



CEAS, Standard and Employer surveys: Update

NJ Department of Education (NJDOE)

NJACTE Meeting

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The New Jersey Department of Education's CEAS, Standard and Employer surveys

The NJDOE developed the CEAS, Standard (also known as the completer surveys) and Employer surveys to provide information to education program providers in New Jersey for programmatic improvement

These surveys provide a way for the NJDOE to have a fuller understanding of these programs by collecting perceptions of them from completers and those that employ novice educators



CEAS and Standard surveys: Development and Implementation

Both surveys developed in the 1415 academic year

Both surveys were implemented in mid-September 2015

- All first-time CEAS
- All first-time Standard, both CE and CEAS

Academic year 2015-16 was the pilot year for these surveys

Pilot year data delivered in fall 2016 to educator preparation providers

Revised in 2016, and went live on September 1, 2016



CEAS and Standard surveys: Content

Career intentions

Perceived impact of coursework and clinical experience on their education

Self-assessment of areas of relative strength



CEAS and Standard Survey: Next Steps

Delivery of response data to all educator preparation providers by December 15, 2017. You will receive data if the minimum number of responses (10 survey respondents) to each question have been met. The survey responses will be in aggregate. Data collection started on September 1, 2016 and ended on August 31, 2016

Delivery will be sooner for those educator preparation providers who are preparing a site visit report for spring 2019

Information will be provided if suppression of data occurs due to low response rate



Development of the NJDOE's Employer Survey

From March 2016 through April 2017, the NJDOE engaged in a process to develop an Employer Survey intended to collect data on how satisfied districts are with novice teachers who come from New Jersey's preparation programs, and on anticipated vacancies

- A review of existent employer surveys used by other states
- A series of focus groups with NJ school district administrators and HR directors in May 2016, to explore the educator hiring process in NJ, and better understand those perceived factors that indicate to an administrator they have hired a high quality novice teacher
- In December 2016, a rough draft of the Employer survey was field tested at a New Jersey Personnel Administrators Association (NJPAA) meeting, with 60 respondents completing the survey and offering comments/feedback



Employer Survey: Content

The Employer Survey consists of five questions which gather information on:

Whether a district has hired a novice teacher from a New Jersey preparation program in AY1516 and AY1617

How likely districts would be to hire a novice teacher from the same college and/or university, and how satisfied they were with the novice teacher(s) that they hired

The number of open positions a district has for AY1718, along with the corresponding subject areas

Whether a district has experienced a reduction in force (RIF) within the past two academic years (1516 and 1617)



Employer Survey: Data Collection

The Employer Survey questions were added onto the annual Evaluation survey which each New Jersey public school district is required to complete.

The Evaluation survey was open from May 8, 2017 to August 18, 2017 to collect responses from each New Jersey public school district. It is voluntary only for charter school districts.

There were 587 unique districts that completed the Evaluation survey. Charters are not required to complete the survey they can do so voluntarily, and 10 did (1.7% of survey district respondents).



Employer Survey: Next Steps

Review of results from the survey by the NJDOE and review of survey questions as needed

Delivery of Employer Survey data (in aggregate level form) to each educator preparation provider by December 15, 2017. Data will be received if the minimum number of responses per question have been met (10 responses per question). Delivery will be sooner for those educator preparation providers who are preparing a site visit report for spring 2019