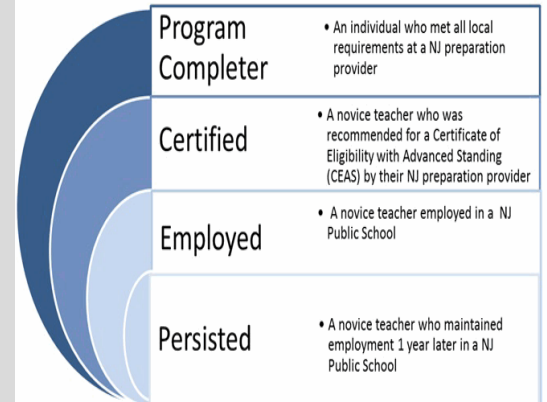## Kean University Report

The goal of this report is to share the available state data on novice teachers that this Educator Preparation Provider (EPP) recommended for certification. The visual to the right describes the categories of information based upon data available. To create the report, the New Jersey 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 school year (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

Hire Rate (1,2)

	2017		CEAS Statewide
Employed certified completer in **16-17 SY**	305	**61** %	**65** %
CEAS certified completer in **14-15 SY**	497		

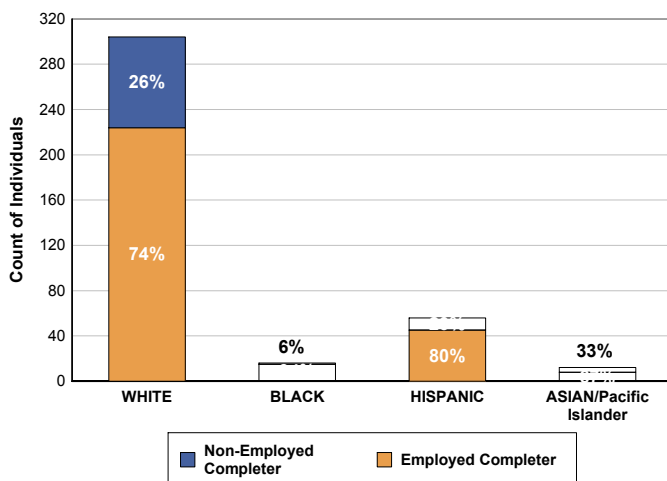|	2016		CEAS Statewide
Employed certified completer in **15-16 SY**	263	**57** %	**64** %
CEAS certified completer in **13-14 SY**	461		

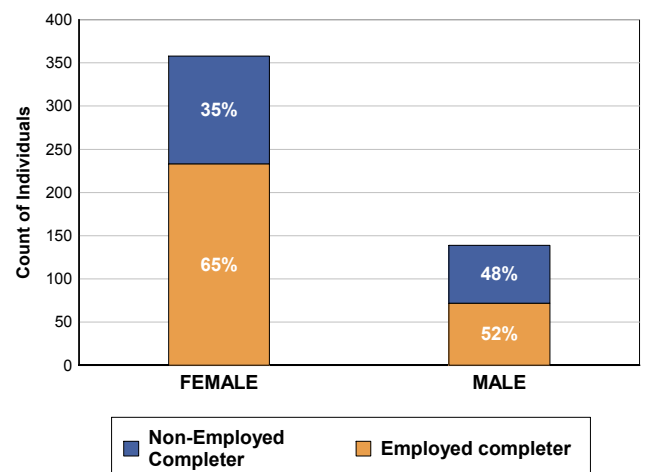***The 1 year persistence count for the 16-17 SY is derived from the 14-15 SY certified completers**

*Persistence (2)
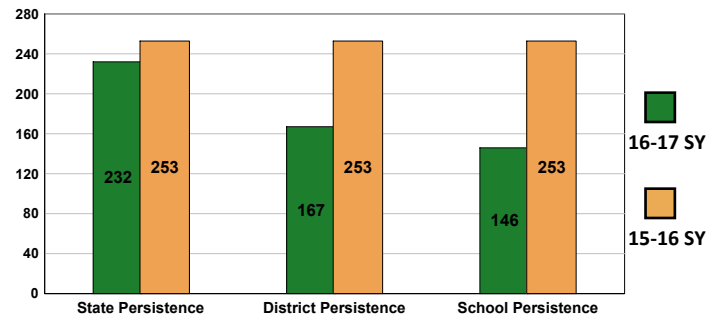
Persistence	Percent
Persisted In State in 16-17	**91.7%**
Persisted In District in 16-17	**66.0** %
Persisted In School in 16-17	**57.7** %

Race (2,3)

Gender (2,3)

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

Novice New Jersey Public School Teachers Profile

The following tables capture information about where this EPP's New Jersey public school employed completers were hired as of October 15, 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 EPP's public school employed completers by region.

