> ### R4.1 Completer Effectiveness
> The provider demonstrates that program completers effectively contribute to P-12 student-learning growth and apply in P-12 classrooms the professional knowledge, skills, and dispositions that the preparation experiences were designed to achieve.

The State of New Jersey Department of Education (NJDOE) releases annual performance reports for educator preparation to share available state data on teachers seeking initial certification. These data are used by Kean University (KU to demonstrate completer effectiveness.

Kean's performance reports along with state-wide (NJ) comparative data for 2023 are provided as evidence for this reporting measures. These measures capture certified program completers from the 2020-21 school year (employed in 2021-22).

PART 1: CONTRIBUTE TO STUDENT GROWTH

Kean uses two data points to demonstrate that candidates contribute to student growth: Student Growth Objectives (SGOs) and median Student Growth Percentiles (mSGPs).
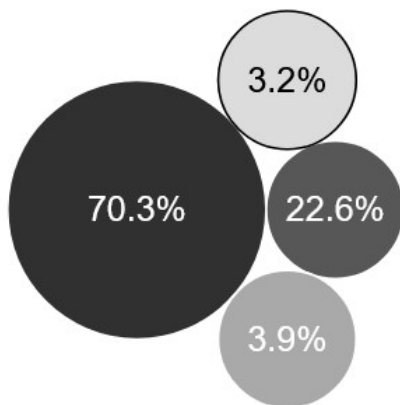
- SGOs are academic goals that teachers and designated supervisors set for groups of students annually.
- mSGPs are a specific metric for measuring individual student progress on Statewide assessments by tracking how much a student's test scores have changed relative to other students Statewide with similar scores in previous years.

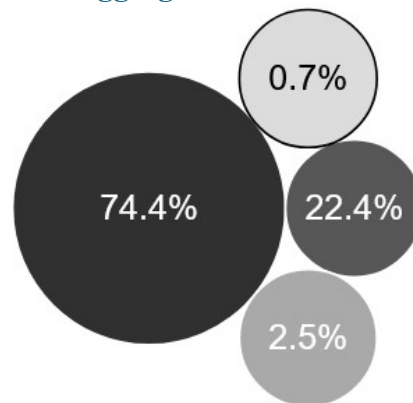### 2023 SGO SCORES FOR KEAN COMPARED TO NEW JERSEY

Highly Effective: KU 70.3%; NJ 74.4%	Effective: KU 22.6%; NJ 22.4%
Partially Effective: KU 3.9%; NJ 2.5%	Ineffective: KU 3.2%; NJ 0.7%

Teacher SGO Score: The combined score for a teacher's Student Growth Objectives as assessed by the district's evaluation system for assigning teacher or principal performance ratings.
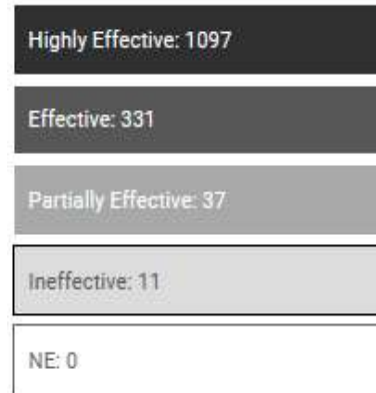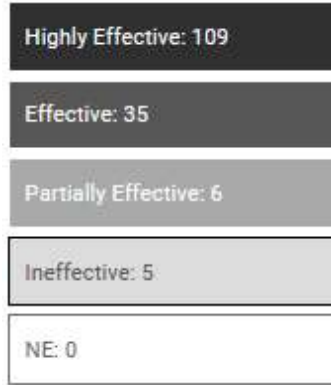
Kean University   **State-wide Aggregate**

Highly Effective: 109		Highly Effective: 1097
Effective: 35		Effective: 331
Partially Effective: 6		Partially Effective: 37
Ineffective: 5		Ineffective: 11
NE: 0		NE: 0

