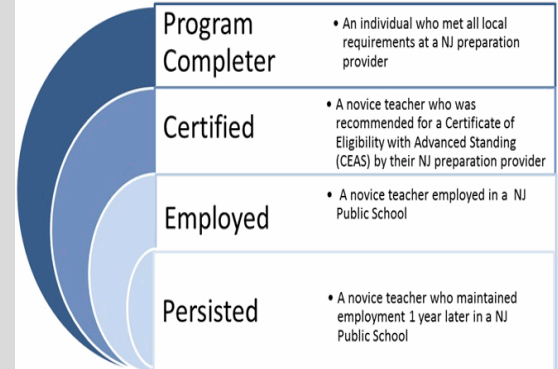# NJ CEAS-EPP Statewide Profile

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 CEAS and/or 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.

Program Completer	• An individual who met all local requirements at a NJ preparation provider
Certified	• A novice teacher who was recommended for a Certificate of Eligibility with Advanced Standing (CEAS) by their NJ 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

	CEAS 2017	**CE 2017**
Employed Certified Completer in **16-17 SY**	2,412	**65** %	**60** %
CEAS certified completer in **14-15 SY**	3,687		

	CEAS 2016	**CE 2016**
Employed certified completer in **15-16 SY**	2,416	**64** %	**59** %
CEAS certified completer in **13-14 SY**	3,763		

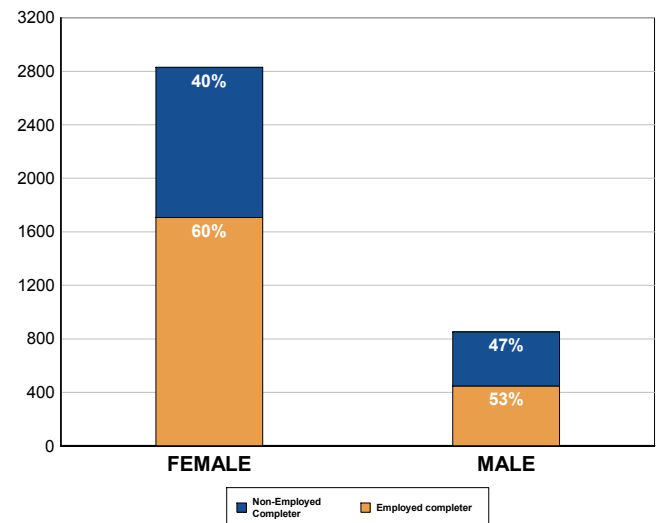*The 1 year persistence data for the 16-17 SY is derived from the number of certified completers in the 14-15 SY
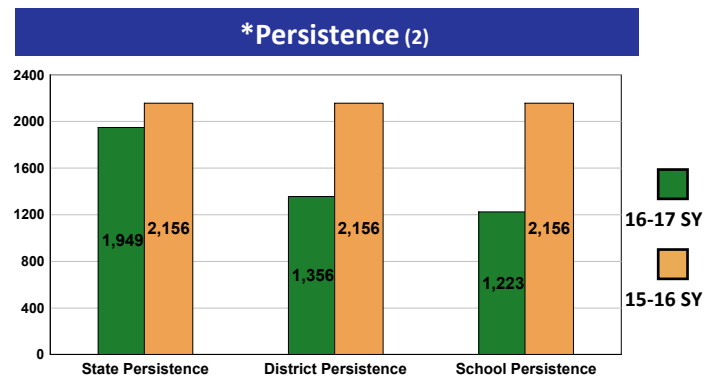
*Persistence (2)

Persistence	**Percent**
Persisted In State in 16-17	**90.4**%
Persisted In District in 16-17	**62.9** %
Persisted In School in 16-17	**56.7** %

