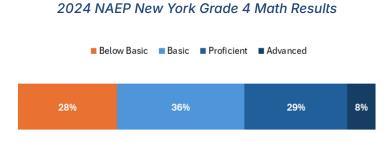
# Solving for success: How to improve math instruction in New York

Math matters. Higher math scores for elementary-age students translate to higher earnings as adults.¹ In fact, math scores predict future earnings better than reading scores. Early math skills are also a strong predictor of success in other subjects, like reading and science, and even predict grade retention from kindergarten through eighth grade.² Math skills are in high demand in the labor market. Among the fastest growing jobs are those that require quantitative skills.³ Despite this evidence for how much math matters, state policy and support for strengthening math instruction severely lags nationwide.

To improve math instruction, we must bolster the capacity of **teachers**, especially before they enter classrooms. The solution starts with strong state policy.

## The stakes for students in New York

In New York, 28% of 4th graders lack basic math knowledge and skills based on the most recent National Assessment of Education Progress (NAEP). That percentage is even higher for some of New York's historically underserved students. This means an estimated 49,696 students in 4th grade likely cannot perform skills like adding



and subtracting multidigit whole numbers, fractions, and decimals.

Mathematics knowledge is highly cumulative in nature, meaning that students who struggle to learn foundational math concepts are likely to continue to struggle well into middle and high school.<sup>4</sup> A student who struggles in math early on may never catch up.

<sup>&</sup>lt;sup>1</sup>Werner, K., Acs, G., & Blagg, K. (2024). *Comparing the Long-Term Impacts of Different Child Well-Being Improvements*. Urban Institute. <a href="https://www.urban.org/sites/default/files/2024-03/Comparing\_the\_Long-Term\_Impacts\_of\_Different\_Child\_Well-Being\_Improvements.pdf">https://www.urban.org/sites/default/files/2024-03/Comparing\_the\_Long-Term\_Impacts\_of\_Different\_Child\_Well-Being\_Improvements.pdf</a>.

<sup>&</sup>lt;sup>2</sup>Claessens, A., & Engel, M. (2013). How important is where you start? Early mathematics knowledge and later school success. *Teachers College Record*, *115*(6), 1-29.

<sup>&</sup>lt;sup>3</sup>U.S. Bureau of Labor Statistics. (2024, August). Math occupations. *Occupational Outlook Handbook*. <a href="https://www.bls.gov/ooh/math/">https://www.bls.gov/ooh/math/</a>

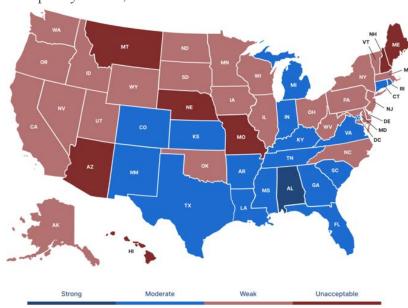
<sup>&</sup>lt;sup>4</sup> Watts, T. W., Duncan, G. J., Siegler, R. S., & Davis-Kean, P. E. (2014). The groove of growth: How early gains in math ability influence adolescent achievement. *Society for Research on Educational Effectiveness*; Siegler, R. S., Duncan, G. J., Davis-Kean, P. E., Duckworth, K., Claessens, A., Engel, M., & Chen, M. (2012). Early predictors of high school mathematics achievement. *Psychological Science*, *23*(7), 691-697



# New York's performance on state policies to improve math instruction

NCTQ's State of the States: Five Policy Levers to Improve Math Instruction report provides a framework of actions state policymakers can take to ensure their teacher workforce can implement rigorous standards-aligned math instruction. States fall into one of four categories based on how extensively they have utilized five key policy levers at every stage of a teacher's career—from preparation to the classroom. New York earned a **Weak rating**, meaning the state has a few policies in place across the five policy levers, but there is more to do.





Policy actions are weighted equally. The chart below shows how New York performs across the five policy levers.

## How is New York performing on the five state policy levers?

New York ranks **below** the national average.

1 Sets specific, detailed math standards for teacher preparation programs	Unacceptable
2 Reviews teacher preparation programs to ensure they are providing strong math instruction	Moderate
3 Adopts a strong elementary math licensure test	Strong
4 Requires districts to select high-quality math curricula and supports skillful implementation	Weak
5 Provides professional learning and ongoing support for teachers to sustain effective math instruction	Moderate



# How does New York perform on each of the actions?

To determine the ratings above, NCTQ identified 16 key actions within the five policy levers and analyzed the extent to which states are implementing them. The actions represent policies and practices states should employ to support the implementation of rigorous, high-quality math instruction across the teacher development continuum. This chart outlines New York's performance across all actions.

