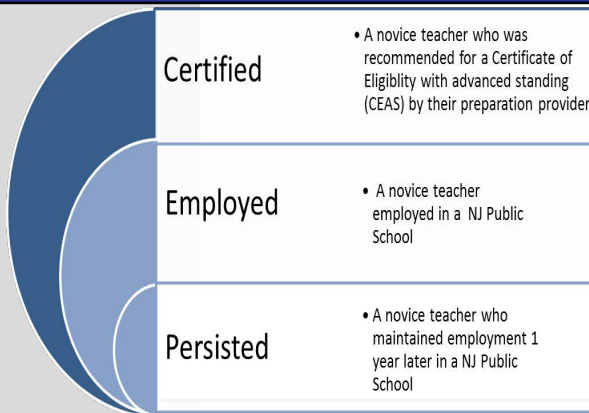


## New Jersey City University Cohort Profile

The goal of this report is to share the available state data on novice teachers this Educator Preparation Provider (EPP) recommended for certification. The visual to the right describes the categories of information shared based upon data available. To create the report, the NJ Department of Education has synthesized the data from multiple sources: NJSmart, TCIS, NJSure and other state data collections. The base of the report is a **2 year cohort of teachers who were certified in 12-13 and 13-14 with a CEAS; employed in the 2015-2016 SY in a New Jersey public school as of October 15, 2015**. Throughout the report, the graphics and tables reference their data source with a 1, 2, 3, or 4. For additional details see footnotes and a data explanation on the last page.



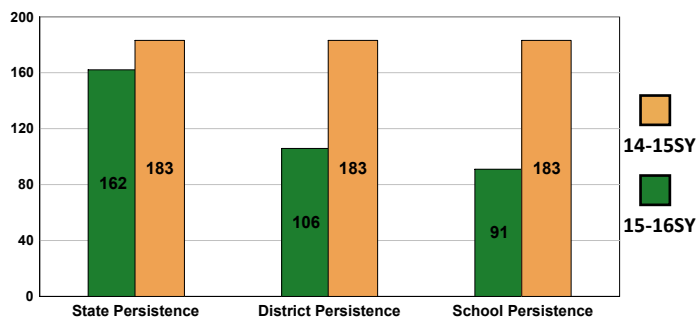
### Hire Rate (1,2)

	2016		CEAS Statewide
Employed certified completer in 15-16 SY	206	63 %	65 %
CEAS certified completer in 12-13 and 13-14	329		

	2015		CEAS Statewide
Employed certified completer in 14-15SY	211	51 %	56 %
CEAS certified completer in 11-12 and 12-13	417		

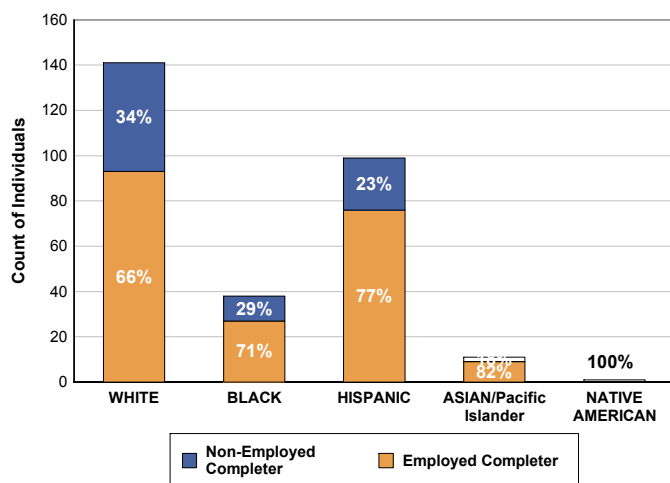
The 1 year persistence count for the 14-15 SY is derived from the 12-13 and 13-14 certified completers

