



## Rutgers - Camden

## Unit-Level Report

### I. BACKGROUND

#### Educator Preparation Provider (EPP) Description

Location: Camden, NJ  
 Institution Type: Public

### II. CERTIFICATION AND EMPLOYMENT

#### A. Overall Certification and Employment

	Rutgers - Camden			All EPPs State-wide
	<b>Individuals obtaining NJ CEAS* between September 1, 2010 and August 31, 2012</b>	<b>Individuals employed as teacher in NJ Public Schools in School Year 2013-2014**</b>	<b>Percentage employed as teacher in NJ Public Schools in School Year 2013-2014</b>	<b>Percentage employed as teacher in NJ Public Schools in School Year 2013-2014</b>
	144	61	42%	47%

\* Individuals completing a traditional route, college- or university-based program obtain a 'Certificate of Eligibility with Advanced Standing' (CEAS)

\*\* as of October 15, 2013

*Data Source:* TCIS, NJSMART

#### *Data Source Notes :*

Certification data is submitted to the NJDOE by EPPs and gathered from the NJ Department of Education's Teacher Certification Information System (TCIS)

Employment data is submitted to the NJDOE by school districts and gathered from New Jersey's student- and staff-level Standards Measurement and Resource for Teaching data system (NJSMART)

Higher Education data is submitted to the NJDOE by Institutes of Higher Education and collected from the Office of the Secretary of Higher Education's Student Unit Record system (NJSURE). Not all Institutes of Higher Education submit data to the NJSURE database.

**B. State of Residence, Certification and Employment**

	Rutgers - Camden			All EPPs State-wide
	Individuals obtaining NJ CEAS between September 1, 2010 and August 31, 2012	Individuals employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
State of residence reported as outside of NJ while enrolled in program	-	-	-	38%

Data Source: TCIS, NJSURE, NJSMART

"-" results when at least one number falls below 10

**C. Number of Endorsements Obtained and Employment**

	Rutgers - Camden			All EPPs State-wide
	Individuals obtaining NJ CEAS between September 1, 2010 and August 31, 2012	Individuals employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Obtained One Endorsement	119	46	39%	44%
Obtained Two Endorsements	23	15	65%	51%
Obtained Three or More Endorsements	2	0	0%	53%

Data Source: TCIS, NJSMART

**D. Certification in Teacher Shortage Area and Employment**

	Rutgers - Camden			All EPPs State-wide
	Number of individuals holding at least one CEAS obtained between September 1, 2010 and August 31, 2012†	Number of individuals holding at least one CEAS employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Teacher Shortage Area	53	28	53%	57%

*†Individuals may obtain multiple Certificates of Eligibility with Advanced Standing. Therefore, the total number of CEASs may add up to more than the total number of individuals prepared.*

*Data Description :* ‘Teacher Shortage Area’ is defined by the U.S. Department of Education and New Jersey as Math, Science, Foreign Languages, Bilingual/Bicultural, ESL and Special Education

*Data Source:* TCIS; NJSMART

### E. Certification Endorsement Area and Employment

	Rutgers - Camden			All EPPs State-wide
	Number of CEASs obtained between September 1, 2010 and August 31, 2012†	Number of Individuals Holding Specific CEAS Employed as teacher in NJ Public Schools in School Year 2013-2014†	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Elementary School Teacher in Grades K - 6	63	29	46%	47%
Preschool through Grade 3	2	1	50%	37%
Elementary School with Subject Matter Specialization: Mathematics in Grades 5 - 8†	0	0	N/A	60%
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8†	0	0	N/A	61%
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	0	0	N/A	57%
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	0	0	N/A	58%

†Individuals may obtain multiple Certificates of Eligibility with Advanced Standing. Therefore, the total number of CEASs may add up to more than the total number of individuals prepared.

