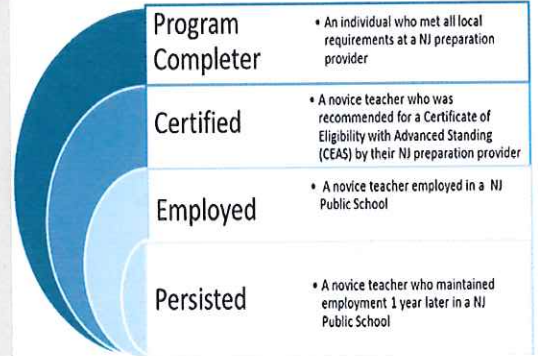


State of New Jersey
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NJ CEAS-EPP Statewide Profile

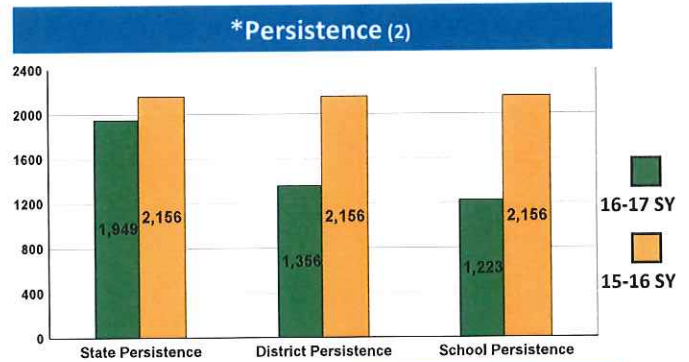
The goal of this report is to share the available state data on novice teachers that recently earned a New Jersey Instructional certificate. The visual to the right describes the categories of information based upon data available. To create the report, the NJ Department of Education has synthesized 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.



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

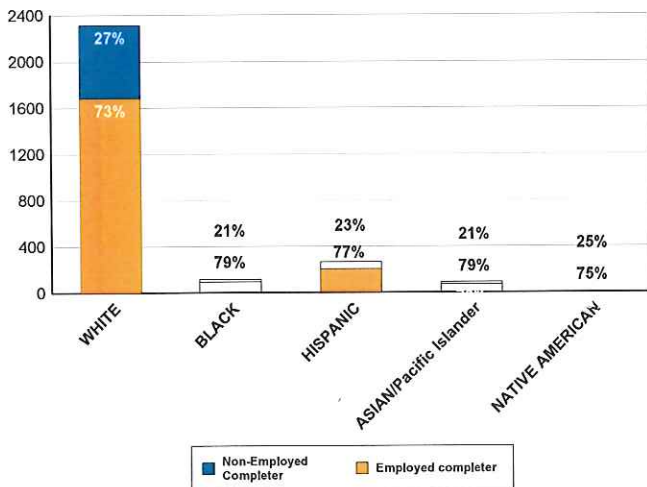
	CEAS 2016	CE 2016
Employed certified completer in 15-16 SY	2,416	59%
CEAS certified completer in 13-14 SY	3,763	64%

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

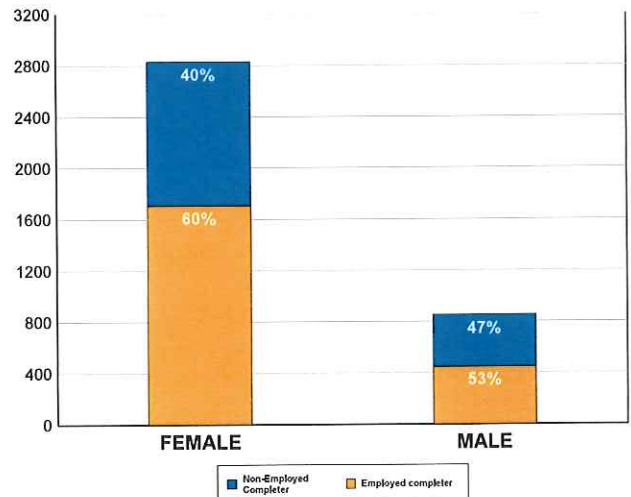


Persistence	Percent
Persisted In State in 16-17	90.4%
Persisted In District in 16-17	62.9%
Persisted In School in 16-17	56.7%

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	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