### Persistence (2)

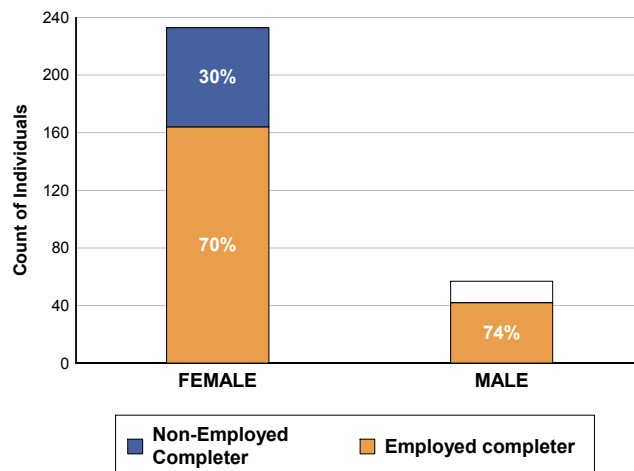


Persistence	Percent
Persisted In State in 15-16	88.5%
Persisted In District in 15-16	57.9 %
Persisted In School in 15-16	49.7 %

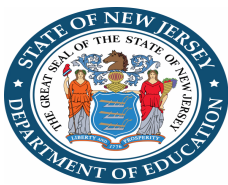
### Race (2,3)



### Gender (2,3)



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## Novice New Jersey Public School Teachers Profile

The following tables capture information about where this EPP's New Jersey public school employed completers were hired as of October 15, 2015. The 'School Classification' table refers to our reward and priority schools. The 'Classroom Assignment: Teacher Shortage' table refers to individuals who obtained an endorsement in a teacher shortage area and are employed in a teacher shortage position. 'District Factor Group (DFG)' refers to the grouping of similar districts by socio-economic level. 'Compensation' refers to the average of all starting salaries of this EPP's public school employed completers by region.

School Classification (2)			
	Employed as of October 15, 2015	Percentage Employed as teachers	Percentage Employed Statewide
Priority Schools	4	2 %	2 %
Focus Schools	19	9 %	8 %
Reward Schools	0	0 %	2 %
Not Classified	178	89 %	88 %

Classroom Assignment: Teacher Shortage Area (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Employed in Teacher Shortage Area
Teacher Shortage Area	161	117	66
Non-Teacher Shortage Area	168	89	

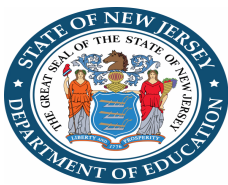
Both the School Classification Table and DFG table, may include multiple locations of employment.

District Factor Group (DFG) (2)			
	Employed as of October 15, 2015	Percentage Employed as teachers	Percentage Employed Statewide
A*	39	19%	11%
B	56	28%	9%
CD	32	16%	8%
DE	10	5%	11%
FG	6	3%	11%
GH	9	4%	13%
I	2	1%	16%
J	4	2%	4%
Charter	18	9%	5%
Vocational	25	12%	12%

Compensation (2)		
	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 52,878	152
All Employed teachers in Central region	\$ 55,165	24
All Employed teachers in South region	\$ 54,347	2