†Indicates teacher shortage area

Data Source: TCIS; NJSMART

**E. Certification Endorsement Area and Employment (continued)**

	Rutgers - Camden			All EPPs State-wide
	Number of CEASs obtained between September 1, 2010 and August 31, 2012‡	Number of Individuals Holding Specific CEAS Employed as teacher in NJ Public Schools in School Year 2013-2014‡	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Elementary School with Subject Matter Specialization: World Language/Spanish in Grades 5 - 8†	0	0	N/A	68%
Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8†	0	0	N/A	No CEAS Awarded
Students with Disabilities†	37	21	57%	55%
Blind or Visually Impaired†	0	0	N/A	100%
Deaf or Hard of Hearing: Oral/Aural Communication†	0	0	N/A	67%
Deaf or Hard of Hearing: Sign Language Communication†	0	0	N/A	67%
English as a Second Language†	0	0	N/A	52%
Bilingual/Bicultural Education†	0	0	N/A	57%
Mathematics†	7	3	43%	69%
Biological Science†	3	2	67%	68%

‡Individuals may obtain multiple Certificates of Eligibility with Advanced Standing. Therefore, the total number of CEASs may add up to more than the total number of individuals prepared.

†Indicates teacher shortage area

Data Source: TCIS; NJSMART

**E. Certification Endorsement Area and Employment (continued)**

	Rutgers - Camden			All EPPs State-wide
	Number of CEASs obtained between September 1, 2010 and August 31, 2012‡	Number of Individuals Holding Specific CEAS Employed as teacher in NJ Public Schools in School Year 2013-2014‡	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Earth Science†	0	0	N/A	57%
Physical Science†	0	0	N/A	67%
Physics†	0	0	N/A	72%
Chemistry†	3	1	33%	63%
English	14	6	43%	58%
Reading	0	0	N/A	67%
Social Studies	26	8	31%	42%
Psychology	0	0	N/A	47%
French†	1	0	0%	47%
German†	1	1	100%	100%
Italian†	0	0	N/A	56%
Spanish†	1	1	100%	65%
Chinese†	0	0	N/A	9%
Art	8	4	50%	41%
Speech Arts and Dramatics	0	0	N/A	No CEAS Awarded
Theater	1	0	0%	24%
Dance	0	0	N/A	11%
Music	1	1	100%	45%
Health and Physical Education	0	0	N/A	45%
Health Education	0	0	N/A	20%
Physical Education	0	0	N/A	48%
Driver Education	0	0	N/A	53%
Technology Education	0	0	N/A	79%
Business: Comprehensive Business	0	0	N/A	57%

‡Individuals may obtain multiple Certificates of Eligibility with Advanced Standing. Therefore, the total number of CEASs may add up to more than the total number of individuals prepared.

†Indicates teacher shortage area

Data Source: TCIS; NJSMART

**E. Certification Endorsement Area and Employment (continued)**

	Rutgers - Camden			All EPPs State-wide
	Number of CEASs obtained between September 1, 2010 and August 31, 2012‡	Number of Individuals Holding Specific CEAS Employed as teacher in NJ Public Schools in School Year 2013-2014‡	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Business: Accounting	0	0	N/A	No CEAS Awarded
Business: Finance/Economics/Law	0	0	N/A	100%
Business: Keyboarding/Data Entry	0	0	N/A	100%
Business: Computer Applications and Business-Related Information Technology	0	0	N/A	100%
Family and Consumer Sciences	0	0	N/A	No CEAS Awarded
Family and Consumer Sciences: Child and Family Development	0	0	N/A	No CEAS Awarded
Family and Consumer Sciences: Foods/Nutrition and Food Science	0	0	N/A	No CEAS Awarded
Family and Consumer Sciences: Apparel, Textiles, and Interiors	0	0	N/A	No CEAS Awarded
Marketing	0	0	N/A	33%

‡Individuals may obtain multiple Certificates of Eligibility with Advanced Standing. Therefore, the total number of CEASs may add up to more than the total number of individuals prepared.