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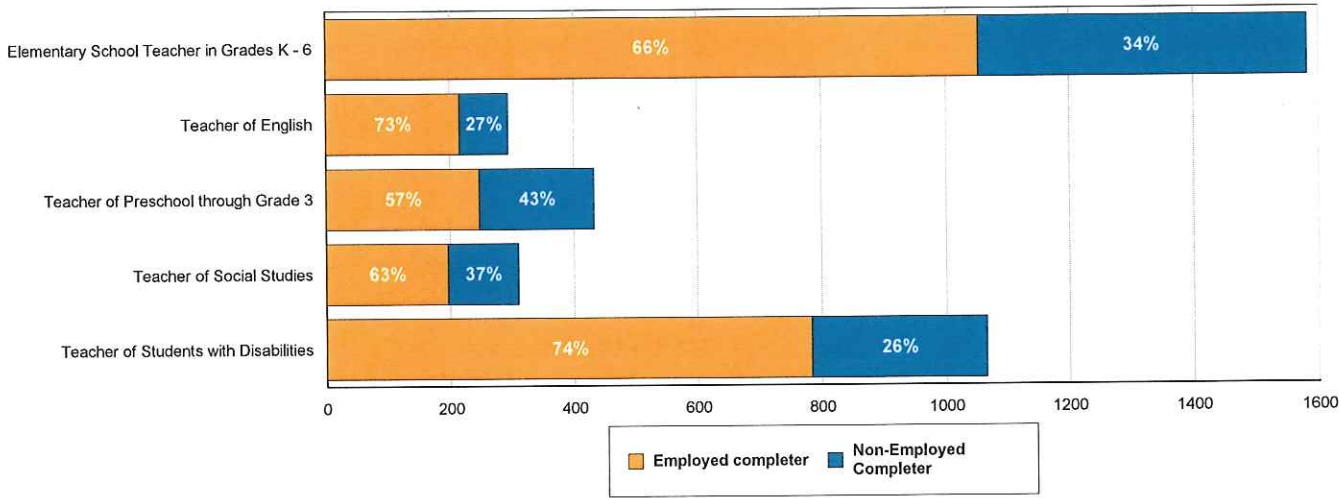
Novice New Jersey Public School Teachers Profile, cont'd

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 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)



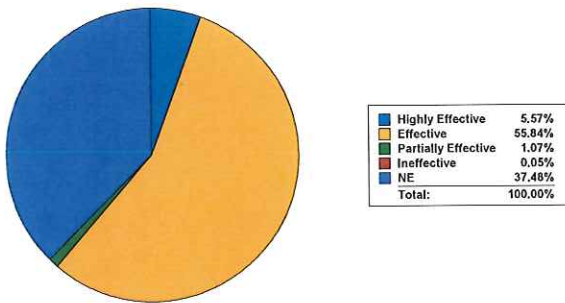
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Novice New Jersey Public School Teachers Profile, cont'd

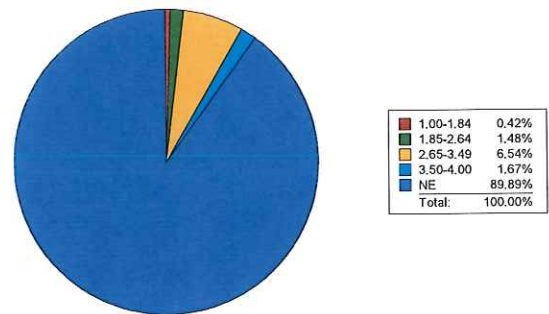
The charts and tables below capture AchieveNJ evaluation data for this cohort of employed certified completers evaluated in a New Jersey Public School during the 15-16 SY. There were 2,156 individuals from this cohort who were employed in the 15-16 SY. The 'Evaluation' chart and table represents this 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)



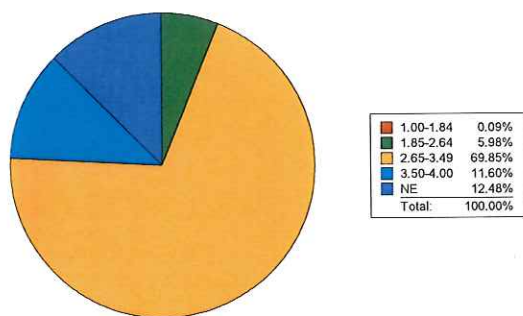
Summative Rating	Individuals evaluated in 15-16 SY
Highly Effective	120.00
Effective	1,204.00
Partially Effective	23.00
Ineffective	1.00
NE	808.00

Evaluation : Teacher SGP Score (2)