In 2023, Kean completers scored below the state average, yet remarkably high with a combined "highly effective" and "effective" average of 92.9 % (3.9% less than the state). The combined average of "partially effective" or "ineffective" was higher for Kean (7.1%) compared to Statewide (3.2%).
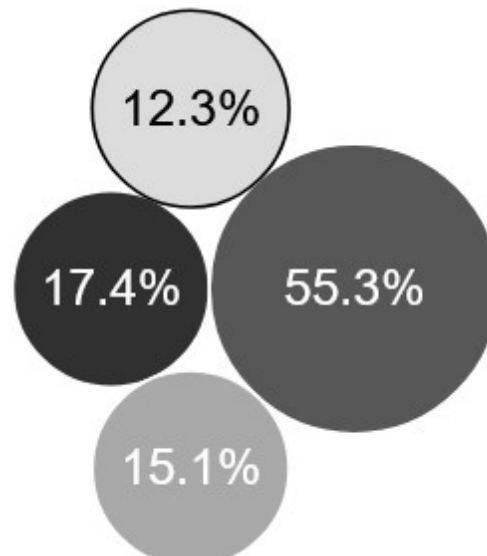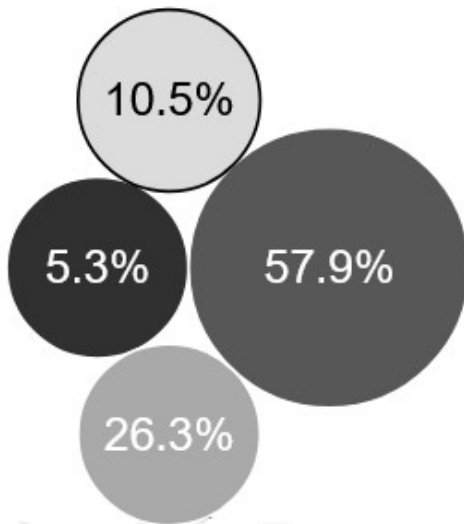
2023 mSGP SCORES FOR KEAN COMPARED TO NEW JERSEY

Highly Effective: KU 5.3%; NJ 17.4%	Effective: KU 57.9%; NJ 55.3%
Partially Effective: KU 26.3%; NJ 15.1%	Ineffective: KU 10.5%; NJ 12.3%

Teacher SGP Score: Median Student Growth Percentile (mSGP) scores are one of the multiple measures of student achievement for qualifying teachers of 4th-8th-grade Language Arts and 4th-7th-grade Math

Kean University   **State-wide Aggregate**

Highly Effective: 1		Highly Effective: 38
Effective: 11		Effective: 121
Partially Effective: 5		Partially Effective: 33
Ineffective: 2		Ineffective: 27
NE: 0		NE: 0

In 2023, Kean scored below the state aggregate with 63.2% in the "highly effective" or "effective" ranges when combined as opposed to the State with 72.7%. The combined average of "partially effective" or "ineffective" was higher for Kean (36.8%) compared to the State (27.4%) of state-wide completers.

PART 2: APPLICATION OF PROFESSIONAL KNOWLEDGE, SKILLS, AND DISPOSITIONS

Kean uses two measures from the evidence used for this part of the standard include the Teacher Practice Score and Summative Score.

- The Teacher Practice Score is measured by performance on a teacher practice instrument, which is used to gather evidence primarily through classroom observations and pre/post-conferences.
- Summative scores are based on multiple measures of student achievement and teacher practice. The components used to determine the summative score vary depending on the grade and subject. Scores are based on multiple measures of student achievement and teacher practice.