Data Source: TCIS; NJSMART

**F. Praxis II Results: Average Scale Score**

		<b>Rutgers - Camden</b>	<b>All Individuals Obtaining CEAS from NJ EPPs</b>
<b>Certification</b>	<b>Praxis II Test (Test Number)</b>	<b>Average Scale Score</b>	<b>Average Scale Score</b>
Elementary School Teacher in Grades K - 6	Elementary Education Content Knowledge (0014; 5014)	163	162
Teacher of Preschool through Grade 3	Early Childhood: Content Knowledge (0022; 5022)	-	174
Elementary School with Subject Matter Specialization: Mathematics in Grades 5 - 8	Middle School Mathematics (0069)	-	169
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	Middle School Science (0439)	-	158
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	Middle School Social Studies (0089; 5089)	-	168

*Data Source: TCIS*

*"-" results when count of tests falls below 10*



**F. Praxis II Results: Average Scale Score (continued)**

		<b>Rutgers - Camden</b>	<b>All Individuals Obtaining CEAS from NJ EPPs</b>
<b>Certification</b>	<b>Praxis II Test (Test Number)</b>	<b>Average Scale Score</b>	<b>Average Scale Score</b>
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	Middle School English Language Arts (0049; 5049)	-	172
Teacher of Mathematics	Mathematics: Content Knowledge (0061; 5061)	-	155
Teacher of English	English Language, Literature and Composition Content Knowledge (0041; 5041)	178	176
Teacher of Social Studies	Social Studies: Content Knowledge (0081; 5081)	171	168

Data Source: TCIS

"-" results when count of tests falls below 10

### G. Cumulative GPA

	<b>Rutgers - Camden</b>	<b>All EPPs State-wide</b>
	<b>Obtained NJ CEAS between September 1, 2010 and August 31, 2012</b>	<b>Obtained NJ CEAS between September 1, 2010 and August 31, 2012</b>
	3.45	3.56

Data Source: NJSURE

"-" results when count of GPAs falls below 10

*NOTE: All data reported in Sections III and IV is in relation to Number Employed as teacher in NJ Public Schools in School Year 2013-2014*

### III. PLACEMENT

#### A. School Classification

	Rutgers - Camden		All EPPs State-wide	All Teachers State-wide
Employed Completers working in:	Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14
Focus School	4	7%	10%	10%
Priority School	1	2%	3%	3%
Reward School	0	0%	1%	2%
Not Classified	56	92%	86%	86%

*Data Description:* 'Focus School' is a school that has room for improvement in areas that are specific to the school. Focus Schools receive targeted and tailored solutions to meet the school's unique needs, including Low Graduation Rates, Largest Within-School Gaps, Lowest Subgroup Performance

'Priority School' is a school that has been identified as among the lowest-performing five percent of Title I schools in the state over the past three years, or any non-Title I school that would otherwise have met the same criteria.

'Reward School' is a school with outstanding student achievement or growth over the past three years.

*Data Source:* NJSMART

#### B. District Factor Group (DFG)

	Rutgers - Camden		All EPPs State-wide	All Teachers State-wide
Employed Completers working in school in DFG:	Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14
A***	5	8%	15%	17%
B	9	15%	9%	10%
CD	12	20%	8%	8%
DE	10	16%	12%	11%
FG	6	10%	11%	11%
GH	5	8%	14%	13%
I	6	10%	15%	16%
J	1	2%	4%	4%
Charter	2	3%	5%	2%
Vocational Technical	2	3%	1%	2%
Other	3	5%	7%	4%

\*\*\*All DFG 'A' schools are deemed Teacher Shortage Areas

*Data Description:* DFGs represent an approximate measure of a community's relative socioeconomic status

*Note:* Percentages may not add to 100% as some schools do not have a DFG classification

*Data Source:* NJSMART

### C. Teacher Eligibility for Loan Forgiveness

	Rutgers - Camden		All EPPs State-wide	All Teachers State-wide
	Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14
Teaching in School with Eligibility for Federal Teacher Loan Forgiveness Program	34	56%	48%	44%

*Data Description:* Eligibility defined as working in school with school population of at least 30% students Free or Reduced Price Lunch