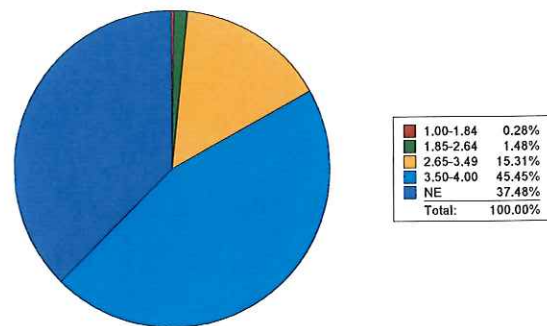
TeacherSGP Score	Individuals evaluated in 15-16 SY
1.00-1.84	9.00
1.85-2.64	32.00
2.65-3.49	141.00
3.50-4.00	36.00
NE	1,938.00

Evaluation : Teacher Practice Score (2)



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)



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

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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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 CEAS Statewide Profile

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 %

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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 %

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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 %

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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 %

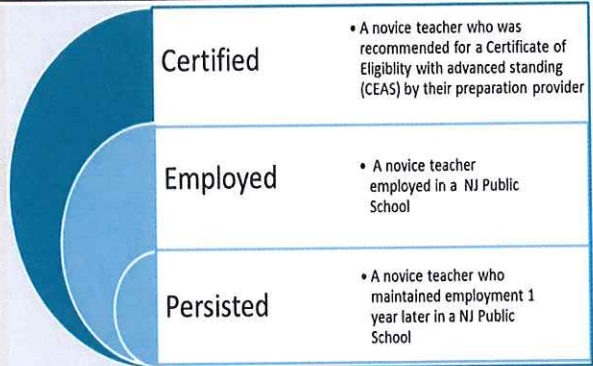
Data Source Notes: Certification data is submitted to the NJDOE by EPPs or individual candidates via the Teacher Certification Information System (TCIS) and is verified by the EPPs prior to publication of the EPPPRs. Employment data is submitted to the NJDOE by school districts and gathered from New 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

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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.

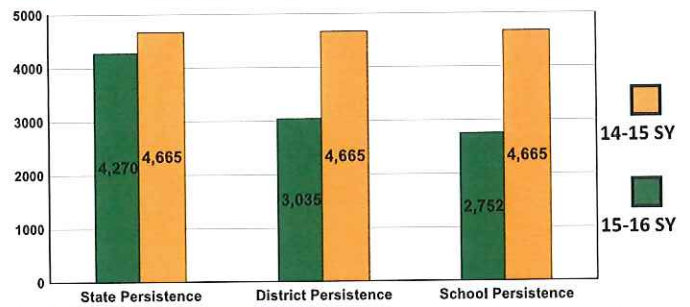


	CEAS 2016	CE 2016
Employed certified completer in 15-16 SY	5,293	65 %
CEAS certified completer in 12-13 and 13-14	8,099	

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

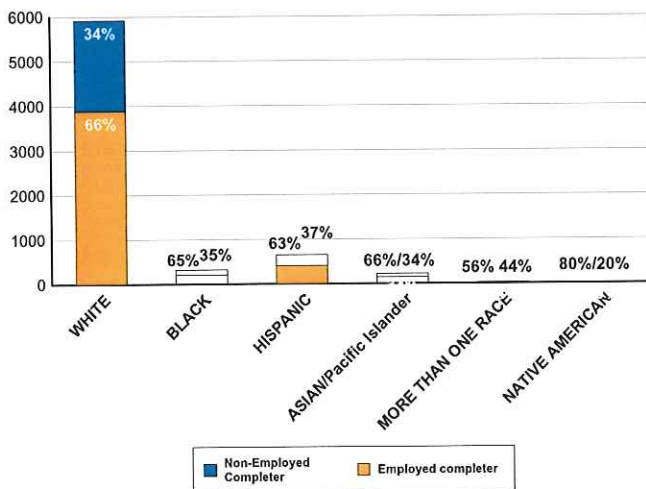
**The 1 year persistence count for the 14-15 SY is derived from the 12-13 and 13-14 certified completers*

Persistence (2)