School Classification (2)

	Employed as of October 15, 2016	Percentage Employed as teachers	Percentage Employed Statewide
Priority Schools	11	4 %	2 %
Focus Schools	39	13 %	8 %
Reward Schools	0	0 %	0 %
Not Classified	255	84 %	89 %

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

Classroom Assignment: Teacher Shortage Area (1,2)

	Individuals obtaining NJ CEAS	Employed as of October 15, 2016	Employed in Teacher Shortage Area
Teacher Shortage Area	210	160	96
Non-Teacher Shortage Area	287	145	

District Factor Group (DFG) (2)

	Employed as of October 15, 2016	Percentage Employed as teachers	Percentage Employed Statewide
A	73	26%	18%
B	48	17%	12%
CD	22	8%	9%
DE	34	12%	12%
FG	20	7%	10%
GH	34	12%	15%
I	39	14%	18%
J	5	2%	4%
Vocational	1	0%	1%

Compensation (2)

	Median Salary	Number of Teachers
All Employed teachers in North region	$ 51,873	66
All Employed teachers in Central region	$ 52,100	189
All Employed teachers in South region	$ 51,550	30

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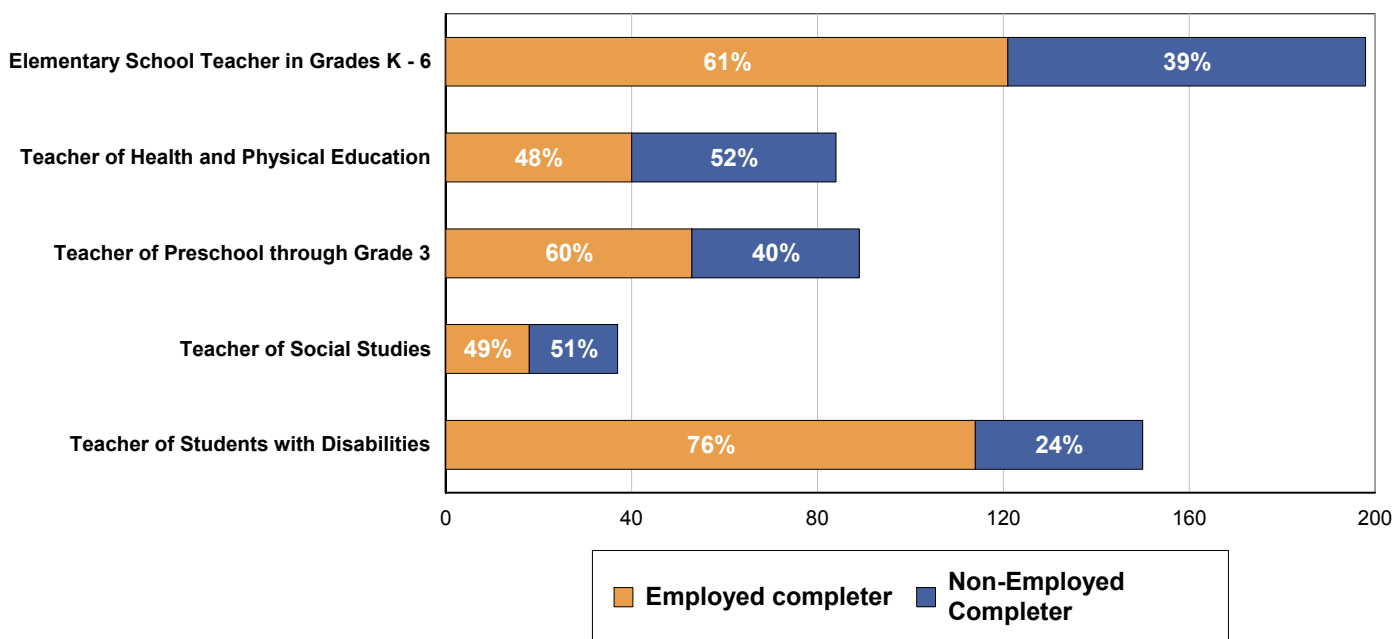3 NJSURE
4 Non-submitter to NJSURE

Novice New Jersey Public School Teachers Profile, cont'd

The following tables capture information about this EPP's certified completers. The 'Number of Endorsements' table shows the hire rates for completers with multiple endorsements. The 'Cumulative GPA' is the median GPA for all certified completers from an EPP. The 'EPP's Largest Programs' is a chart capturing the most prevalent endorsements earned by certified completers within this EPP and their hire rate.