*Data Source:* NJSMART

### D. County

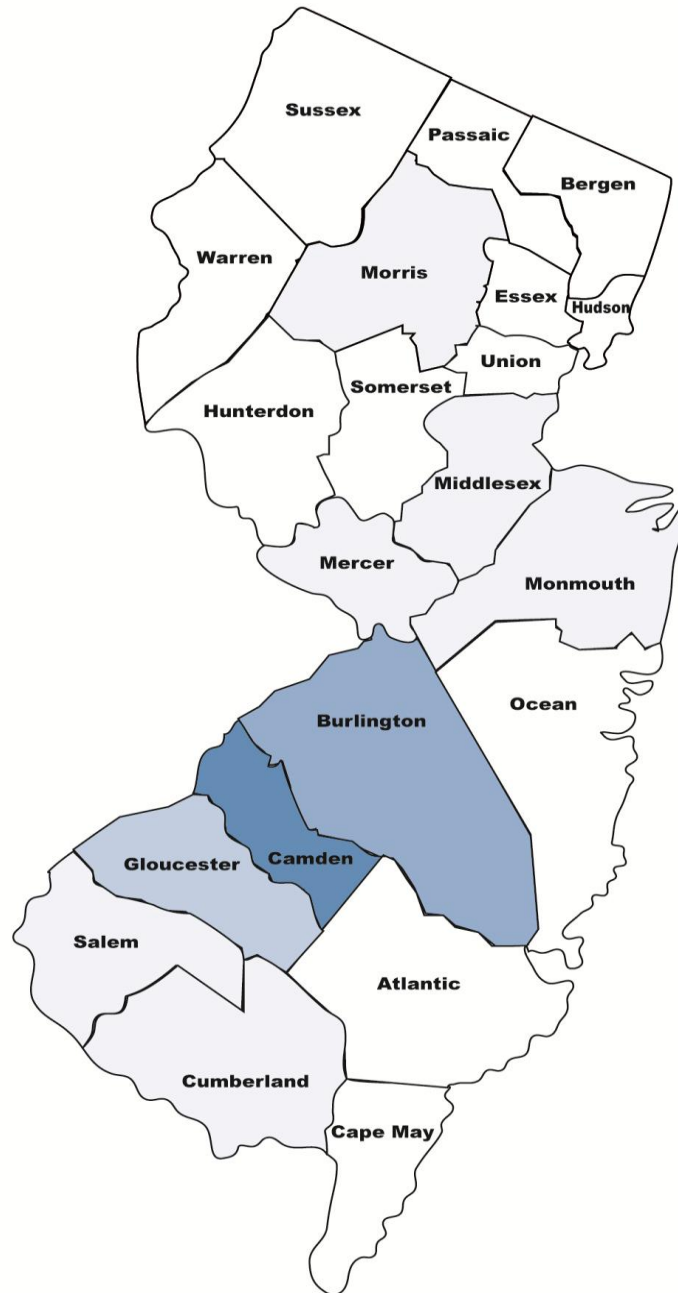
	Rutgers - Camden		All EPPs State-wide	All Teachers State-wide
Employed Completers working in:	Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14
Atlantic	0	0%	3%	3%
Bergen	0	0%	10%	10%
Burlington	14	23%	4%	5%
Camden	25	41%	5%	6%
Cape May	0	0%	1%	1%
Cumberland	3	5%	2%	2%
Essex	0	0%	10%	10%
Gloucester	10	16%	3%	3%
Hudson	0	0%	5%	6%
Hunterdon	0	0%	1%	2%
Mercer	1	2%	5%	4%
Middlesex	1	2%	10%	8%
Monmouth	1	2%	7%	8%
Morris	1	2%	6%	6%
Ocean	0	0%	4%	5%
Passaic	0	0%	7%	6%
Salem	2	3%	1%	1%
Somerset	0	0%	5%	4%
Sussex	0	0%	1%	2%
Union	0	0%	7%	7%
Warren	0	0%	1%	1%