\*DFG A is a New Jersey geographic teacher shortage area

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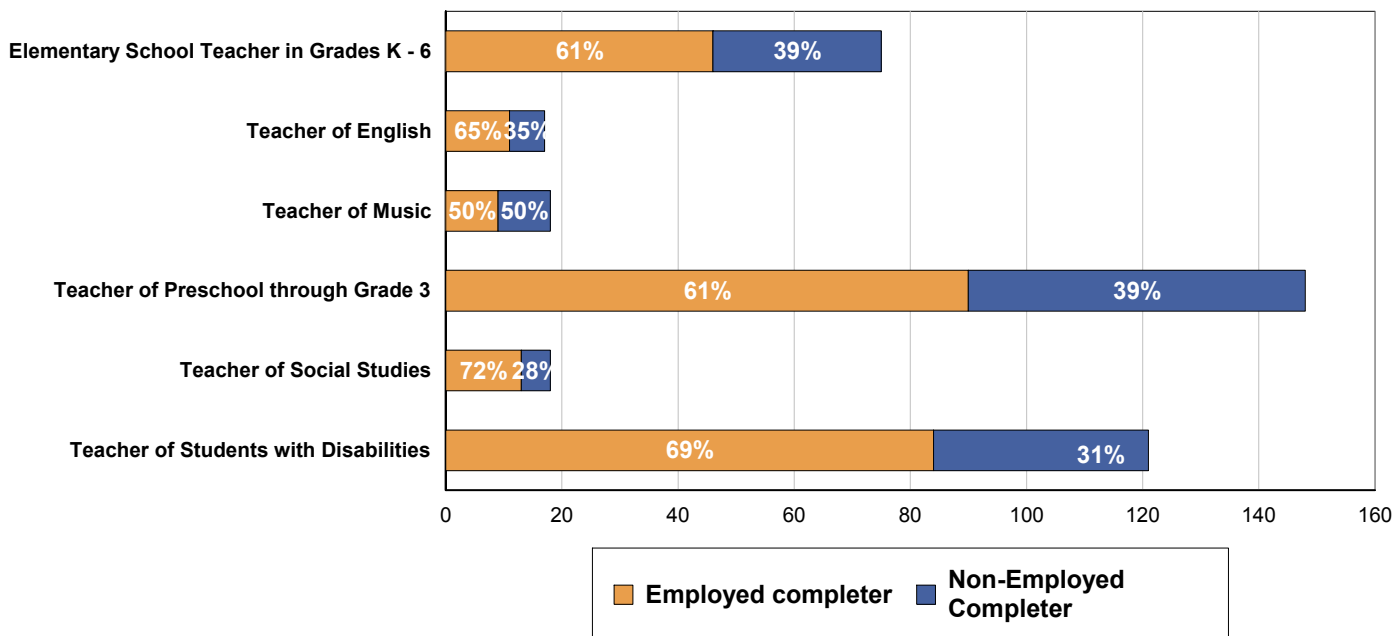
## Novice New Jersey Public School Teachers Profile, cont'd

The following tables capture information about this EPP's certified completers. The 'Number of Endorsements' table shows the hire rates for completers with multiple endorsements. The 'Cumulative GPA' is the median GPA for all certified completers from an EPP. The 'EPP's largest programs' is a chart capturing the most prevalent endorsements earned by certified completers within this EPP and their hire rate.

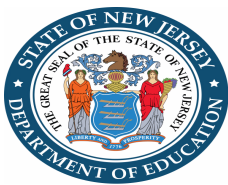
Number Of Endorsements Obtained and Employment (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
One Endorsement	204	118	58%
Two Endorsements	125	88	70%

Cumulative GPA (3)	
	Individuals obtaining NJ CEAS
Median GPA	3.46

### EPP's Largest Programs (1,2)



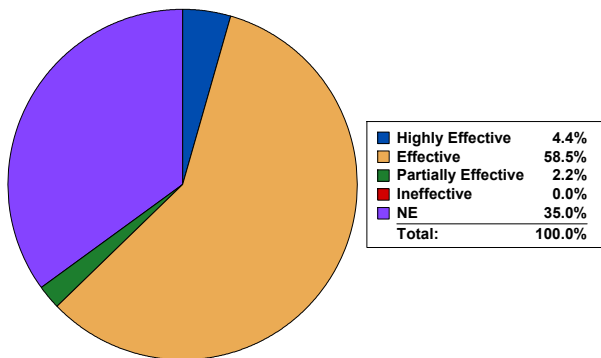
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## Novice New Jersey Public School Teachers Profile, cont'd