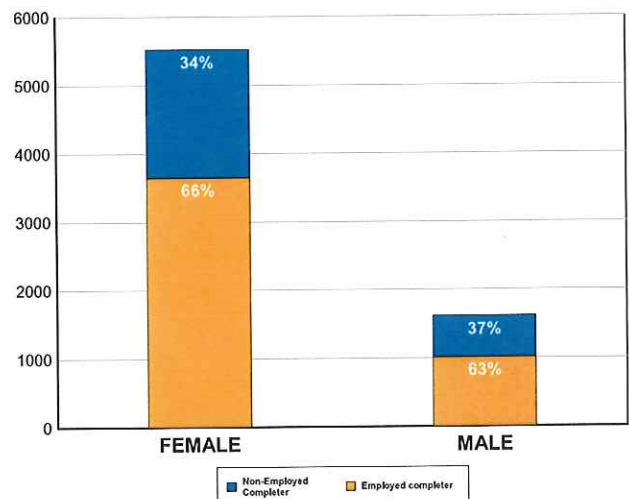


Persistence	Percent
Persisted In State in 15-16	91.5%
Persisted In District in 15-16	65.1 %
Persisted In School in 15-16	59.0 %

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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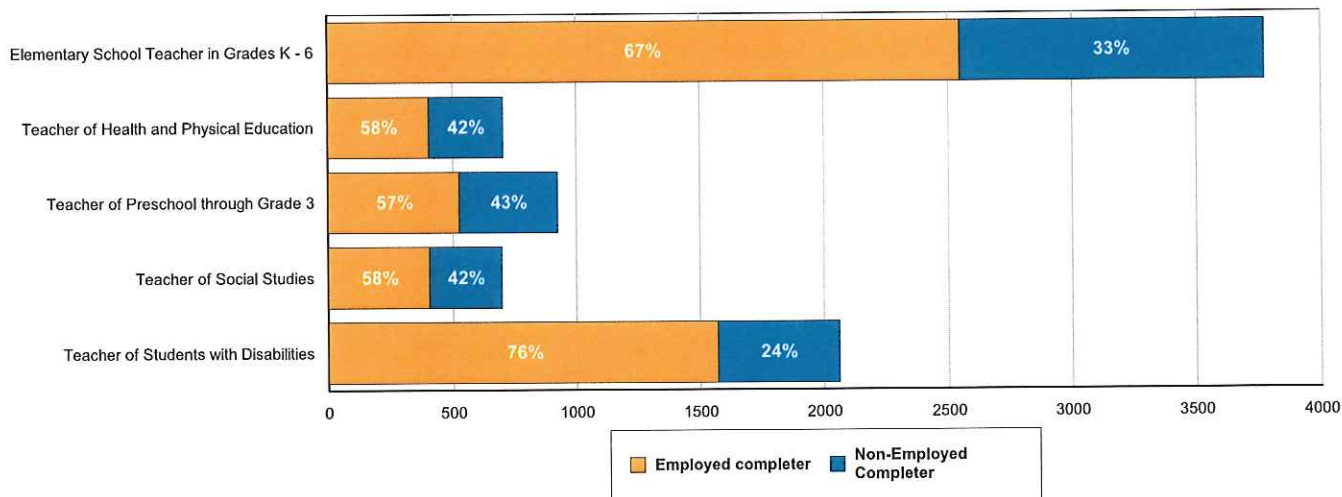
Novice New Jersey Public School Teachers Profile, cont'd

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)



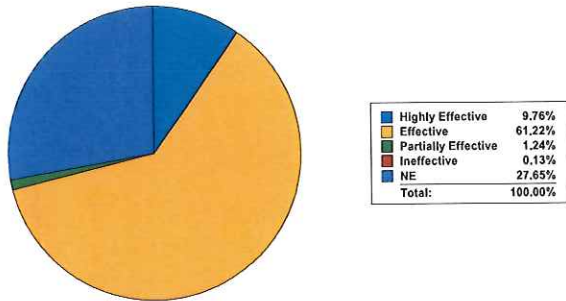
1 TCIS
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Novice New Jersey Public School Teachers Profile, cont'd

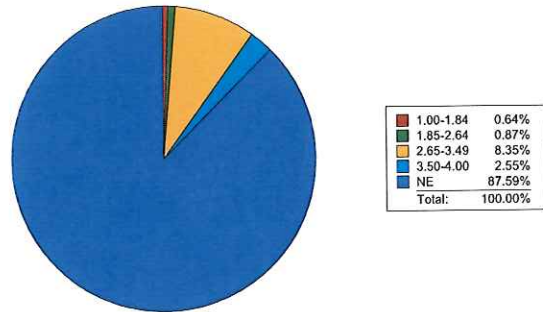
The charts and tables below capture AchieveNJ evaluation data for this cohort of employed completers evaluated in a New Jersey Public School during the 14-15 SY. **There were 4,661 individuals** from this cohort who were employed in the 14-15 SY and some individuals may have worked in multiple locations.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



