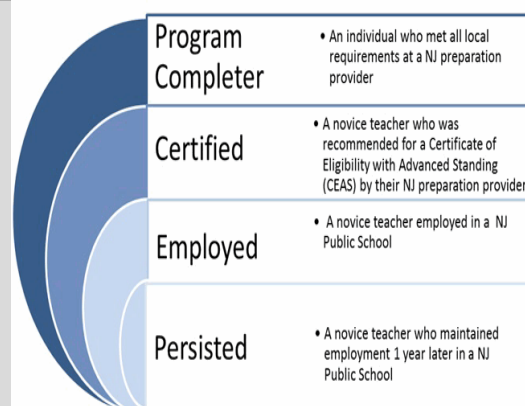




William Paterson University Report

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.



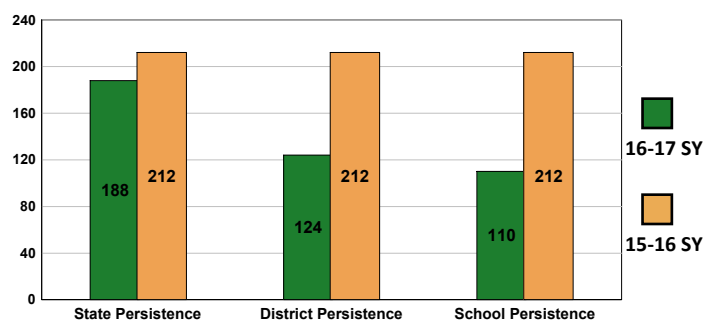
Hire Rate (1,2)

	2017		CEAS Statewide
Employed certified completer in 16-17 SY	222	70 %	65 %
CEAS certified completer in 14-15 SY	319		

	2016		CEAS Statewide
Employed certified completer in 15-16 SY	199	67 %	64 %
CEAS certified completer in 13-14 SY	296		

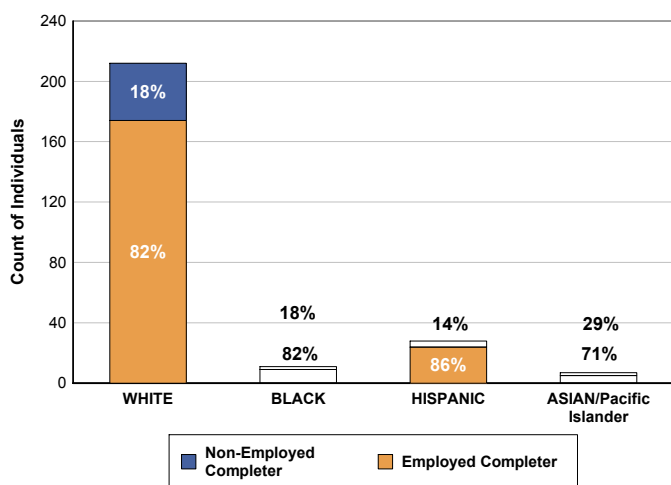
*The 1 year persistence count for the 16-17 SY is derived from the 14-15 SY certified completers

*Persistence (2)

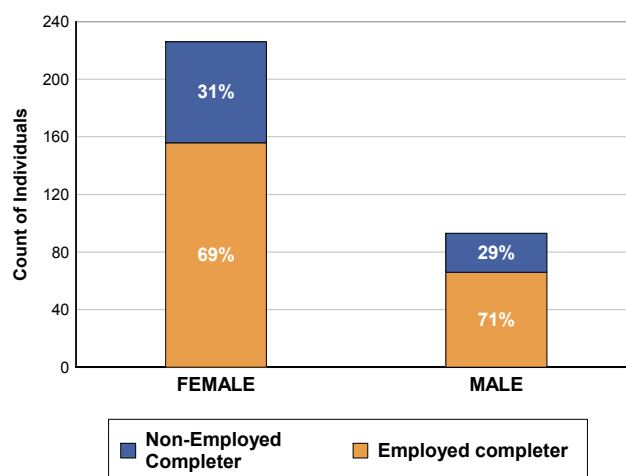


Persistence	Percent
Persisted In State in 16-17	88.7%
Persisted In District in 16-17	58.5 %
Persisted In School in 16-17	51.9 %

