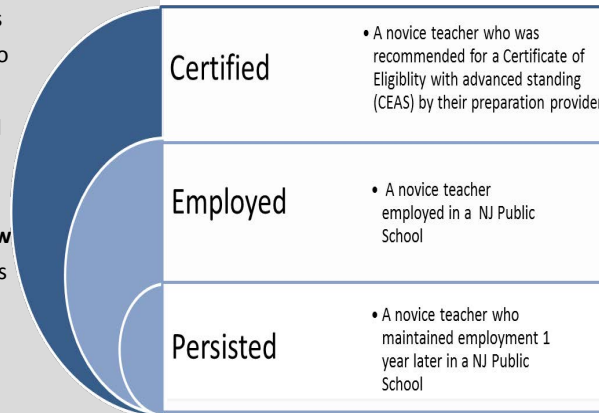## Rider University   Cohort Profile

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.
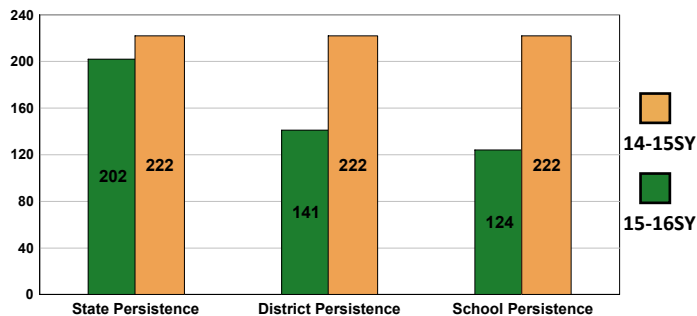
Certified
- A novice teacher who was recommended for a Certificate of Eligiblity with advanced standing (CEAS) by their preparation provider

Employed
- A novice teacher employed in a NJ Public School

Persisted
- A novice teacher who maintained employment 1 year later in a NJ Public School

Hire Rate (1,2)

	2016		CEAS Statewide
Employed certified completer in 15-16 SY	252	**58** %	**65** %
CEAS certified completer in 12-13 and 13-14	432		

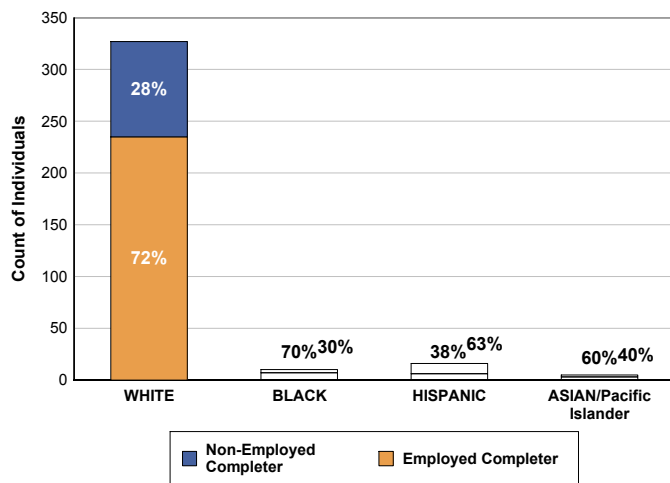|	2015		CEAS Statewide
Employed certified completer in 14-15SY	234	**50** %	**56** %
CEAS certified completer in 11-12 and 12-13	469		

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

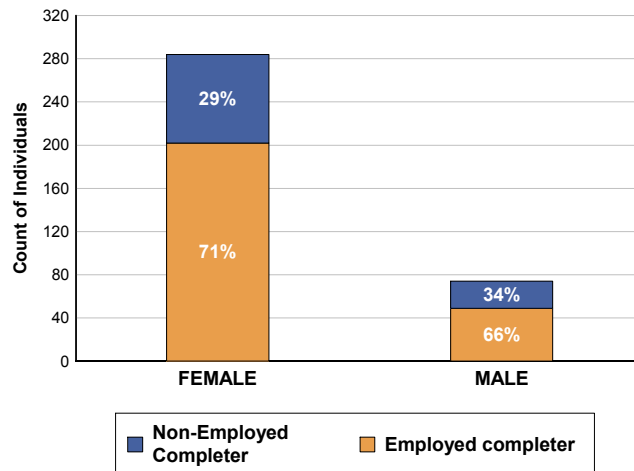### Persistence (2)

State Persistence: 202 (15-16SY), 222 (14-15SY)
District Persistence: 141 (15-16SY), 222 (14-15SY)
School Persistence: 124 (15-16SY), 222 (14-15SY)