✓ Yes O Partia	illy × No	
Teacher prep standards	Does the state have math standards for elementary teacher prep programs that cover all four key math content topics (numbers & operations, algebraic thinking, geometry & measurement, data analysis & probability)?	0
	Does the state require elementary programs to address math- specific pedagogy?	×
Prep program approval	Does the state require the review of syllabi and/or coursework for math courses to determine the integration of math standards as part of the program review process?	×
	Does the state require the inclusion of math experts in the review of teacher prep programs?	×
	Does the state use math licensure test pass rate data as part of the program review process?	<b>~</b>
	Does the state maintain full authority over prep program reviews and not permit outside entities to make the final decision on program renewal?	<b>~</b>
Licensure test	Does the state use at least an acceptable math licensure test for elementary teacher candidates?	<b>~</b>
	Does the state require all elementary candidates to pass a math licensure test?	<b>~</b>
	Does the state publish math licensure pass rate data?	×



✓ Yes  O Partis	ally × No	
High-quality curriculum	Does the state require districts to adopt and implement high- quality math curricula?	×
	Does the state provide guidance on how to select high-quality math curricula?	<b>~</b>
	Does the state collect and publish data on the curricula districts are using?	×
	Does the state require districts to post their math curricula on their websites?	×
	Does the state allocate resources to help districts transition to and implement new curricula?	<b>~</b>
Professional learning & coaching	Does the state financially support high-quality professional learning in mathematics instruction, especially in implementation of high-quality instructional materials?	<b>~</b>
	Does the state provide financial support to districts for math coaches/specialists?	×

## **Recommendations for New York**

## **Teacher prep standards:**

- While the state provides a list of key topics, standards should clearly define, in detail, what preparation programs should teach in the four core math content areas.
- Require elementary teacher prep programs to address math-specific pedagogy to ensure that aspiring teachers learn how to translate their content expertise into effective instruction.
- Encourage elementary teacher preparation programs to prioritize math courses designed for educators over traditional higher-level math requirements.



### Prep program approval:

- Review syllabi and/or coursework as part of the program review process to assess whether programs properly address math content standards and pedagogy as part of aspiring teachers' preparation.
- Include math experts as program reviewers, including for on-site reviews.

#### **Licensure tests:**

• Publish first-time pass rate data by program on the math licensure test to determine which programs are preparing candidates well.

## High-quality curricula:

- Require districts to adopt and implement high-quality math instructional materials.
- Collect and publish data on the curricula districts are using.
- Enact a policy that requires districts to publish the math curricula they are using to ensure transparency for parents and the school community.

## **Professional learning & coaching**

- Provide districts with funds to support math coaches/specialists to improve instruction, and consider how the state can provide training and ongoing support for coaches to promote consistency in math instruction statewide.
- Conduct robust ongoing evaluation of professional learning.

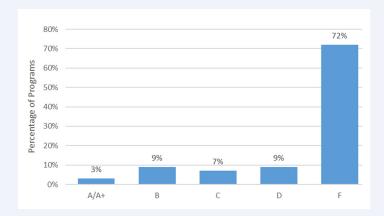
## The current teacher prep landscape in New York

## Elementary math teacher prep

Far too many elementary teacher prep programs fail to dedicate enough instructional time to building aspiring teachers' math knowledge—leaving teachers unprepared and students underserved. Put simply, teachers must deeply understand the math content they want students to learn and must have specialized knowledge about how to teach it (i.e., math pedagogy). This is why strong state policy related to teacher prep is so important.

In New York, NCTQ evaluated 89 elementary prep programs to determine whether they dedicate enough time to key math content topics and pedagogy. The analysis shows New York programs perform among the lowest in the country. (To learn more, see the <u>2025 Teacher Prep Review:</u> Solving for Math Success report.)

# Only 3% of New York programs earn an A or A+ by dedicating adequate instructional time to both math content and pedagogy



NCTQ looks for instructional hours dedicated to math pedagogy and four math content topics:

- Numbers and Operations
- Algebraic Thinking
- Geometry and Measurement
- Data Analysis and Probability

#### Grades are determined by the amount and distribution of instructional time

- A+ Program requires at least 150 instructional hours across the five topics and 100% of the recommended target hours for each topic
- Program requires at least 135 instructional hours across the five topics and at least 90% of the recommended target hours for each topic
- Program requires at least 120 instructional hours (80%) across the five topics
- C Program requires at least 105 instructional hours (70%) across the five topics
- Program requires at least 90 instructional hours (60%) across the five topics D
- Program requires fewer than 90 instructional hours (<60%) across the five topics

