Program	Ν	Item	Me	an Score	
College of Education - Advanced Programs		Note: no items were scored as Unprepared - 1	4	3	2
		1. Knowledge of Specialized Subject Matter		3.51	
		2. Data Analysis and Interpretation		3.50	
		3. Knowledge of Ethics, Policies Standards of Practice in Specialized		3.60	
		subject Matter			
		4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy		3.60	
		5. Knowledge and Skills in Student Achievement and Learning		3.64	
		6. Knowledge and Skills in Assessment Practices and Data Informed		3.61	
		Practices			
		7. Knowledge and Skills in Instructional Technology		3.46	
		8. Use and application of data literacy skills		3.42	
		9. Use research and understand qualitative, quantitative, and mixed		3.58	
		methods research			
		10. Use data analysis and evidence to develop and support student		3.61	
		achievement and school environments			
		11. Prepared to lead and participated in collaborative activities		3.69	
		12. Use appropriate applications of technology for your specialization		3.47	
		13. Apply professional dispositions, laws, policies, codes of ethics, and professional standards in your specialization		3.49	
		14. Provide support to achieve a positive, equitable, and engaging learning environment		3.69	
		15. Prepared to build and maintain a positive rapport with students from diverse backgrounds		3.59	
		16. Prepared to use the results of assessments to guide your decision making		3.67	
		17. Prepared to integrate effective modeling, questioning, self- assessment strategies, and reflection into your work		3.63	
		18. Prepared to provide quality and timely feedback to others		3.60	

		19. Prepared to understand and adhere to federal and state laws that govern special education services			3.59	
		20. to make appropriate decisions to meet the learning needs of students with IEP and 504 plans			3.57	
		21. Prepared to collaborate with others such as paraeducators and other teachers, family members, or community members in meeting the needs of students with disabilities			3.66	
		22. Prepared to create assessments aligned to measure student proficiency of learning outcomes			3.56	
		23. Prepared to use available technology to collect, manage, and analyze data to interpret learning for students, families, administrators			3.59	
		24. Prepared to implement or monitor the implementation of NJ Core Curriculum			3.55	
		25. Prepared to impact student learning and achievement			3.68	
Program	Ν	item	Mean Score	Well Prepared or Strong	Sufficiently Prepared or	Not Sufficient Prepare
					Competent	or Wea
Bilingual Bicultural Education	4	Note: no items were scored as Unprepared - 1		4	3	2
		1. Knowledge of Specialized Subject Matter	3.50	2	2	0
		2. Data Analysis and Interpretation	3.25	1	3	0
		3. Knowledge of Ethics, Policies Standards of Practice in Specialized subject Matter	3.50	2	2	0
		4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy	3.50	2	2	0
		5. Knowledge and Skills in Student Achievement and Learning	3.50	2	2	0
		6. Knowledge and Skills in Assessment Practices and Data Informed Practices	3.50	2	2	0
		7. Knowledge and Skills in Instructional Technology	3.00	0	4	0

8.	Use and application of data literacy skills	3.50	2	2	0
	Use research and understand qualitative, quantitative, and mixed ethods research	3.25	1	3	0
	. Use data analysis and evidence to develop and support student hievement and school environments	3.50	2	2	0
	 Prepared to collaborate and lead others: colleagues, peers, achers, families, community agencies/partners 	3.50	2	2	0
12	. Use appropriate applications of technology for your specialization	3.50	2	2	0
	. Apply professional dispositions, laws, policies, codes of ethics, d professional standards in your specialization	3.25	1	3	0
	 Provide support to achieve a positive, equitable, and engaging arning environment 	3.50	2	2	0
	. Prepared to build and maintain a positive rapport with students om diverse backgrounds	3.50	2	2	0
	. Prepared to use the results of assessments to guide your decision aking	3.50	2	2	0
	 Prepared to integrate effective modeling, questioning, self- sessment strategies, and reflection into your work 	3.25	1	3	0
18	. Prepared to provide quality and timely feedback to others	3.50	2	2	0
	. Prepared to understand and adhere to federal and state laws that vern special education services	3.50	2	2	0
	 to make appropriate decisions to meet the learning needs of udents with IEP and 504 plans 	3.25	1	3	0
otl	. Prepared to collaborate with others such as paraeducators and her teachers, family members, or community members in meeting e needs of students with disabilities	3.50	2	2	0
	 Prepared to create assessments aligned to measure student oficiency of learning outcomes 	3.25	1	3	0
an	 Prepared to use available technology to collect, manage, and alyze data to interpret learning for students, families, ministrators 	3.25	1	3	0