Race (2,3)
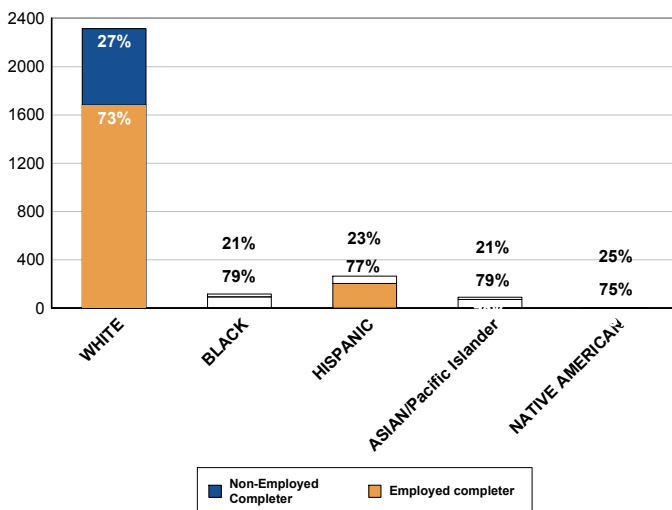
Gender (2,3)

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	53	2 %
Focus Schools	205	8 %
Reward Schools	0	0 %
Not Classified	2,154	89 %

Classroom Assignment: Teacher Shortage Area (1,2)	Individuals obtaining NJ CEAS	Employed as of October 15, 2016	Employed in Teacher Shortage Area
Teacher Shortage Area	1,611	1,168	702
Non-Teacher Shortage Area	2,076	1,244	

District Factor Group (DFG) (2)	Employed as of October 15, 2016	Percentage Employed as Teachers
A	402	18 %
B	276	12 %
CD	204	9 %
DE	267	12 %
FG	233	10 %
GH	340	15 %
I	413	18 %
J	95	4 %
Vocational	28	1 %

Compensation (2)	Median Salary	Number of Teachers
All Employed teachers in North region	$ 51,904	917
All Employed teachers in Central region	$ 53,265	837
All Employed teachers in South region	$ 51,550	452

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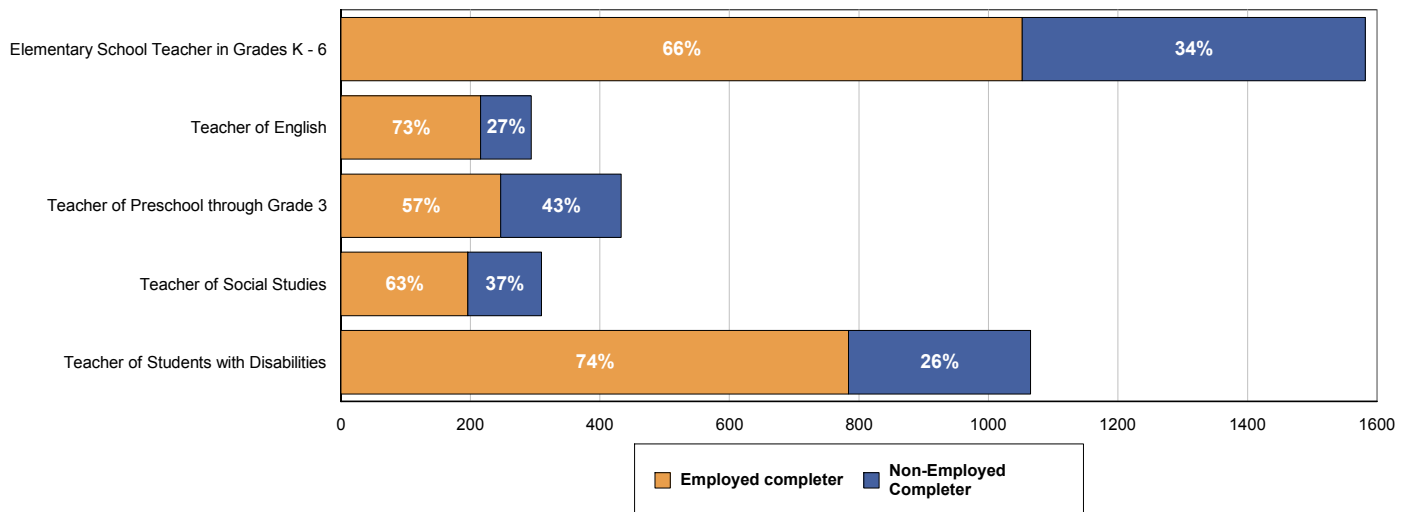3 NJSURE
4 Non-submitter to NJSURE