# **Teacher Prep Program Grades in New York**

School	Program Level	Grade	Instructional I  Numbers & Operations + Algebraic Thinking (combined)	Hour Targets fo  Geometry &  Measurement	r Math Content a  Data Analysis & Probability	and Pedagogy  Math Pedagogy
Adelphi University	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (34 hours)
Alfred University	UG	В	Fully Meets (70 hours)	Does Not Meet (11 hours)	Does Not Meet (10 hours)	Fully Meets (59 hours)
Bank Street College of Education	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (30 hours)



				Hour Targets fo	r Math Content	and Pedagogy
School	Program Level	Grade	Numbers & Operations + Algebraic Thinking (combined)	Geometry & Measurement	Data Analysis & Probability	Math Pedagogy
Canisius College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (23 hours)
Canisius College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (15 hours)
Columbia University	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
CUNY - Brooklyn College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (60 hours)
CUNY - Brooklyn College	G	F	Does Not Meet (3 hours)	Fully Meets (37 hours)	Does Not Meet (0 hours)	Fully Meets (58 hours)
CUNY - City College	UG	D	Does Not Meet (34 hours)	Does Not Meet (6 hours)	Does Not Meet (6 hours)	Fully Meets (45 hours)
CUNY - City College	G	D	Does Not Meet (46 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
CUNY - College of Staten Island	UG	А	Approaches (60 hours)	Fully Meets (46 hours)	Approaches (14 hours)	Fully Meets (45 hours)
CUNY - College of Staten Island	G	F	Does Not Meet (7 hours)	Does Not Meet (4 hours)	Does Not Meet (1 hours)	Approaches (43 hours)
CUNY - Hunter College	UG	В	Does Not Meet (45 hours)	Fully Meets (30 hours)	Fully Meets (15 hours)	Fully Meets (45 hours)
CUNY - Hunter College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
CUNY - Lehman College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
CUNY - Lehman College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
CUNY - Medgar Evers College	UG	F	Does Not Meet (38 hours)	Does Not Meet (16 hours)	Fully Meets (19 hours)	Does Not Meet (5 hours)

				onal Hour Targets for Math Content and Pedagogy			
School	Program Level	Grade	Numbers & Operations + Algebraic Thinking (combined)	Geometry & Measurement	Data Analysis & Probability	Math Pedagogy	
CUNY - Queens College	UG	D	Does Not Meet (31 hours)	Does Not Meet (13 hours)	Does Not Meet (12 hours)	Does Not Meet (35 hours)	
CUNY - Queens College	G	F	Does Not Meet (16 hours)	Does Not Meet (3 hours)	Does Not Meet (2 hours)	Does Not Meet (25 hours)	
CUNY - York College	UG	А	Approaches (61 hours)	Fully Meets (34 hours)	Fully Meets (25 hours)	Fully Meets (45 hours)	
Daemen College	UG	D	Does Not Meet (23 hours)	Approaches (23 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
Daemen College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
Dominican University - New York	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (30 hours)	
Dominican University - New York	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (30 hours)	
Fordham University	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
Hofstra University	UG	D	Does Not Meet (23 hours)	Does Not Meet (14 hours)	Does Not Meet (9 hours)	Fully Meets (60 hours)	
Hofstra University	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (38 hours)	
Iona College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
Iona College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
Keuka College	UG	F	Does Not Meet (40 hours)	Fully Meets (25 hours)	Fully Meets (25 hours)	Does Not Meet (0 hours)	
Le Moyne College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	
Long Island University	UG	В	Approaches (63 hours)	Does Not Meet (18 hours)	Does Not Meet (9 hours)	Fully Meets (90 hours)	
Long Island University	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
Manhattan College	UG	F	Does Not Meet (45 hours)	Fully Meets (34 hours)	Does Not Meet (11 hours)	Does Not Meet (0 hours)	

			Instructional I	Hour Targets fo	r Math Content a	and Pedagogy
School	Program Level	Grade	Numbers & Operations + Algebraic Thinking (combined)	Geometry & Measurement	Data Analysis & Probability	Math Pedagogy
Manhattanville College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Manhattanville College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Marist College	UG	F	Does Not Meet (46 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (23 hours)
Mercy College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Mercy College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Molloy College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Molloy College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Mount Saint Mary College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Mount Saint Mary College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Nazareth College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (23 hours)
Nazareth College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
New York Institute of Technology	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (30 hours)
New York University	UG	С	Fully Meets (78 hours)	Does Not Meet (5 hours)	Does Not Meet (2 hours)	Approaches (41 hours)
New York University	G	F	Does Not Meet (18 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (27 hours)
Niagara University	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (11 hours)
Niagara University	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (11 hours)
Pace University	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Pace University	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)