*Data Source:* NJSMART

### E. Placement Map

Maps demonstrate percentage of hired completers in each of New Jersey's counties

## Rutgers – Camden



Data Source: NJSMART

### F. Classroom Assignment: Teacher Shortage Area

	Rutgers - Camden		All EPPs State-wide	All Teachers State-wide
Employed Completers working in:	Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14
Teacher Shortage Area	21	34%	34%	34%

*Data Description* : 'Teacher Shortage Area' is defined by the U.S. Department of Education and New Jersey as Math, Science, Foreign Languages, Bilingual/Bicultural, ESL and Special Education

*Data Source*: NJSMART

### G. Classroom Assignment: Content Area

	Rutgers - Camden		All EPPs State-wide	All Teachers State-wide
Employed Completers working in:	Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14
Early Childhood Education (PK-K)	4	7%	5%	5%
Elementary Generalist (K-8)	19	31%	29%	28%
Mathematics†	5	8%	10%	8%
Life and Physical Sciences†	3	5%	6%	6%
Foreign Language and Literature†	1	2%	2%	4%
Bilingual/ Bicultural†	0	0%	1%	1%
ESL†	0	0%	1%	2%
SpEd†	12	20%	15%	14%
Social Sciences and History	4	7%	6%	5%
English Language and Literacy	6	10%	2%	9%
Physical, Health, and Safety Education	0	0%	7%	6%
Fine and Performing Arts	2	3%	5%	6%
Career and Technical Education	1	2%	0%	0%
Other	1	2%	2%	3%

†Indicates teacher shortage area.

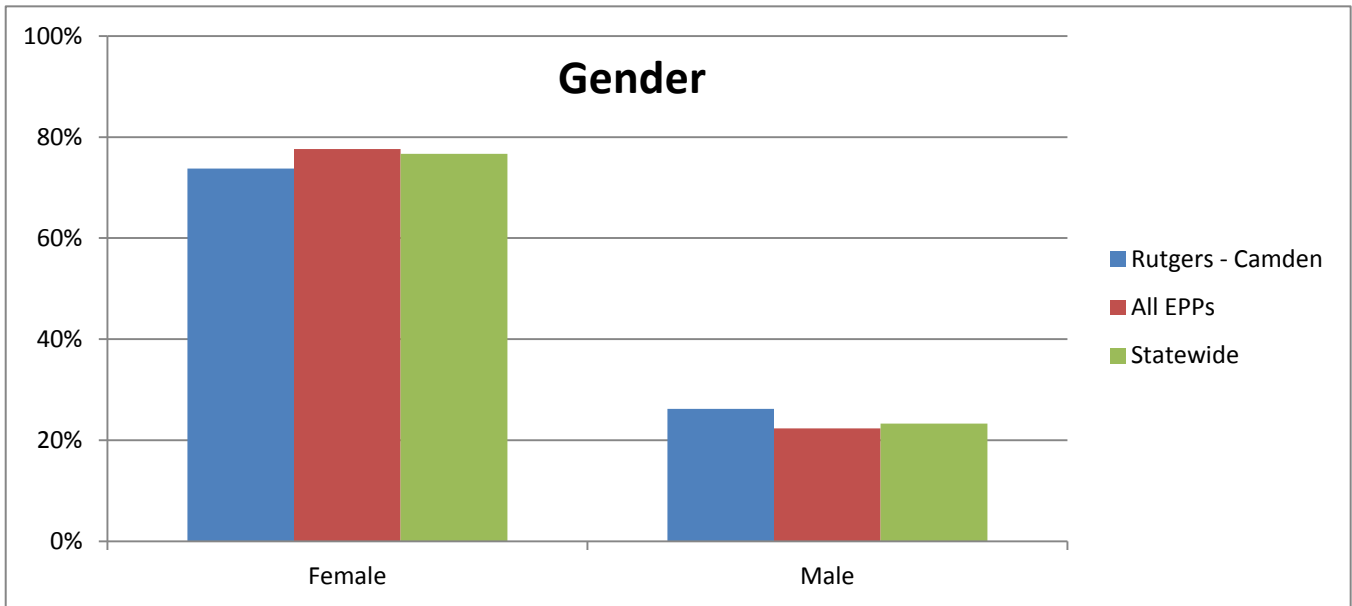
*Data Source*: NJSMART

*Note*: Percentages may not add to 100% as some individuals' classroom assignments may not be reported by district