Novice New Jersey Public School Teachers Profile, cont'd

The following tables capture information about this 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 CEAS	Individuals employed as teachers	Percent employed as teachers
One Endorsement	2,394	1,494	62%
Two Endorsements	1,156	809	70%
Three or More Endorsements	137	109	80%

Cummulative GPA [3]

	Individuals obtaining NJ CEAS
Median GPA	3.60

Largest Endorsements [1,2]

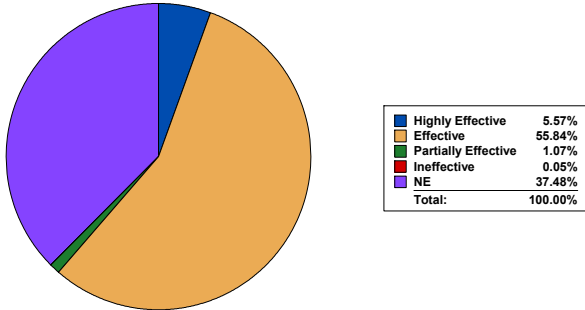| Endorsement	Employed completer	Non-Employed Completer
Elementary School Teacher in Grades K - 6	66%	34%
Teacher of English	73%	27%
Teacher of Preschool through Grade 3	57%	43%
Teacher of Social Studies	63%	37%
Teacher of Students with Disabilities	74%	26%

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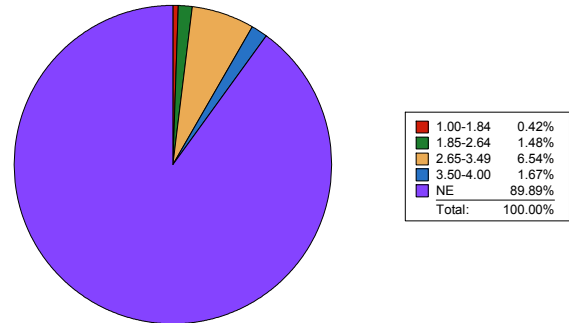3   NJSURE
4   Non-submitter to NJSURE

Novice New Jersey Public School Teachers Profile, cont'd

The charts and tables below capture AchieveNJ evaluation data for this cohort of employed certified completers evaluated in a **New Jersey Public School during the 15-16 SY**. There were **2,156 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.
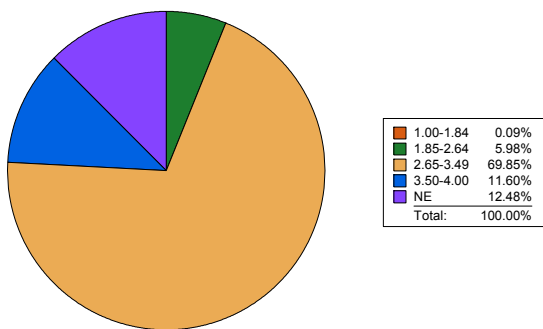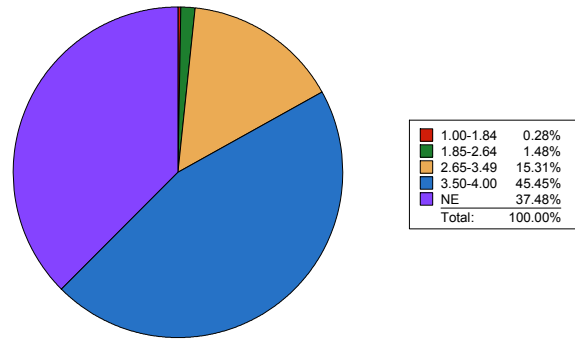
Evaluation : Summative Rating (2)