Race (2,3)



Gender (2,3)



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Novice New Jersey Public School Teachers Profile

The following tables capture information about where this EPP's New Jersey public school employed completers were hired as of October 15, 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	5	2 %	2 %
Focus Schools	23	10 %	8 %
Reward Schools	0	0 %	0 %
Not Classified	194	87 %	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	128	103	63
Non-Teacher Shortage Area	191	119	

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	Percentage Employed Statewide
A	42	20%	18%
B	30	15%	12%
CD	12	6%	9%
DE	26	13%	12%
FG	15	7%	10%
GH	35	17%	15%
I	35	17%	18%
J	7	3%	4%
Vocational	3	1%	1%

Compensation (2)

	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 51,840	170
All Employed teachers in Central region	\$ 52,860	25
All Employed teachers in South region	\$ 50,741	4

DFG A is a New Jersey geographic teacher shortage area

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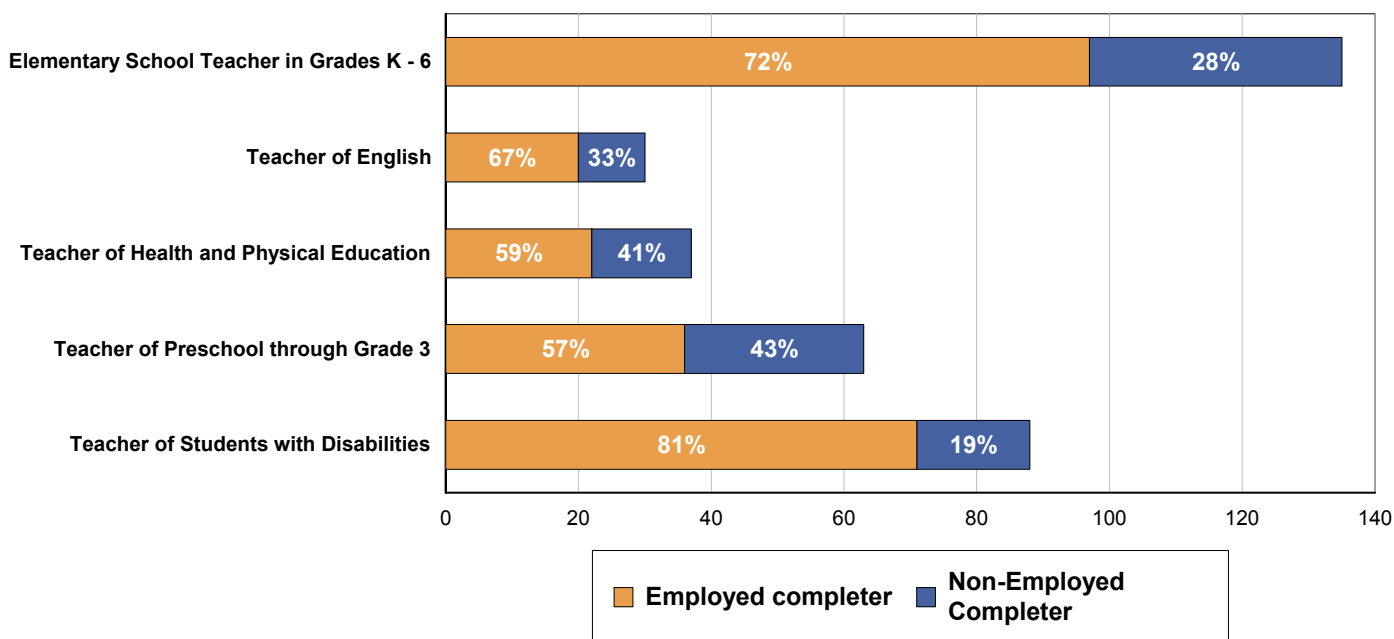
Novice New Jersey Public School Teachers Profile, cont'd