Number Of Endorsements Obtained and Employment (1,2)

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2016	Percent employed as teachers
One Endorsement	294	164	56%
Two Endorsements	181	122	67%
Three or More Endorsements	22	19	86%

Cummulative GPA (3)

	Individuals obtaining NJ CEAS
Median GPA	3.58

EPP's 5 Largest Programs (1,2)

Elementary School Teacher in Grades K - 6: Employed completer 61%, Non-Employed Completer 39%
Teacher of Health and Physical Education: Employed completer 48%, Non-Employed Completer 52%
Teacher of Preschool through Grade 3: Employed completer 60%, Non-Employed Completer 40%
Teacher of Social Studies: Employed completer 49%, Non-Employed Completer 51%
Teacher of Students with Disabilities: Employed completer 76%, Non-Employed Completer 24%

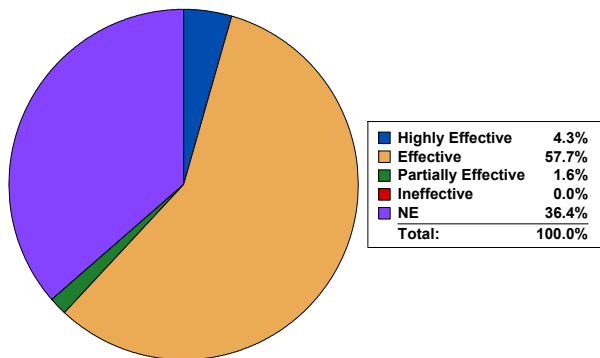Legend: Employed completer, Non-Employed Completer

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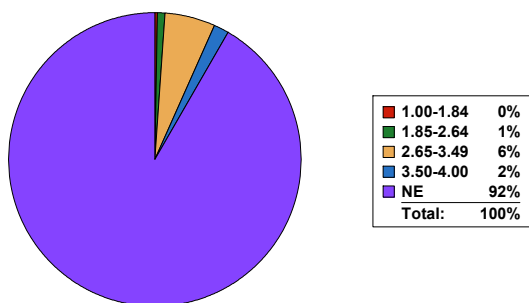4 Non-submitter to NJSURE

Novice New Jersey Public School Teachers Profile, cont'd

The charts and tables below capture **AchieveNJ** evaluation data for this EPP's 14-15 certified completers **employed and evaluated in a New Jersey Public School during 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.
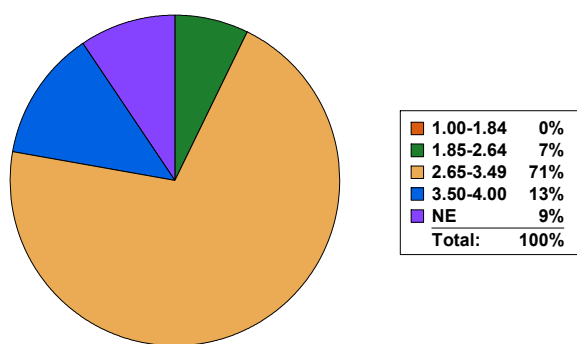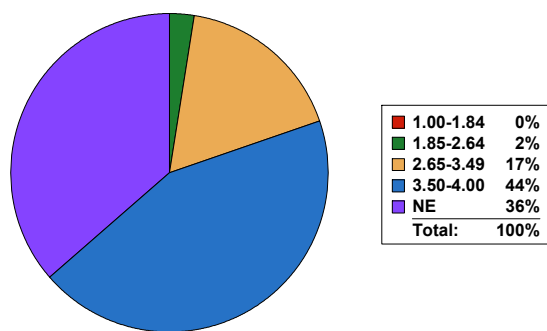
Evaluation (2)

Highly Effective	4.3%
Effective	57.7%
Partially Effective	1.6%
Ineffective	0.0%
NE	36.4%
Total:	100.0%

Summative Rating	Individuals evaluated in 15-16 SY
Highly Effective	11.00
Effective	146.00
Partially Effective	4.00
Ineffective	0.00
NE	92.00

Evaluation : Teacher SGP Score (2)

1.00-1.84	0%
1.85-2.64	1%
2.65-3.49	6%
3.50-4.00	2%
NE	92%
Total:	100%

Summative Score	Individuals evaluated in 15-16 SY
1.00-1.84	1.00
1.85-2.64	2.00
2.65-3.49	14.00
3.50-4.00	4.00
NE	232.00

Evaluation : Teacher Practice Score (2)

1.00-1.84	0%
1.85-2.64	7%
2.65-3.49	71%
3.50-4.00	13%
NE	9%
Total:	100%

Summative Score	Individuals evaluated in 15-16 SY
1.00-1.84	0.00
1.85-2.64	18.00
2.65-3.49	179.00
3.50-4.00	32.00
NE	24.00

Evaluation : Teacher SGO Score (2)