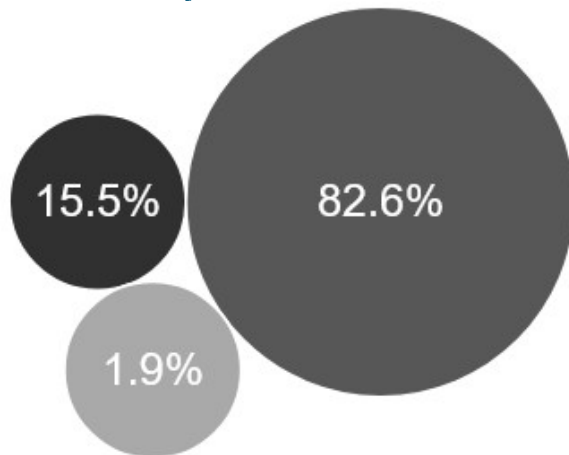## 2023 TEACHER PRACTICE SCORES FOR KEAN COMPARED TO NEW JERSEY

Highly Effective: KU 15.5%; NJ 20.1%	Effective: KU 82.6%; NJ 78.5%
Partially Effective: KU 1.9%; NJ 1.4%	Ineffective: KU N/A; NJ N/A

Teacher Practice Score: Practice is measured by performance on a teacher practice instrument, which is used to gather evidence primarily through classroom observations and pre/post-conferences. Districts have the flexibility to choose from a growing list of state-approved instruments.

Kean University   **State-wide Aggregate**
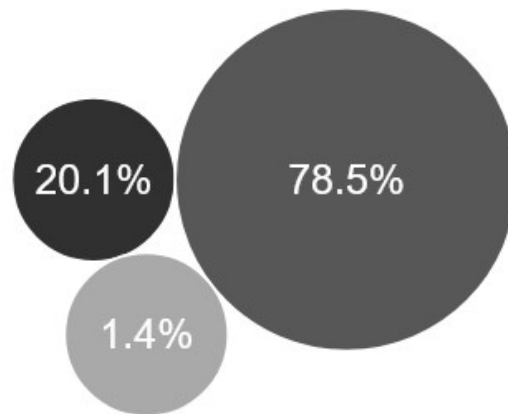

Kean University:
- 15.5%
- 82.6%
- 1.9%

| Highly Effective: 24 |
| Effective: 128 |
| Partially Effective: 3 |
| Ineffective: 0 |
| NE: 0 |

State-wide Aggregate:
- 20.1%
- 78.5%
- 1.4%

| Highly Effective: 298 |
| Effective: 1162 |
| Partially Effective: 21 |
| Ineffective: 0 |
| NE: 0 |

Teacher Practice Scores demonstrate that Kean graduates score comparatively to the state in terms of graduates scoring at "highly effective" or "effective" levels. In 2023, 98.1% of Kean graduates scored at "highly effective" or "effective," while the State had slightly more at 98.6% of its completers at this mark. Kean had a smaller percentage than the state aggregate scoring at or below "partially effective" with Kean having 1.9% students scoring in this range to the State's 1.4%. No completers, Kean or statewide, scored at an "ineffective" level.

2023 SUMMATIVE EVALUATION SCORES FOR KEAN COMPARED TO NEW JERSEY

Highly Effective: KU 19.5%; NJ 23.7%	Effective: KU 78.6%; NJ 75.5%
Partially Effective: KU 1.9%; NJ 0.8%	Ineffective: KU 0%; NJ: 0%

Summative scores are based on multiple measures of student achievement and teacher practice. While all teachers receive an annual summative evaluation, the components used to determine the summative score vary depending on the grades and subjects that educators teach.

Kean University   **State-wide Aggregate**

Summative scores demonstrate that Kean completers scored comparatively to the State in terms of graduates scoring at "highly effective" or "effective." In 2023, 98.1% of Kean graduates scored at "highly effective" or "effective" while the State had slightly more at 99.2% of its completers at this mark. Kean had a larger percentage than the state-aggregate scoring "partially effective," with Kean having 1.9% students scoring in this range to the State at 0.8%. No completers, Kean or statewide, scored at an "ineffective" level.