Accounting	9	2	22 %
Elementary School with Subject Matter Specialization: World Language/German in Grades 5 - 8	1	0	0 %
Teacher of Apparel and Textile Production	1	0	0 %
Teacher of Arabic	4	0	0 %
Teacher of Collision Repair Technology	1	0	0 %
Teacher of Deaf or Hard of Hearing: with Oral/Aural Communication	1	0	0 %
Teacher of Deaf or Hard of Hearing: with Sign Language Communication	1	0	0 %
Teacher of Electrical Technology	1	0	0 %
Teacher of Electrical Trades	2	0	0 %
Teacher of Family and Consumer Sciences	1	0	0 %
Teacher of Hospitality and Tourism Management	1	0	0 %
Teacher of Human Development and Child Care Services	1	0	0 %
Teacher of Information, Support and Services	1	0	0 %
Teacher of Legal Assisting	1	0	0 %
Teacher of the Blind or Visually Impaired	1	0	0 %
Teacher of Vocational Arts/Vocal Music	1	0	0 %

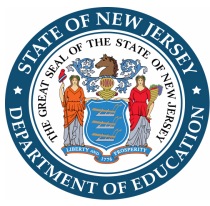
- 1 TCIS
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- 3 NJSURE
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Teacher of Welding	2	0	0 %
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- 1 TCIS
- 2 NJSMART
- 3 NJSURE
- 4 Non-submitter to NJSURE



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**Data Source Notes:** Certification data is submitted to the NJDOE by EPPs or individual candidates via the Teacher Certification Information System (TCIS) and is verified by the EPPs prior to publication of the EPPRs. 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)

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