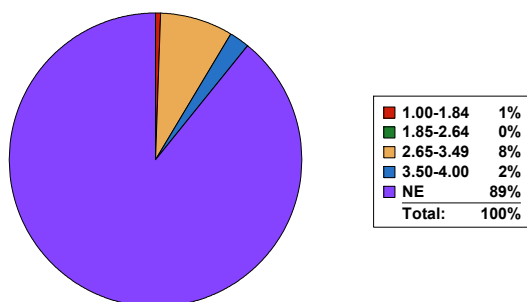
The charts and tables below capture AchieveNJ evaluation data for this EPP's employed completers evaluated in a New Jersey Public School during the 14-15 SY. **There were 183 individuals from this cohort** who were employed in the 14-15 SY and some individuals may have worked in multiple locations. The 'Evaluation' chart and table represents this EPP's employed completer's available summative evaluation rating. For further description about Evaluation tables please see the last page. NE means 'not evaluated'.

### Evaluation (2)



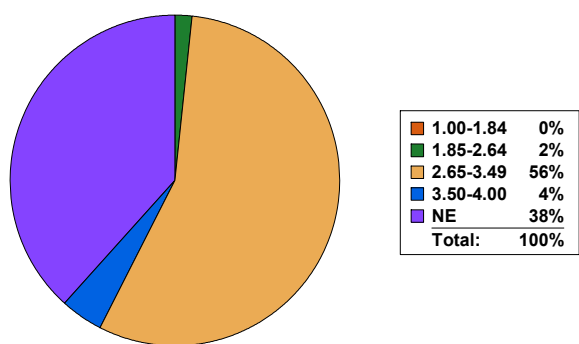
Summative Rating	Individuals evaluated in 14-15 SY
Highly Effective	8.00
Effective	107.00
Partially Effective	4.00
Ineffective	0.00
NE	64.00

### Evaluation : Teacher SGP Score (2)



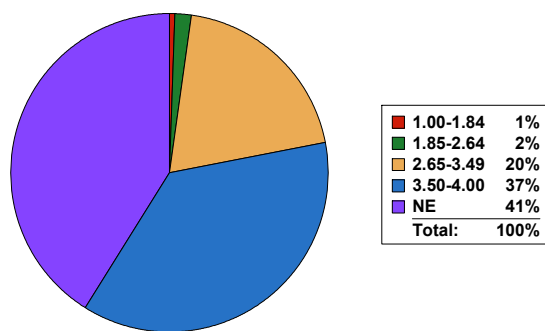
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	1.00
1.85-2.64	0.00
2.65-3.49	15.00
3.50-4.00	4.00
NE	163.00

### Evaluation : Teacher Practice Score (2)



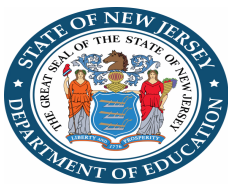
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	0.00
1.85-2.64	3.00
2.65-3.49	102.00
3.50-4.00	8.00
NE	70.00

### Evaluation : Teacher SGO Score (2)



Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	1.00
1.85-2.64	3.00
2.65-3.49	36.00
3.50-4.00	68.00
NE	75.00

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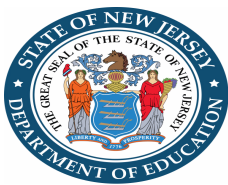


**Novice New Jersey Public School Teachers Profile, cont'd**

The tables on the remaining pages capture additional certification information about this EPP's certified completers and where applicable employment data for those individuals that were hired as of October 15, 2015. The Praxis II table has a suppression of 10.