1.00-1.84	0%
1.85-2.64	2%
2.65-3.49	17%
3.50-4.00	44%
NE	36%
Total:	100%

Summative Score	Individuals evaluated in 15-16 SY
1.00-1.84	0.00
1.85-2.64	6.00
2.65-3.49	44.00
3.50-4.00	111.00
NE	92.00

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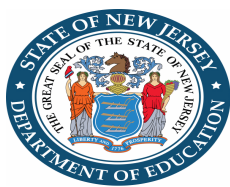
Novice New Jersey Public School Teachers Profile, cont'd

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**	**EPP Average Scaled Score**	**State Average Scaled Score**
Early Childhood: Content Knowledge (new)	159	171	171
English Language Arts: Content Knowledge	167	171	177
Mathematics: Content Knowledge	160	169	170
Elementary Education: Multiple Subjects Reading Language Arts Subtest (old)	165	176	177
Social Studies: Content Knowledge	157	163	166
Biology: Content Knowledge	152	154	164
Elementary Education: Content Knowledge	141	151	157
Elementary Education: Multiple Subjects Science Subtest (new)	159	168	170
Health and Physical Education: Content Knowledge (old)	151	158	160
General Science: Content Knowledge	152	157	165
Elementary Education: Multiple Subjects Mathematics (old)	164	172	174
English Language, Literature, and Composition: Content Knowledge	162	167	169
Middle School Science (old)	145	154	157
Art: Content Knowledge	158	164	168
Elementary Education: Multiple Subjects Social Studies Subtest (new)	155	163	166

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Certification Endorsement Area and Employment (1,2)	Individuals obtaining NJ CEAS	Employed as of October 15th, 2016	Percent employed as teachers
Teacher of Driver Education	1	1	100%
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	12	11	92%
Teacher of Mathematics	19	17	89%
Teacher of Biological Science	13	11	85%
Teacher of Art	15	12	80%
Teacher of Chemistry	5	4	80%
Teacher of Bilingual/Bicultural Education	9	7	78%
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	13	10	77%
Teacher of Students with Disabilities	150	114	76%
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	12	9	75%
Teacher of Spanish	3	2	67%
Elementary School with Subject Matter Specialization: World Language/Spanish in Grades 5 - 8	8	5	63%
Elementary School Teacher in Grades K - 6	198	121	61%
Teacher of English	36	22	61%
Teacher of Preschool through Grade 3	89	53	60%
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	6	3	50%

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Teacher of Theater	4	2	50%
Teacher of Social Studies	37	18	49%
Teacher of Health and Physical Education	84	40	48%
Teacher of Music	8	3	38%

Transfer Student (3)

	Individuals obtaining NJ CEAS	Employed as of October 15, 2016	Percent employed as teachers
Reported as transfered	225	129	57 %

### 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	6	2	33 %

Area of Study (3)

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2016	Percent employed as teachers
History.	33	15	45 %
English Language and Literature/Letters	34	21	62 %
Biological and Biomedical Sciences	11	10	91 %
Liberal Arts and Sciences, General Studies and Humanities	1	1	100 %
Education	356	218	61 %
Mathematics and Statistics	9	8	89 %
Family and Consumer Sciences/Human Sciences	1	1	100 %
Foreign Languages, Literacy, and Linguistics	3	2	67 %
Psychology	6	2	33 %
Visual and Performing Arts	14	9	64 %

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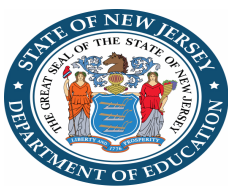
Classroom Assignment: Content Area (1,2)		
	Employed as of October 15th, 2016	**Percent employed as teachers**
Social Sciences and History	12	4 %
Life and Physical Sciences	18	6 %
English Language and Literacy	47	15 %
Math	31	10 %
Elementary Generalist	68	22 %
ESL	10	3 %
Fine and Performing Arts	9	3 %
Foreign Language and Literature	3	1 %
Health and Physical Education	34	11 %
Special Ed	56	18 %
Early Childhood Education(PK-K)	18	6 %

Data Source Notes: Certification data is submitted to the NJ Department of Education (NJDOE) by EPPs or individual candidates via the Teacher Certification Information System (TCIS) and is verified by the EPPs prior to publication of the EPP Performance Reports. 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) data. Higher Education data is submitted to the NJDOE by Institutions of Higher Education and collected from the Office of the Secretary of Higher Education's Student Unit Record system (NJSURE). Not all Institutions 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. The areas considered DFG A and geographic shortage areas are: 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, and Woodbine Boro. Suppression rules have been applied to Praxis II data. For the evaluation data, the 'Teacher Student Growth Percentile (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 Student Growth Objective (SGO) Score' chart and table shows this cohort's employed completer's available SGO scores. Any questions or inquiries regarding the information contained in this report, please email rpr@doe.state.nj.us

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