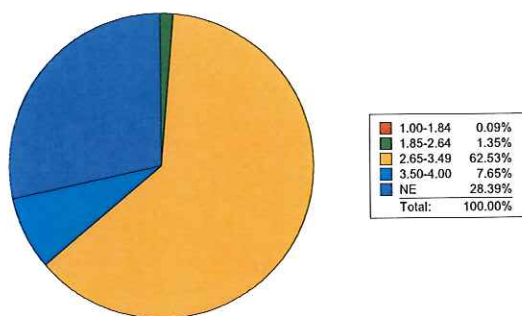
Summative Rating	Individuals evaluated in 14-15 SY
Highly Effective	457.00
Effective	2,865.00
Partially Effective	58.00
Ineffective	6.00
NE	1,294.00

Evaluation : Teacher SGP Score (2)



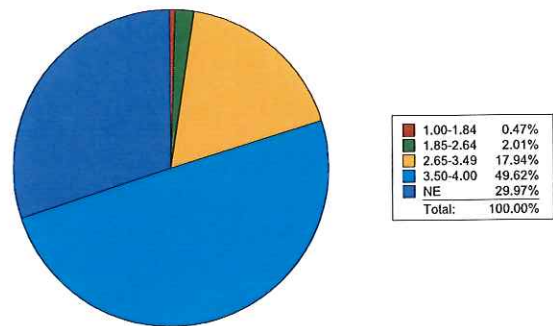
TeacherSGP Score	Individuals evaluated in 14-15 SY
1.00-1.84	33.00
1.85-2.64	45.00
2.65-3.49	430.00
3.50-4.00	131.00
NE	4,508.00

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

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



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 (1)

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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 2 NJSMART
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New Jersey Department of Education
 Educator Preparation Provider Performance Report 2016
 CEAS Statewide Report

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

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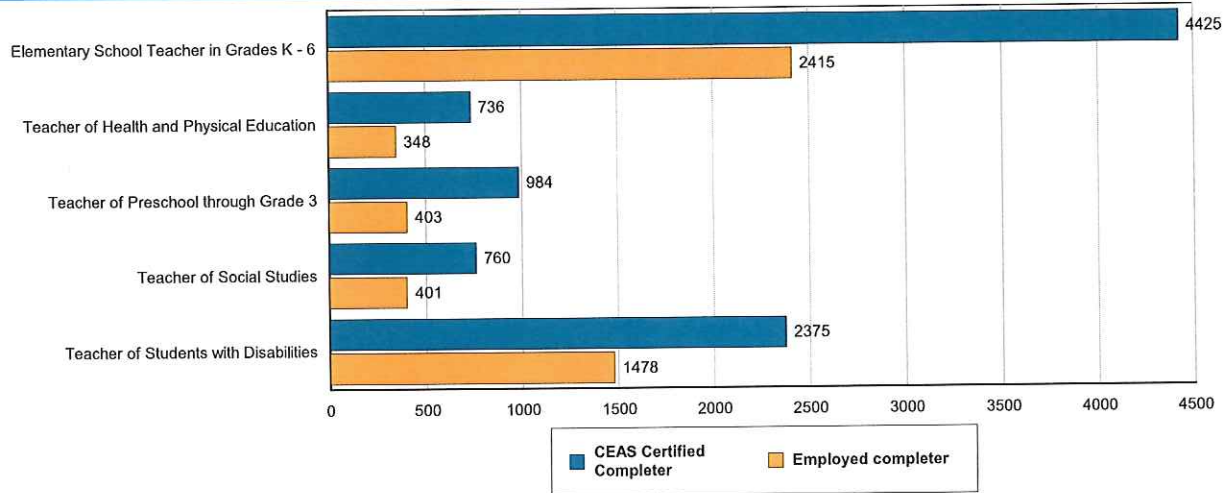