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

Number Of Endorsements Obtained and Employment (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2016	Percent employed as teachers
One Endorsement	164	110	67%
Two Endorsements	148	105	71%
Three or More Endorsements	7	7	100%

Cumulative GPA (3)	
	Individuals obtaining NJ CEAS
Median GPA	3.49

EPP's 5 Largest Programs (1,2)



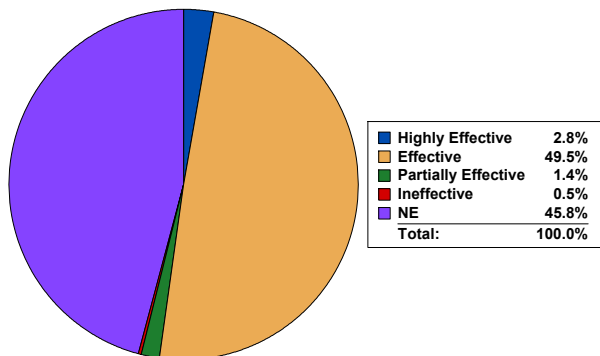
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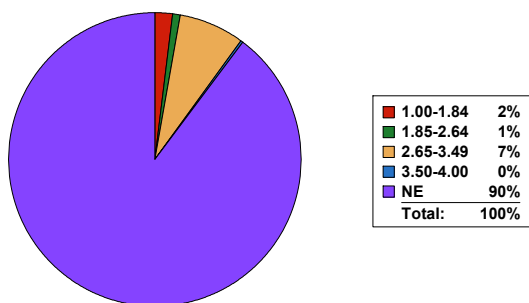
Novice New Jersey Public School Teachers Profile, cont'd

The charts and tables below capture **AchieveNJ** evaluation data for this EPP's 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)



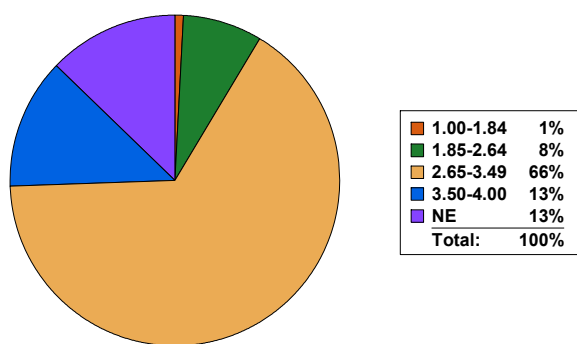
Evaluation : Teacher SGP Score (2)



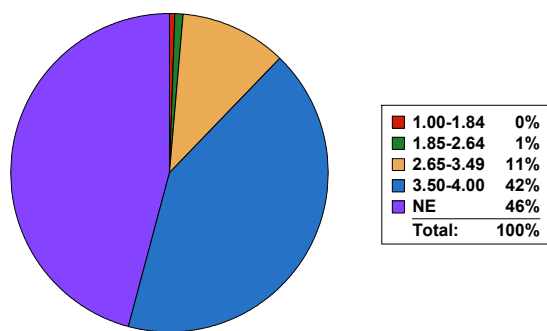
Summative Rating	Individuals evaluated in 15-16 SY
Highly Effective	6.00
Effective	105.00
Partially Effective	3.00
Ineffective	1.00
NE	97.00

Summative Score	Individuals evaluated in 15-16 SY
1.00-1.84	4.00
1.85-2.64	2.00
2.65-3.49	15.00
3.50-4.00	1.00
NE	190.00

Evaluation : Teacher Practice Score (2)



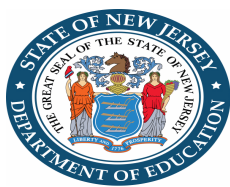
Evaluation : Teacher SGO Score (2)



Summative Score	Individuals evaluated in 15-16 SY
1.00-1.84	2.00
1.85-2.64	16.00
2.65-3.49	140.00
3.50-4.00	27.00
NE	27.00