			Instructional Hour Targets for Math Content and				
School	Program Level	Grade	Numbers & Operations + Algebraic Thinking (combined)	Geometry & Measurement	Data Analysis & Probability	Math Pedagogy	
Relay Graduate School of Education	G	F	Does Not Meet (3 hours)	Does Not Meet (1 hours)	Does Not Meet (1 hours)	Does Not Meet (38 hours)	
Roberts Wesleyan College	UG	F	Does Not Meet (36 hours)	Approaches (24 hours)	Fully Meets (30 hours)	Does Not Meet (0 hours)	
Sage Colleges	UG	С	Does Not Meet (38 hours)	Does Not Meet (18 hours)	Fully Meets (18 hours)	Does Not Meet (37 hours)	
Sage Colleges	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (58 hours)	
St. Bonaventure University	UG	D	Fully Meets (72 hours)	Does Not Meet (8 hours)	Does Not Meet (10 hours)	Does Not Meet (9 hours)	
St. Francis College	UG	D	Does Not Meet (20 hours)	Does Not Meet (15 hours)	Fully Meets (20 hours)	Fully Meets (45 hours)	
St. John Fisher College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (56 hours)	
St. John Fisher College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (20 hours)	
St. John's University	UG	D	Does Not Meet (34 hours)	Does Not Meet (10 hours)	Does Not Meet (5 hours)	Approaches (41 hours)	
St. John's University	G	F	Does Not Meet (13 hours)	Does Not Meet (3 hours)	Does Not Meet (1 hours)	Does Not Meet (29 hours)	
St. Joseph's University	UG	F	Does Not Meet (23 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
St. Thomas Aquinas College	UG	В	Does Not Meet (58 hours)	Approaches (24 hours)	Does Not Meet (9 hours)	Fully Meets (45 hours)	
SUNY - Binghamton University	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
SUNY - Buffalo State	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (72 hours)	
SUNY - Buffalo State	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (76 hours)	
SUNY - Fredonia	UG	В	Does Not Meet (41 hours)	Approaches (24 hours)	Fully Meets (26 hours)	Fully Meets (45 hours)	

			Instructional Hour Targets for Math Content and Pedagogy				
School	Program Level	Grade	Numbers & Operations + Algebraic Thinking (combined)	Geometry & Measurement	Data Analysis & Probability	Math Pedagogy	
SUNY - Geneseo	UG	С	Does Not Meet (45 hours)	Does Not Meet (15 hours)	Fully Meets (30 hours)	Does Not Meet (30 hours)	
SUNY - New Paltz	UG	В	Does Not Meet (45 hours)	Fully Meets (33 hours)	Does Not Meet (12 hours)	Approaches (42 hours)	
SUNY - New Paltz	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (24 hours)	
SUNY - Oswego	UG	А	Approaches (60 hours)	Fully Meets (30 hours)	Fully Meets (30 hours)	Fully Meets (45 hours)	
SUNY - Oswego	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
SUNY - Potsdam	UG	С	Does Not Meet (45 hours)	Fully Meets (45 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
SUNY - Potsdam	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
SUNY - University at Albany	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
SUNY College at Brockport	UG	В	Does Not Meet (45 hours)	Fully Meets (32 hours)	Fully Meets (31 hours)	Fully Meets (45 hours)	
SUNY College at Cortland	UG	В	Does Not Meet (45 hours)	Approaches (23 hours)	Fully Meets (23 hours)	Fully Meets (45 hours)	
SUNY College at Cortland	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
SUNY College at Old Westbury	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (60 hours)	
SUNY College at Oneonta	UG	С	Approaches (61 hours)	Fully Meets (35 hours)	Fully Meets (22 hours)	Does Not Meet (18 hours)	
SUNY College at Plattsburgh	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	
SUNY College at Plattsburgh	UG	CBD	Could not be determined	Could not be determined	Could not be determined	Could not be determined	
SUNY University at Buffalo	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	
Syracuse University	UG	С	Fully Meets (90 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)	



School	Program Level	Grade	Instructional I  Numbers &  Operations +  Algebraic Thinking  (combined)	Hour Targets fo  Geometry &  Measurement	r Math Content a  Data Analysis & Probability	and Pedagogy Math Pedagogy
Touro College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (14 hours)
Touro College	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (24 hours)
University of Rochester	G	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Utica College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Fully Meets (45 hours)
Wagner College	UG	F	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (0 hours)	Does Not Meet (3 hours)

Questions? Contact Shannon Holston, Chief of Policy at <a href="mailto:sholston@nctq.org">sholston@nctq.org</a> or Ron Noble, Chief of Teacher Prep at <a href="mailto:ron.noble@nctq.org">ron.noble@nctq.org</a>.