NJ CEAS-EPP Statewide Profile

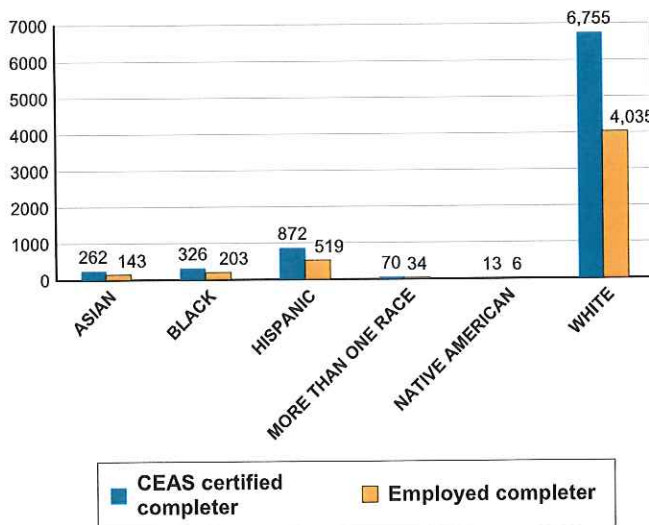
This report includes data that the Department of Education has synthesized from multiple sources: NJSmart, TCIS, NJSure and other existing data collections. The individuals identified in this report as 'CEAS certified completer' were certified in 11-12 and 12-13 with a certificate of eligibility with advanced standing (CEAS). The individuals identified in this report as 'Employed completer' were hired in a New Jersey Public School as of October 15, 2014. Each of the following graphics and tables reference their data source with a 1, 2, 3, or 4. For more details, see footnotes and an additional data

NJ public school employed completers in 14-15 SY	5,160	= 56 %
CEAS-certified completers in 11-12 and 12-13	9,284	

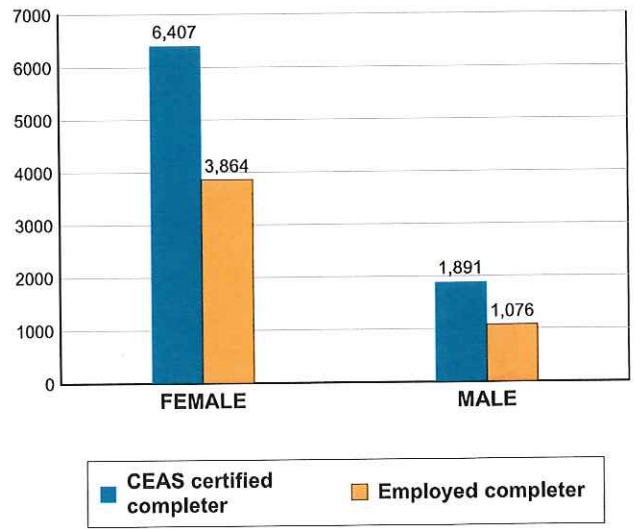
EPP's 5 Largest Programs (1,2)



Race (2,3)



Gender (2,3)



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Novice New Jersey Public School Teachers Profile

The following tables capture information about the public schools in New Jersey where this EPP's employed completers were hired as of October 15, 2014. The 'School Classification' table refers to our reward and priority schools. The 'Classroom Assignment: Teacher Shortage' table refers to individuals that obtained an endorsement in a teacher shortage area and are also employed in a teacher shortage position. 'District Factor Group (DFG)' refers to the grouping of similar school districts by socio-economic level. 'Compensation' refers to the average of all starting salaries of this EPP's employed completers in New Jersey Public Schools regionally.

DFG: <http://www.state.nj.us/education/finance/rda/dfg.shtml>

Priority/Focus: <http://www.state.nj.us/education/rac/schools/>

School Classification (2)		
	Employed as of October 15, 2014	Percentage Employed as Teachers
Priority Schools	107	2 %
Focus Schools	566	11 %
Reward Schools	77	1 %
Not Classified	4,446	86 %

Classroom Assignment: Teacher Shortage Area (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2014	Employed in Teacher Shortage Area
Teacher Shortage Area	3,726	2,452	1,628
Non-Teacher Shortage Area	5,563	2,712	

District Factor Group (DFG) (2)		
	Employed as of October 15, 2014	Percentage Employed as Teachers
A	753	14 %
B	509	10 %
CD	434	8 %
DE	622	12 %
FG	605	12 %
GH	699	13 %
I	929	18 %
J	177	3 %
Charter	276	5 %
Vocational	192	4 %

Compensation (2)		
	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 51,400	1,884
All Employed teachers in Central region	\$ 52,564	1,896
All Employed teachers in South region	\$ 50,694	992
All Employed teachers	\$ 51,434	5,061