Highly Effective	5.57%
Effective	55.84%
Partially Effective	1.07%
Ineffective	0.05%
NE	37.48%
Total:	100.00%

Summative Rating	Individuals evaluated in 15-16 SY
Highly Effective	120.00
Effective	1,204.00
Partially Effective	23.00
Ineffective	1.00
NE	808.00

Evaluation : Teacher SGP Score (2)

1.00-1.84	0.42%
1.85-2.64	1.48%
2.65-3.49	6.54%
3.50-4.00	1.67%
NE	89.89%
Total:	100.00%

TeacherSGP Score	Individuals evaluated in 15-16 SY
1.00-1.84	9.00
1.85-2.64	32.00
2.65-3.49	141.00
3.50-4.00	36.00
NE	1,938.00

Evaluation : Teacher Practice Score (2)

1.00-1.84	0.09%
1.85-2.64	5.98%
2.65-3.49	69.85%
3.50-4.00	11.60%
NE	12.48%
Total:	100.00%

Teacher Practice Score	Individuals evaluated in 15-16SY
1.00-1.84	2.00
1.85-2.64	129.00
2.65-3.49	1,506.00
3.50-4.00	250.00
NE	269.00

Evaluation : Teacher SGO Score (2)

1.00-1.84	0.28%
1.85-2.64	1.48%
2.65-3.49	15.31%
3.50-4.00	45.45%
NE	37.48%
Total:	100.00%

TeacherSGO Score	Individuals evaluated in 15-16 SY
1.00-1.84	6.00
1.85-2.64	32.00
2.65-3.49	330.00
3.50-4.00	980.00
NE	808.00

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

Praxis II Results: Average Scaled Score (1)

Praxis II Test	Test Cut Score	CEAS Average Scaled Score	CE Average Scaled Score
Art: Content Knowledge	158	168	169
Biology: Content Knowledge	152	164	168
Chemistry: Content Knowledge	152	168	172
Early Childhood: Content Knowledge (new)	159	171	170
Earth Science: Content Knowledge	153	162	-
Elementary Education: Content Knowledge	141	157	163
Elementary Education: Multiple Subjects Mathematics Subtest (new)	157	179	179
Elementary Education: Multiple Subjects Mathematics (old)	164	174	175
Elementary Education: Multiple Subjects Reading and Language Arts Subtest (new)	157	176	173
Elementary Education: Multiple Subjects Reading Language Arts Subtest (old)	165	177	178
Elementary Education: Multiple Subjects Science Subtest (new)	159	170	173
Elementary Education: Multiple Subjects Social Studies Subtest (new)	155	166	172
English Language Arts: Content Knowledge	167	177	179
English Language, Literature, and Composition: Content Knowledge	162	169	167
French: World Language	162	180	183
General Science: Content Knowledge	152	165	172
Health & Physical Education: Content Knowledge (new)	160	167	-
Health and Physical Education: Content Knowledge (old)	151	160	161

Introduction to the Teaching of Reading	159	174	–
Mathematics: Content Knowledge	160	170	171
Middle School English Language Arts	156	173	168
Middle School English Language Arts (new)	164	170	171
Middle School Mathematics (new)	165	177	175
Middle School Mathematics (old)	152	160	166
Middle School Science (new)	150	162	169
Middle School Science (old)	145	157	164
Middle School Social Studies	158	167	175
Music: Content Knowledge	153	169	169
Physical Education: Content Knowledge	148	155	158
Physics: Content Knowledge	141	157	159
Social Studies: Content Knowledge	157	166	171
Spanish: World Language	168	180	181

