



**COMPLETER EFFECTIVENESS**

The State of New Jersey Department of Education releases annual performance data on educator preparation for candidates seeking initial certification. Data for advanced preparation candidates are self-reported and collected through alumni outreach. The EPP uses these data to demonstrate completer effectiveness.

**Employment outcomes for initial-preparation program graduates, who were hired as full-time teachers in a New Jersey public school, one year post-program completion.**

Evaluation data is for certified program completers (initial) from the 2021-22 school year employed in the 2022-23 school year as provided by NJDOE.

<b>2021-2022 Persistence Trend<sup>1</sup></b>		
Of the <b>127</b> Certified Completers from the 2021-2022 SY		<b>110</b> (86.6% ) were employed as of the 2022-2023 SY
School Level: 25 (22.7%) of those employed completers maintained employment during the 2023-2024 SY with a median salary of \$61,000	District Level: 79 (71.8%) of those employed completers maintained employment during the 2022-2023 SY with a median salary of \$60,016	State Level: 94 (85.5%) of those employed completers maintained employment during the 2022-2023 SY with a median salary of \$58,730
<b>2020-2021 Persistence Trend</b>		
Of the <b>230</b> Certified Completers from the 2020-2021 SY		<b>180</b> (78.3% ) were employed as of the 2021-2022 SY
School Level: 116 (64.4%) of those employed completers maintained employment during the 2022-2023 SY with a median salary of \$57,895	District Level: 121 (67.2%) of those employed completers maintained employment during the 2022-2023 SY with a median salary of \$57,773	State Level: 138 (76.7%) of those employed completers maintained employment during the 2022-2023 SY with a median salary of \$57,587
<b>2019-2020 Persistence Trend</b>		
Of the <b>220</b> Certified Completers from the 2019-2020 SY		<b>161</b> (73% ) were employed as of the 2019-2020 SY
School Level: 23 (14.3%) of those employed completers maintained employment during the 2021-2022 SY with a median salary of \$54,740	District Level: 76 (47.2%) of those employed completers maintained employment during the 2021-2022 SY with a median salary of \$55,623	State Level: 110 (68.3%) of those employed completers maintained employment during the 2021-2022 SY with a median salary of \$55,505

<sup>1</sup> Persistence Trend: candidates who continued with their employment at the school, district, or state level from one year to the next.  
NOTE: The NJDOE collects demographic and salary data through NJSMART and TCIS. Salary data is suppressed if the average salary of Full Time Employed Teachers (FTE) in a region is less than \$30,000 and the count of FTE Teachers is greater than 0.

# KEAN UNIVERSITY – COLLEGE OF EDUCATION

## Employment and goal outcomes for advanced-preparation program completers, post-program completion.

Evaluation data is for certified program completers (advanced) self-reported from the alumni surveys and outreach efforts.

Advanced Preparation Program Completers 2019-2020 through 2024-2025	N	Goal I: To remain in my current position.	Goal: II To obtain a new position in this field	Goal III: To obtain an additional certification	Goal Achieved ?
Early Childhood Education Endorsement	0				--
Instruction and Curriculum – Bilingual/Bicultural Endorsement	1	1			100%
Instruction and Curriculum – Teaching English as a Second or other Language	0				--
Educational Administration – Principal Certification	9		8	1	55.6%
Learning Disabilities Teacher-Consultant Certification	4		4		75.0%
Special Education – Learning and Behavior Disorders Endorsement	5	1	2	1	100%
Teacher of Students with Disabilities – Endorsement	0				--

## EMPLOYMENT BY SCHOOL CATEGORY

Evaluation data is for certified program completers (initial) from the 2021-22 school year employed in the 2022-23 school year as provided by NJDOE.

Category	Employed as of October 15, 2022	Percent Employed as Teachers	Percent Employed Statewide
Charter	4	3.6%	5.7%
District	104	93.7%	90.8%
Other	2	1.8%	2.7%
Vocational	1	0.9%	0.8%

## EMPLOYMENT BY SCHOOL CLASSIFICATION

Evaluation data is for certified program completers (initial) from the 2021-22 school year employed in the 2022-23 school year as provided by NJDOE.

Category	Count of Certified Individuals	Percent Employed as Teachers	Percent Employed Statewide
Not Classified	102	88.7%	87.7%
Comprehensive Support and Improvement	6	5.2%	7.6%
Targeted Support and Improvement	7	6.1%	4.7%

Comprehensive Support and Improvement - Overall Low Performing: Schools with a summative score in the bottom 5% of Title I schools or schools with a four-year graduation rate of 67% or less.

Targeted Support and Improvement - Schools with one or more student group with a summative score that would be in the bottom 5% of Title I schools or schools with one or more students group that missed annual targets or standards for all indicators for two years in a row.

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## COMPENSATION BY REGION

Evaluation data is for certified program completers (initial) from the 2021-22 school year employed in the 2022-23 school year as provided by NJDOE.

Category	Number of Teachers	Median Salary (all teachers)	Median Salary (employed program completers)
Southern Region	17	\$57,063	\$57,063
Northern Region	4	\$56,000	\$57,508
Central Region	51	\$60,732	\$60,574
Undefined Region	11	\$61,235	\$61,235

## EMPLOYMENT BY CERTIFICATION COUNT

Evaluation data is for certified program completers (initial) from the 2021-22 school year employed in the 2022-23 school year as provided by NJDOE.

Category	Count of Certified Individuals	Employed as of October 15, 2022	Percent Employed as Teachers
Candidate Earned One Certification	45	40	88.9%
Candidate Earned Two or More Certifications*	82	70	85.4%
Candidate Earned One or More Certifications*	127	110	86.6%

\*Duplicated Count

## EMPLOYMENT BY CERTIFICATION AREA

Evaluation data is for certified program completers (initial) from the 2021-22 school year employed in the 2022-23 school year as provided by NJDOE.

Category	Count of Certified Individuals	Employed as of October 15, 2022	Percent Employed as Teachers
All Programs	127	110	86.6%
Elementary School	49	42	85.7%
Elementary School with Mathematics Specializations 5-8	1	1	100%
Elementary School with Science Specialization 5-8	1	1	100%
Elementary School with World Language Specialization 5-8	1	1	100%
Teacher of Bilingual-Bicultural Education	6	6	100%
Teacher of Biological Science	6	6	100%
Teacher of Chemistry	2	2	100%
Teacher of Dance, Art, Music, or Theater	8	6	75.0%
Teacher of English	9	9	100%
Teacher of Health, PE, or Driver Education	16	16	100%
Teacher of Mathematics	12	9	75.0%
Teacher of Preschool through Grade 3	13	9	69.2%
Teacher of Social Studies	10	9	90.0%
Teacher of Students with Disabilities	76	64	84.2%
Teacher of World Languages - Spanish	2	2	100%