<b>Praxis II Results: Average Scaled Score (1)</b>			
Praxis II Test	Test Cut Score	EPP Average Scaled Score	State Average Scaled Score
Early Childhood: Content Knowledge	159	169	174
English Language, Literature, and Composition: Content Knowledge	162	174	173
Art: Content Knowledge	158	166	168
Music: Content Knowledge	153	160	168
Elementary Education: Content Knowledge	141	156	162
Social Studies: Content Knowledge	157	160	167

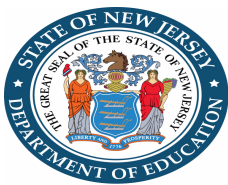
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<b>Certification Endorsement Area and Employment (1,2)</b>			
	<b>Individuals obtaining NJ CEAS</b>	<b>Employed as of October 15th, 2015</b>	<b>Percent employed as teachers</b>
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	2	2	100%
Teacher of Bilingual/Bicultural Education	2	2	100%
Teacher of Physics	1	1	100%
Teacher of Mathematics	15	13	87%
Teacher of Spanish	6	5	83%
Teacher of Biological Science	5	4	80%
Teacher of Social Studies	18	13	72%
Teacher of English as a Second Language	7	5	71%
Teacher of Students with Disabilities	121	84	69%
Teacher of Health Education	3	2	67%
Teacher of English	17	11	65%
Elementary School Teacher in Grades K - 6	75	46	61%
Teacher of Preschool through Grade 3	148	90	61%
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	2	1	50%
Teacher of Music	18	9	50%
Teacher of Art	13	6	46%

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Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8

1      0      0 %

**Transfer Student (3)**

	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent employed as teachers
Reported as transferred	186	109	59 %

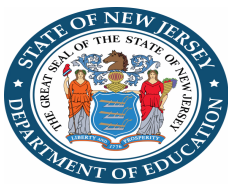
**State of Residence, Certification (3)**

	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent employed as teachers
Reported as Out of State while enrolled in program	2	1	50 %

**Area of Study (3)**

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
Physical Sciences	3	2	67 %
Education	68	43	63 %
Psychology	16	7	44 %
Biological and Biomedical Sciences	3	3	100 %
History.	26	13	50 %
English Language and Literature/Letters	18	13	72 %
Social Sciences	6	3	50 %
Visual and Performing Arts	17	6	35 %
Mathematics and Statistics	10	10	100 %
Foreign Languages, Literacy, and Linguistics	5	4	80 %

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Classroom Assignment: Content Area (1,2)		
	Employed as of October 15th, 2015	Percent employed as teachers
Elementary Generalist	54	26 %
English Language and Literacy	24	11 %
Health and Physical Education	1	0 %
Math	23	11 %
Social Sciences and History	11	5 %
Fine and Performing Arts	13	6 %
ESL	10	5 %
Special Ed	40	19 %
Life and Physical Sciences	6	3 %
Early Childhood Education(PK-K)	23	11 %
Foreign Language and Literature	4	2 %
other	2	1 %

**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) and is verified by the EPPs prior to publication of the EPPARs. 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 are required to submit data to the NJSURE database. Non-submitters have been noted accordingly. For compensation data, 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. These are the areas considered DFG A and geographic shortage areas: Asbury Park City, Atlantic City, Bridgeton City, Buena Regional, Camden City, City Of Orange Twp, Commercial Twp, Dover Town, Downe Twp, East Newark Boro, East Orange, Egg Harbor City, Elizabeth City, Fairfield Twp, Fairview Boro, Irvington Township, Keansburg Boro, Lawrence Twp, Millville City, New Brunswick City, Newark City, North Wildwood City, Passaic City, Paterson City, Paulsboro Boro, Penns Grove-Carney’s Pt Regional, Perth Amboy City, Pleasantville City, Quinton Twp, Salem City, Seaside Heights Boro, Trenton City, Union City, Vineland City, Washington Twp, Wildwood City, Woodbine Boro. Suppression rules have been applied Praxis II data. For the evaluation data, The ‘Teacher SGP Score’ chart and table represents this EPP’s employed completer’s available SGP scores for teachers that were teaching in tested grades and subjects. ‘Teacher Practice Score’ chart and table represents this EPP’s employed completer’s available scores from local observations. The ‘Teacher SGO Score’ chart and table shows this EPP’s employed completer’s available student growth objective scores. Any questions or inquiries regarding the information contained in this report, please email [rpr@doe.state.nj.us](mailto:rpr@doe.state.nj.us)

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