Summative Score	Individuals evaluated in 15-16 SY
1.00-1.84	1.00
1.85-2.64	2.00
2.65-3.49	23.00
3.50-4.00	89.00
NE	97.00

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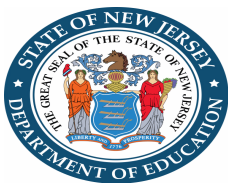


Novice New Jersey Public School Teachers Profile, cont'd

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
Biology: Content Knowledge	152	171	164
Elementary Education: Multiple Subjects Reading and Language Arts Subtest (new)	157	168	176
Social Studies: Content Knowledge	157	163	166
Elementary Education: Multiple Subjects Social Studies Subtest (new)	155	165	166
Elementary Education: Multiple Subjects Reading Language Arts Subtest (old)	165	176	177
General Science: Content Knowledge	152	168	165
Health and Physical Education: Content Knowledge (old)	151	161	160
Elementary Education: Multiple Subjects Mathematics Subtest (new)	157	165	179
English Language Arts: Content Knowledge	167	176	177
Early Childhood: Content Knowledge (new)	159	172	171
Elementary Education: Content Knowledge	141	157	157
Elementary Education: Multiple Subjects Science Subtest (new)	159	169	170
Elementary Education: Multiple Subjects Mathematics (old)	164	173	174
Music: Content Knowledge	153	169	169

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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
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	3	3	100%
Teacher of Chemistry	1	1	100%
Teacher of Chinese	1	1	100%
Teacher of Preschool through Grade 3	1	1	100%
Teacher of Spanish	1	1	100%
Teacher of Social Studies	19	17	89%
Teacher of Mathematics	8	7	88%
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	7	6	86%
Teacher of Earth Science	6	5	83%
Teacher of Students with Disabilities	88	71	81%
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	9	7	78%
Teacher of Bilingual/Bicultural Education	4	3	75%
Teacher of Biological Science	16	12	75%
Elementary School Teacher in Grades K - 6	135	97	72%
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	3	2	67%
Teacher of Art	9	6	67%

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New Jersey Department of Education
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William Paterson University

Teacher of English	30	20	67%
Teacher of Driver Education	30	18	60%
Teacher of Health and Physical Education	37	22	59%
Teacher of Preschool through Grade 3	63	36	57%
Teacher of Music	11	6	55%

Transfer Student (3)

	Individuals obtaining NJ CEAS	Employed as of October 15, 2016	Percent employed as teachers
Reported as transferred	152	104	68 %

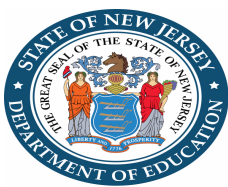
State of Residence, Certification (3)

	Individuals obtaining NJ CEAS	Employed as of October 15, 2016	Percent employed as teachers
Reported as Out of State while enrolled in program	2	0	0 %

Area of Study (3)

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2016	Percent employed as teachers
Physical Sciences	5	4	80 %
History.	14	13	93 %
Mathematics and Statistics	6	5	83 %
Foreign Languages, Literacy, and Linguistics	1	1	100 %
Liberal Arts and Sciences, General Studies and Humanities	2	1	50 %
English Language and Literature/Letters	27	18	67 %
Visual and Performing Arts	21	13	62 %
Psychology	3	3	100 %
Social Sciences	1	1	100 %
Education	206	140	68 %
Biological and Biomedical Sciences	2	1	50 %

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- 3 NJSURE
- 4 Non-submitter to NJSURE



Classroom Assignment: Content Area (1,2)

	Employed as of October 15th, 2016	Percent employed as teachers
English Language and Literacy	31	14 %
Social Sciences and History	13	6 %
ESL	10	4 %
Health and Physical Education	18	8 %
Elementary Generalist	58	26 %
Special Ed	33	15 %
Math	25	11 %
Early Childhood Education(PK-K)	8	4 %
Foreign Language and Literature	1	0 %
Life and Physical Sciences	20	9 %
Fine and Performing Arts	9	4 %

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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