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Certification Endorsement Area and Employment (1,2)			
	Individuals obtaining NJ CEAS	Individuals employed as teachers	Percent employed as teachers
English	1	1	100 %
Teacher of Comprehensive Business	2	2	100 %
Teacher of Psychology	1	1	100 %
Teacher of Supplemental Instruction: Reading and Mathematics, Grades K-8	1	1	100 %
Teacher of Technology Education	7	7	100 %
Teacher of Spanish	41	36	88 %
Teacher of Reading	15	13	87 %
Teacher of Biological Science	94	76	81 %
Teacher of Mathematics	179	144	80 %
Teacher of Bilingual/Bicultural Education	19	15	79 %
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	57	43	75 %
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	92	69	75 %
Teacher of Students with Disabilities	1,065	784	74 %
Teacher of English	294	216	73 %
Teacher of Chemistry	22	16	73 %
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	40	29	73 %
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	35	25	71 %

Elementary School with Subject Matter Specialization: World Language/Spanish in Grades 5 - 8	9	6	67 %
Teacher of Earth Science	15	10	67 %
Elementary School Teacher in Grades K - 6	1,582	1,052	66 %
Teacher of Social Studies	310	196	63 %
Teacher of Driver Education	73	46	63 %
Teacher of Art	90	56	62 %
Teacher of Physics	13	8	62 %
Teacher of English as a Second Language	123	74	60 %
Teacher of Theater	7	4	57 %
Teacher of Preschool through Grade 3	433	247	57 %
Teacher of Music	181	103	57 %
Teacher of Physical Education	9	5	56 %
Teacher of Health and Physical Education	279	151	54 %
Teacher of Chinese	6	3	50 %
Teacher of Deaf or Hard of Hearing: with Sign Language Communication	4	2	50 %
Teacher of French	10	5	50 %
Teacher of Italian	4	2	50 %
Dance	10	4	40 %
Teacher of Deaf or Hard of Hearing: with Oral/Aural Communication	6	2	33 %
Elementary School Teacher	1	0	0 %

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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, 2016**	**Percent Employed as teachers**
Reported as transfered	1,192	785	66 %

State of Residence, Certification (3)			
	Individuals obtaining NJ CEAS	**Employed as of October 15, 2016**	**Percent Employed as teachers**
Reported as Out of State while enrolled in program	138	30	22 %

Area of Study (3)			
	Individuals obtaining NJ CEAS	**Individuals employed as teachers**	**Percent employed as teachers**
Physical Sciences	18	16	89 %
Biological and Biomedical Sciences	33	27	82 %
Bussiness, Management, Marketing, and Related Support Services.	2	2	100 %
Education	2,134	1.396	65 %
English Language and Literature/Letters	173	117	68 %
Family and Consumer Sciences/Human Sciences	53	35	66 %
Foreign Languages, Literacy, and Linguistics	53	39	74 %
History.	171	112	65 %
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	2	1	50 %
Liberal Arts and Sciences, General Studies and Humanities	20	16	80 %
Mathematics and Statistics	83	72	87 %
Multi/Interdisciplinary studies	21	16	76 %
Psychology	127	76	60 %
Social Sciences	32	17	53 %
Visual and Performing Arts	193	126	65 %

1   TCIS

2   NJSMART

3   NJSURE

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Classroom Assignment: Content Area (1,2)		
	Individuals employed as teachers	Percent employed as teachers
Fine and Performing Arts	136	5 %
Foreign Language and Literature	43	2 %
Early Childhood Education(PK-K)	96	4 %
other	15	1 %
Social Sciences and History	147	6 %
Health and Physical Education	131	5 %
English Language and Literacy	380	15 %
Elementary Generalist	623	25 %
ESL	121	5 %
Math	301	12 %
Life and Physical Sciences	127	5 %
Special Ed	356	14 %

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 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

1 TCIS

2 NJSMART

3 NJSURE

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