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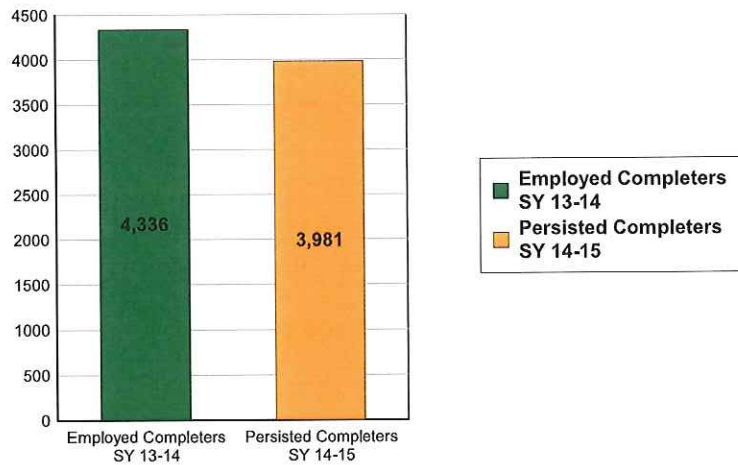
Novice New Jersey Public School Teachers Profile, cont'd

The 'Persistence' chart and table below shows how many employed completers were hired in New Jersey Public schools in the 13-14 SY and were still working in a New Jersey Public School in the 14-15 SY. Additionally, the tables below capture endorsement information about all CEAS certified candidates that were hired in New Jersey public schools.

Number Of Endorsements Obtained and Employment (1,2)			
	Individuals obtaining NJ CEAS	Individuals employed as teachers	Percent employed as teachers
One Endorsement	5,700	2,939	52%
Two Endorsements	2,838	1,703	60%
Three or More Endorsements	752	523	70%

Cummulative GPA (3)	
	Individuals obtaining NJ CEAS
Median GPA	3.54

Persistence (2)



Persistence	Percent
Continued Employment In NJ in 14-15	91.8 %

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Novice New Jersey Public School Teachers Profile, cont'd

The tables on the following pages capture additional endorsement information about all CEAS certified candidates and where applicable employment data for those that were hired as of October 15, 2014.

Praxis II Results: Average Scaled Score (1)

	Praxis II Test	Average Scaled Score
Elementary School Teacher in Grades K - 6	Elem Educ: Reading & Lang Art Subtest	185
Elementary School Teacher in Grades K - 6	Elementary Education Content Knowledge	176
Elementary School Teacher in Grades K - 6	Elem Educ: Science Subtest	174
Elementary School Teacher in Grades K - 6	Elem Educ: Mathematics Subtest	179
Elementary School Teacher in Grades K - 6	Elem Educ: Social Studies Subtest	171
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	Middle School Mathematics	169
Elementary School with Subject Matter Specialization: Language Arts/Literacy	Middle School English Language Arts	188
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	Middle School Science	158
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	Middle School Social Studies	168
Teacher of Art	Art: Content Knowledge	169
Teacher of Art	Art Content Knowledge	178
Teacher of Biological Science	General Science: Content Knowledge	164
Teacher of Biological Science	Biology: Content Knowledge, Part 2	845
Teacher of Biological Science	No Description	162
Teacher of Biological Science	Biology: Content Knowledge	166

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Teacher of Biological Science	General Science: Content Knowledge, Part I	837
Teacher of Chemistry	Chemistry: Content Knowledge	166
Teacher of Chemistry	General Science: Content Knowledge	169
Teacher of Comprehensive Business	Business Education	582
Teacher of Earth Science	Earth and Space Sciences: Content Knowledge	165
Teacher of Earth Science	General Science: Content Knowledge	162
Teacher of English	English Language, Literature and Composition Content Knowledge	184
Teacher of French	French: World Language	176
Teacher of Health and Physical Education	Health & Physical Education: Content Knowledge	167
Teacher of Health and Physical Education	Physical Education: Content Knowledge	153
Teacher of Mathematics	Mathematics: Content Knowledge	153
Teacher of Music	Music: Content Knowledge	174
Teacher of Physical Education	Physical Education: Content Knowledge	160
Teacher of Physical Science	General Science: Content Knowledge	176
Teacher of Physical Science	Chemistry: Content Knowledge	170
Teacher of Physical Science	Physics: Content Knowledge	160
Teacher of Physics	General Science: Content Knowledge	176
Teacher of Physics	Physics: Content Knowledge	163
Teacher of Preschool through Grade 3	Early Childhood: Content Knowledge	175
Teacher of Reading	Teaching Reading	208