		24. Prepared to implement or monitor the implementation of NJ Core Curriculum	3.25	1	3	0
		25. Prepared to impact student learning and achievement	3.50	2	2	0
Program	Ν	item	Mean Score	Well Prepared or Strong	Sufficiently Prepared or Competent	Not Sufficiently Prepared or Weak
Ed.S. School Psychology	7	Note: no items were scored as Unprepared - 1	3.00	2	3	2
		1. Knowledge of Specialized Subject Matter	3.42	3	4	0
		2. Data Analysis and Interpretation	3.42	3	4	0
		3. Knowledge of Ethics, Policies Standards of Practice in Specialized subject Matter	3.42	5	2	0
		4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy	3.85	6	1	0
		5. Knowledge and Skills in Student Achievement and Learning	3.42	3	4	0
		6. Knowledge and Skills in Assessment Practices and Data Informed Practices	3.57	4	3	0
		7. Knowledge and Skills in Instructional Technology	3.57	5	1	1
		8. Use and application of data literacy skills	3.28	3	3	1
		9. Use research and understand qualitative, quantitative, and mixed methods research	3.42	3	4	0
		10. Use data analysis and evidence to develop and support student achievement and school environments	3.57	4	3	0
		11. Prepared to collaborate and lead others: colleagues, peers, teachers, families, community agencies/partners	3.85	6	1	0
		12. Use appropriate applications of technology for your specialization	3.42	5	2	0
		13. Apply professional dispositions, laws, policies, codes of ethics, and professional standards in your specialization	3.57	4	3	0
		14. Provide support to achieve a positive, equitable, and engaging learning environment	3.85	6	1	0

		15. Prepared to build and maintain a positive rapport with students from diverse backgrounds	3.85	6	1	0
		16. Prepared to use the results of assessments to guide your decision making	3.85	6	1	0
		17. Prepared to integrate effective modeling, questioning, self- assessment strategies, and reflection into your work	3.42	5	2	0
		18. Prepared to provide quality and timely feedback to others	3.42	5	2	0
		19. Prepared to understand and adhere to federal and state laws that govern special education services	3.57	4	3	0
		20. to make appropriate decisions to meet the learning needs of students with IEP and 504 plans	3.42	5	2	0
		21. Prepared to collaborate with others such as paraeducators and other teachers, family members, or community members in meeting the needs of students with disabilities	3.42	5	2	0
		22. Prepared to create assessments aligned to measure student proficiency of learning outcomes	3.57	4	3	0
		23. Prepared to use available technology to collect, manage, and analyze data to interpret learning for students, families, administrators	3.42	5	2	0
		24. Prepared to implement or monitor the implementation of NJ Core Curriculum	3.42	4	2	1
		25. Prepared to impact student learning and achievement	3.42	5	2	0
Program	N	item	Mean Score	Well Prepared or Strong	Sufficiently Prepared or Competent	Not Sufficientl Prepared or Weak
ESL	2	Note: no items were scored as Unprepared - 1		4	3	2
		1. Knowledge of Specialized Subject Matter	3.50	1	1	0
		2. Data Analysis and Interpretation	3.00	0	2	0
		3. Knowledge of Ethics, Policies Standards of Practice in Specialized	3.00	0	2	0

4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy	3.50	1	1	0
5. Knowledge and Skills in Student Achievement and Learning	3.00	0	2	0
6. Knowledge and Skills in Assessment Practices and Data Informed	3.00	0	2	0
Practices				
7. Knowledge and Skills in Instructional Technology	3.50	1	1	0
8. Use and application of data literacy skills	3.00	0	2	0
9. Use research and understand qualitative, quantitative, and mixed	3.00	0	2	0
methods research				
10. Use data analysis and evidence to develop and support student	3.00	0	2	0
achievement and school environments				
11. Prepared to collaborate and lead others: colleagues, peers,	3.50	1	1	0
teachers, families, community agencies/partners				
12. Use appropriate applications of technology for your specialization	3.00	0	2	0
13. Apply professional dispositions, laws, policies, codes of ethics,	3.00	0	2	0
and professional standards in your specialization				
14. Provide support to achieve a positive, equitable, and engaging	3.00	0	2	0
learning environment				
15. Prepared to build and maintain a positive rapport with students	3.50	1	1	0
from diverse backgrounds				
16. Prepared to use the results of assessments to guide your decision	3.00	0	2	0
making				
17. Prepared to integrate effective modeling, questioning, self-	3.00	0	2	0
assessment strategies, and reflection into your work				
18. Prepared to provide quality and timely feedback to others	3.50	1	1	0
19. Prepared to understand and adhere to federal and state laws that	3.50	1	1	0
govern special education services				
20. to make appropriate decisions to meet the learning needs of	3.50	1	1	0
students with IEP and 504 plans				
21. Prepared to collaborate with others such as paraeducators and	3.50	1	1	0
other teachers, family members, or community members in meeting				
the needs of students with disabilities				