#### IV. TEACHER INFORMATION

##### A. Demographics: Gender

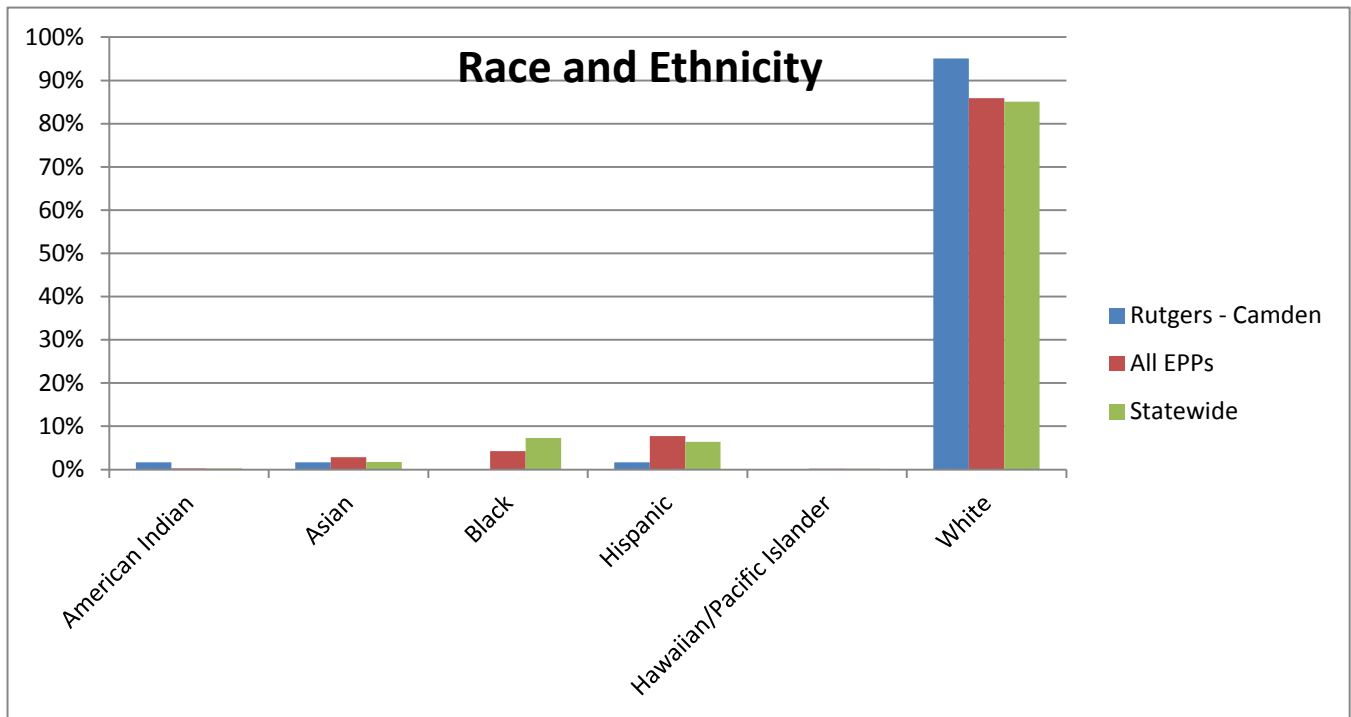
	Rutgers - Camden		All EPPs State-wide	All Teachers State-wide
	Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14
Female	45	74%	78%	77%
Male	16	26%	22%	23%