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Teacher of Social Studies	Social Studies: Content Knowledge	172
Teacher of Spanish	Spanish Content Knowledge	342
Teacher of Spanish	Spanish: World Language	181
Teacher of Technology Education	Technology Education	186
Teacher of Theater	Theatre	731

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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	10	4	40 %
Elementary School Teacher in Grades K - 6	4,426	2,416	55 %
Teacher of Preschool through Grade 3	984	403	41 %
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	266	188	71 %
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	168	114	68 %
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	133	76	57 %
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	268	168	63 %
Elementary School with Subject Matter Specialization: World Language/Spanish in Grades 5 - 8	17	17	100 %
Teacher of Art	247	118	48 %
Teacher of Comprehensive Business	16	11	69 %
Teacher of Business: Finance/Economics/Law	1	1	100 %
Teacher of English	666	442	66 %
Teacher of Reading	37	27	73 %
Teacher of Theater	17	6	35 %
Teacher of English as a Second Language	179	112	63 %
Teacher of Bilingual/Bicultural Education	34	32	94 %
Teacher of French	14	9	64 %

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Teacher of German	1	1	100 %
Teacher of Italian	10	9	90 %
Teacher of Spanish	109	84	77 %
Teacher of Chinese	11	6	55 %
Teacher of Health and Physical Education	736	348	47 %
Teacher of Driver Education	200	133	67 %
Teacher of Physical Education	20	13	65 %
Dance	20	7	35 %
Teacher of Technology Education	23	19	83 %
Teacher of Mathematics	495	384	78 %
Teacher of Music	322	156	48 %
Teacher of Biological Science	203	156	77 %
Teacher of Earth Science	27	18	67 %
Teacher of Physical Science	12	9	75 %
Teacher of Physics	27	24	89 %
Teacher of Chemistry	24	17	71 %
Teacher of Social Studies	760	401	53 %
Teacher of Psychology	7	4	57 %
Teacher of Deaf or Hard of Hearing: with Oral/Aural Communication	15	7	47 %
Teacher of Deaf or Hard of Hearing: with Sign Language Communication	15	7	47 %

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Teacher of Students with Disabilities	2,375	1,478	62 %
Teacher of Marketing Education	2	1	50 %

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Transfer Student (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2014	Percent Employed as teachers
Reported as transferred	3,135	1,637	52 %

State of Residence, Certification (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2014	Percent Employed as teachers
Reported as Out of State while enrolled in program	781	367	47 %

Area of Study (3)			
	Individuals obtaining NJ CEAS	Individuals employed as teachers	Percent employed as teachers
Physical Sciences	35	29	83 %
Area, Ethnic, Cultural, Gender, and Group studies	9	4	44 %
Biological and Biomedical Sciences	66	51	77 %
Business, Management, Marketing, and Related Support Services.	14	8	57 %
Communication, Journalism, and Related Programs	10	5	50 %
Computer and Information Sciences and Support Services	1	1	100 %
Education	4,947	2,806	57 %
English Language and Literature/Letters	420	270	64 %
Family and Consumer Sciences/Human Sciences	298	129	43 %
Foreign Languages, Literacy, and Linguistics	152	112	74 %
History.	423	221	52 %
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	3	2	67 %
Liberal Arts and Sciences, General Studies and Humanities	30	12	40 %
Mathematics and Statistics	274	218	80 %
Multi/Interdisciplinary studies	30	19	63 %
Natural Resources and Conservation	9	5	56 %
Psychology	289	132	46 %
Social Sciences	65	35	54 %
Visual and Performing Arts	376	189	50 %

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Classroom Assignment: Content Area (3)		
	Individuals employed as teachers	Percent employed as teachers
Foreign Language and Literature	119	2 %
Early Childhood Education(PK-K)	255	5 %
other	52	1 %
Fine and Performing Arts	276	5 %
Social Sciences and History	341	7 %
Bilingual/Bicultural	42	1 %
Health and Physical Education	369	7 %
English Language and Literacy	506	10 %
Elementary Generalist	1,430	28 %
ESL	66	1 %
Math	512	10 %
Career and Technical Education	6	0 %
Special Ed	830	16 %
Life and Physical Sciences	283	6 %

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. All appropriate suppression rules have been applied. Any questions or inquiries regarding the validity of the data contained in this report, please email rpr@doe.state.nj.us

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