		22. Prepared to create assessments aligned to measure student proficiency of learning outcomes	3.50	1	1	0
		23. Prepared to use available technology to collect, manage, and analyze data to interpret learning for students, families, administrators	3.50	1	1	0
		24. Prepared to implement or monitor the implementation of NJ Core Curriculum	3.50	1	1	0
		25. Prepared to impact student learning and achievement	3.50	1	1	0
MA Counseling in Ed Settings	11	Note: no items were scored as Unprepared - 1		4	3	2
		1. Knowledge of Specialized Subject Matter	3.72	7	4	0
		2. Data Analysis and Interpretation	3.45	6	4	1
		3. Knowledge of Ethics, Policies Standards of Practice in Specialized subject Matter	3.72	8	3	0
		4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy	3.81	9	2	0
		5. Knowledge and Skills in Student Achievement and Learning	3.81	10	1	0
		6. Knowledge and Skills in Assessment Practices and Data Informed Practices	3.81	9	2	0
		7. Knowledge and Skills in Instructional Technology	3.36	5	5	1
		8. Use and application of data literacy skills	3.36	4	7	0
		9. Use research and understand qualitative, quantitative, and mixed methods research	3.54	6	5	0
		10. Use data analysis and evidence to develop and support student achievement and school environments	3.36	4	7	0
		11. Prepared to collaborate and lead others: colleagues, peers, teachers, families, community agencies/partners	3.81	10	1	0
		12. Use appropriate applications of technology for your specialization	3.45	5	6	0
		13. Apply professional dispositions, laws, policies, codes of ethics, and professional standards in your specialization	3.72	8	3	0

		14. Provide support to achieve a positive, equitable, and engaging learning environment	3.81	9	2	0
		15. Prepared to build and maintain a positive rapport with students from diverse backgrounds	3.81	9	2	0
		16. Prepared to use the results of assessments to guide your decision making	3.72	8	3	0
		17. Prepared to integrate effective modeling, questioning, self- assessment strategies, and reflection into your work	3.72	8	3	0
		18. Prepared to provide quality and timely feedback to others	3.33	8	2	1
		19. Prepared to understand and adhere to federal and state laws that govern special education services	3.63	7	4	0
		20. to make appropriate decisions to meet the learning needs of students with IEP and 504 plans	3.54	6	5	0
		21. Prepared to collaborate with others such as paraeducators and other teachers, family members, or community members in meeting the needs of students with disabilities	3.54	6	5	0
		22. Prepared to create assessments aligned to measure student proficiency of learning outcomes	3.54	6	5	0
		23. Prepared to use available technology to collect, manage, and analyze data to interpret learning for students, families, administrators	3.45	5	6	0
		24. Prepared to implement or monitor the implementation of NJ Core Curriculum	3.72	5	4	2
		25. Prepared to impact student learning and achievement	3.81	9	2	0
Chief School Administrator	4	Note: no items were scored as Unprepared - 1		4	3	2
		1. Knowledge of Specialized Subject Matter	3.50	2	2	0
		2. Data Analysis and Interpretation	4.00	4	0	0
		3. Knowledge of Ethics, Policies Standards of Practice in Specialized subject Matter	3.75	3	1	0