Data Source: NJSMART

**B: Demographics: Race and Ethnicity**

	Rutgers - Camden		All EPPs State-wide	All Teachers State-wide
	Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14	Percentage of All Employed in NJ Public Schools in SY '13-'14
American Indian	1	2%	0%	0%
Asian	1	2%	3%	2%
Black	0	0%	4%	7%
Hispanic	1	2%	8%	6%
Hawaiian/Pacific Islander	0	0%	0%	0%
White	58	95%	86%	85%



Data Source: NJSMART



### C. Compensation

	Rutgers - Camden	North Region	Central Region	South Region
Median Salary	\$48,996	\$51,078	\$52,244	\$49,250

*Data Description:* North Region includes: Bergen, Essex, Hudson, Morris, Passaic, Sussex, and Warren Counties. Central Region includes: Hunterdon, Mercer, Middlesex, Monmouth, Somerset, and Union Counties. South Region includes: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, and Salem Counties.

*Note:* Data for specified EPP is on individuals obtaining NJ CEAS between September 1, 2010 and August 31, 2012 following completion of specified EPP's program and employed as teacher in NJ Public Schools as of October 15, 2013

Data for specified region is on individuals from any NJ EPP obtaining NJ CEAS between September 1, 2010 and August 31, 2012 and employed as teacher in NJ Public Schools in specified region as of October 15, 2013

*Data Source:* NJSMART

*NOTE: All data reported in **Section V and VI** is in relation to individuals who Obtained NJ CEAS between September 1, 2010 and August 31, 2012, and taught in NJ Public Schools in SY 2012-2013*

**V. EDUCATION**

**A. Transfer Student**

	Rutgers - Camden			All EPPs State-wide
	Individuals obtaining NJ CEAS between September 1, 2010 and August 31, 2012	Individuals employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Reported as Transfer Into College or University	89	38	43%	46%

*Data Source: TCIS, NJSURE, NJSMART*

*"-" results when at least one number falls below 10*

## B. Area of Study

	Rutgers - Camden			All EPPs State-wide
	Individuals obtaining NJ CEAS between September 1, 2010 and August 31, 2012	Individuals employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Education	-	-	-	52%
Liberal Arts and Sciences, General Studies and Humanities	0	-	N/A	57%
English Language and Literature/Letters	20	-	-	56%
Mathematics and Statistics	-	-	-	69%
Biological and Biomedical Sciences	-	-	-	59%
Physical Sciences	-	0	0%	68%
Social Sciences	-	-	-	30%
History	30	-	-	37%
Psychology	-	-	-	45%
Computer and Information Sciences and Support Services	0	0	N/A	100%
Foreign Languages, Literatures, and Linguistics	-	-	-	60%
Multi/ Interdisciplinary Studies	17	10	59%	55%
Visual and Performing Arts	-	-	-	47%
Business, Management, Marketing, and Related Support Services	0	0	N/A	29%

Data Source: TCIS, NJSURE, NJSMART

"-" results when at least one number falls below 10 and above 0

**B. Area of Study (continued)**

	Rutgers - Camden			All EPPs State-wide
	Individuals obtaining NJ CEAS between September 1, 2010 and August 31, 2012	Individuals employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Area, Ethnic, Cultural, Gender, and Group Studies	0	0	N/A	30%
Natural Resources and Conservation	0	0	N/A	40%
Communication, Journalism, and Related Programs	0	0	N/A	55%
Family and Consumer Sciences/Human Sciences	0	0	N/A	39%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	0	0	N/A	50%

Data Source: TCIS, NJSURE, NJSMART

"-" results when at least one number falls below 10 and above 0

**VI: PERSISTENCE**

	Rutgers - Camden			All EPPs State-wide
	Individuals obtaining NJ CEAS between September 1, 2010 and August 31, 2012	Individuals employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014	Percentage employed as teacher in NJ Public Schools in School Year 2013-2014
Taught in SY 2012-2013	68	48	71%	81%

Data Source: TCIS, NJSMART