4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy	3.75	3	1	0
5. Knowledge and Skills in Student Achievement and Learning	3.75	3	1	0
6. Knowledge and Skills in Assessment Practices and Data Informed	3.75	3	1	0
Practices				
7. Knowledge and Skills in Instructional Technology	3.75	3	1	0
8. Use and application of data literacy skills	4.00	4	0	0
9. Use research and understand qualitative, quantitative, and mixed	4.00	4	0	0
methods research				
10. Use data analysis and evidence to develop and support student	4.00	4	0	0
achievement and school environments				
11. Prepared to collaborate and lead others: colleagues, peers,	4.00	4	0	0
teachers, families, community agencies/partners				
12. Use appropriate applications of technology for your specialization	4.00	4	0	0
13. Apply professional dispositions, laws, policies, codes of ethics,	4.00	4	0	0
and professional standards in your specialization				
14. Provide support to achieve a positive, equitable, and engaging	4.00	4	0	0
learning environment				
15. Prepared to build and maintain a positive rapport with students	4.00	4	0	0
from diverse backgrounds				
16. Prepared to use the results of assessments to guide your decision	4.00	4	0	0
making				
17. Prepared to integrate effective modeling, questioning, self-	4.00	4	0	0
assessment strategies, and reflection into your work				
18. Prepared to provide quality and timely feedback to others	4.00	4	0	0
19. Prepared to understand and adhere to federal and state laws that	4.00	4	0	0
govern special education services				
20. to make appropriate decisions to meet the learning needs of	4.00	4	0	0
students with IEP and 504 plans				
21. Prepared to collaborate with others such as paraeducators and	4.00	4	0	0
other teachers, family members, or community members in meeting				
the needs of students with disabilities				

		22. Prepared to create assessments aligned to measure student proficiency of learning outcomes	4.00	4	0	0
		23. Prepared to use available technology to collect, manage, and analyze data to interpret learning for students, families, administrators	4.00	4	0	0
		24. Prepared to implement or monitor the implementation of NJ Core Curriculum	4.00	4	0	0
		25. Prepared to impact student learning and achievement	4.00	4	0	0
MA School Administration Principal	41	Note: no items were scored as Unprepared - 1		4	3	2
•		1. Knowledge of Specialized Subject Matter	3.56	19	22	0
		2. Data Analysis and Interpretation	3.41	17	24	0
		3. Knowledge of Ethics, Policies Standards of Practice in Specialized subject Matter	3.60	25	16	0
		4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy	3.51	21	20	0
		5. Knowledge and Skills in Student Achievement and Learning	3.70	29	12	0
		6. Knowledge and Skills in Assessment Practices and Data Informed Practices	3.78	32	9	0
		7. Knowledge and Skills in Instructional Technology	3.73	28	13	1
		8. Use and application of data literacy skills	3.46	22	16	3
		9. Use research and understand qualitative, quantitative, and mixed methods research	3.53	22	19	0
		10. Use data analysis and evidence to develop and support student achievement and school environments	3.68	28	13	0
		11. Prepared to collaborate and lead others: colleagues, peers, teachers, families, community agencies/partners	3.65	27	14	0
		12. Use appropriate applications of technology for your specialization	3.60	28	10	3
		13. Apply professional dispositions, laws, policies, codes of ethics, and professional standards in your specialization	3.58	24	17	0

		14. Provide support to achieve a positive, equitable, and engaging learning environment	3.68	28	13	0
		15. Prepared to build and maintain a positive rapport with students from diverse backgrounds	3.70	30	10	1
		16. Prepared to use the results of assessments to guide your decision making	3.70	29	12	0
		17. Prepared to integrate effective modeling, questioning, self- assessment strategies, and reflection into your work	3.53	23	17	1
		18. Prepared to provide quality and timely feedback to others	3.63	27	13	1
		19. Prepared to understand and adhere to federal and state laws that govern special education services	3.85	22	18	1
		20. to make appropriate decisions to meet the learning needs of students with IEP and 504 plans	3.85	22	18	1
		21. Prepared to collaborate with others such as paraeducators and other teachers, family members, or community members in meeting the needs of students with disabilities	3.87	22	19	0
		22. Prepared to create assessments aligned to measure student proficiency of learning outcomes	3.51	21	20	0
		23. Prepared to use available technology to collect, manage, and analyze data to interpret learning for students, families, administrators	3.63	28	11	2
		24. Prepared to implement or monitor the implementation of NJ Core Curriculum	3.53	22	19	0
		25. Prepared to impact student learning and achievement	3.63	26	15	0
Supervisor Certification	5	Note: no items were scored as Unprepared - 1		4	3	2
aper risor certification		1. Knowledge of Specialized Subject Matter	2.80	0	4	1
		2. Data Analysis and Interpretation	2.80	0	4	1
		 Subject Matter Knowledge of Ethics, Policies Standards of Practice in Specialized subject Matter 	3.40	2	3	0
		4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy	3.20	2	2	1

5. Knowledge and Skills in Student Achievement and Learning	3.20	2	2	1
6. Knowledge and Skills in Assessment Practices and Data Informed	3.00	1	3	1
Practices				
7. Knowledge and Skills in Instructional Technology	3.40	2	3	0
8. Use and application of data literacy skills	2.80	0	4	1
9. Use research and understand qualitative, quantitative, and mixed	3.00	0	5	0
methods research				
10. Use data analysis and evidence to develop and support student	3.00	0	5	0
achievement and school environments				
11. Prepared to collaborate and lead others: colleagues, peers,	3.20	1	4	0
teachers, families, community agencies/partners				
12. Use appropriate applications of technology for your specialization	n 3.40	2	3	0
13. Apply professional dispositions, laws, policies, codes of ethics,	3.00	0	5	0
and professional standards in your specialization				
14. Provide support to achieve a positive, equitable, and engaging	3.20	1	4	0
learning environment				
15. Prepared to build and maintain a positive rapport with students	3.20	1	4	0
from diverse backgrounds				
16. Prepared to use the results of assessments to guide your decision	n 2.80	0	4	1
making				
17. Prepared to integrate effective modeling, questioning, self-	2.80	0	4	1
assessment strategies, and reflection into your work				
18. Prepared to provide quality and timely feedback to others	3.00	0	5	0
19. Prepared to understand and adhere to federal and state laws that	t 3.40	2	3	0
govern special education services				
20. to make appropriate decisions to meet the learning needs of	3.20	1	4	0
students with IEP and 504 plans				
21. Prepared to collaborate with others such as paraeducators and	3.20	1	4	0
other teachers, family members, or community members in meeting				
the needs of students with disabilities				

		22. Prepared to create assessments aligned to measure student proficiency of learning outcomes	3.00	0	5	0
		23. Prepared to use available technology to collect, manage, and analyze data to interpret learning for students, families, administrators	3.20	1	4	0
		24. Prepared to implement or monitor the implementation of NJ Core Curriculum	3.20	1	4	0
		25. Prepared to impact student learning and achievement	3.40	2	3	0
TOSD	29	Note: no items were scored as Unprepared - 1		4	3	2
1000		1. Knowledge of Specialized Subject Matter	3.68	20	9	0
		2. Data Analysis and Interpretation	3.75	22	7	0
		3. Knowledge of Ethics, Policies Standards of Practice in Specialized subject Matter	3.72	21	8	0
		4. Knowledge of Inclusivity, Diversity, Culturally Relevant Pedagogy	3.86	25	4	0
		5. Knowledge and Skills in Student Achievement and Learning	3.75	22	7	0
		6. Knowledge and Skills in Assessment Practices and Data Informed Practices	3.68	20	9	0
		7. Knowledge and Skills in Instructional Technology	3.68	21	7	1
		8. Use and application of data literacy skills	3.68	20	9	0
		9. Use research and understand qualitative, quantitative, and mixed methods research	3.65	19	10	0
		10. Use data analysis and evidence to develop and support student achievement and school environments	3.72	21	8	0
		11. Prepared to collaborate and lead others: colleagues, peers, teachers, families, community agencies/partners	3.72	21	8	0
		12. Use appropriate applications of technology for your specialization	3.65	19	10	0
		13. Apply professional dispositions, laws, policies, codes of ethics, and professional standards in your specialization	3.72	21	8	0
		14. Provide support to achieve a positive, equitable, and engaging learning environment	3.75	22	7	0

15. Prepared to build and maintain a positive rapport with students from diverse backgrounds	3.72	21	8	0
16. Prepared to use the results of assessments to guide your decision making	3.75	22	7	0
17. Prepared to integrate effective modeling, questioning, self- assessment strategies, and reflection into your work	3.72	21	8	0
18. Prepared to provide quality and timely feedback to others	3.65	19	10	0
19. Prepared to understand and adhere to federal and state laws that govern special education services	3.72	21	8	0
20. to make appropriate decisions to meet the learning needs of students with IEP and 504 plans	3.75	22	7	0
21. Prepared to collaborate with others such as paraeducators and other teachers, family members, or community members in meeting the needs of students with disabilities	3.82	24	5	0
22. Prepared to create assessments aligned to measure student proficiency of learning outcomes	3.75	22	7	0
23. Prepared to use available technology to collect, manage, and analyze data to interpret learning for students, families, administrators	3.79	23	6	0
24. Prepared to implement or monitor the implementation of NJ Core Curriculum	3.68	20	9	0
25. Prepared to impact student learning and achievement	3.75	22	7	0