Persistence	Percent
Persisted In State in 15-16	**91.0%**
Persisted In District in 15-16	**63.5** %
Persisted In School in 15-16	**55.9** %

Race (2,3)

- WHITE: 28% Non-Employed Completer, 72% Employed Completer
- BLACK: 70% / 30%
- HISPANIC: 38% / 63%
- ASIAN/Pacific Islander: 60% / 40%

Legend: Non-Employed Completer, Employed Completer

Gender (2,3)

- FEMALE: 29% Non-Employed Completer, 71% Employed completer
- MALE: 34% Non-Employed Completer, 66% Employed completer

Legend: Non-Employed Completer, Employed completer

1 TCIS
2 NJSMART
3 NJSURE
4 Non-submitter to NJSURE

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	14	6 %	8 %
Reward Schools	3	1 %	2 %
Not Classified	221	91 %	88 %

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

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	145	108	62
Non-Teacher Shortage Area	287	144	

District Factor Group (DFG) (2)

	Employed as of October 15, 2015	Percentage Employed as teachers	Percentage Employed Statewide
A*	14	6%	11%
B	11	5%	9%
CD	13	5%	8%
DE	17	7%	11%
FG	26	11%	11%
GH	45	19%	13%
I	64	26%	16%
J	18	7%	4%
Charter	10	4%	5%
Vocational	24	10%	12%

*DFG A is a New Jersey geographic teacher shortage area

Compensation (2)

	Median Salary	Number of Teachers
All Employed teachers in North region	$ 52,750	25
All Employed teachers in Central region	$ 51,476	166
All Employed teachers in South region	$ 52,387	42

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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.
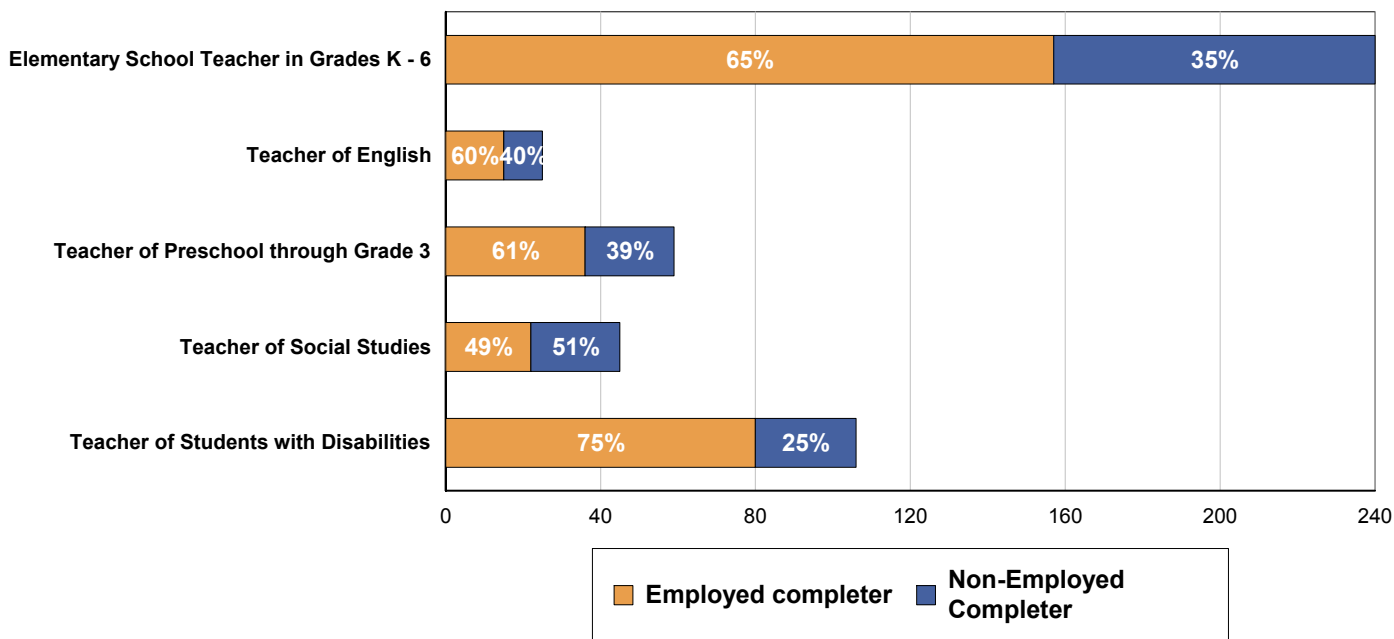
Number Of Endorsements Obtained and Employment (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
One Endorsement	291	153	53%
Two Endorsements	112	75	67%
Three or More Endorsements	29	24	83%

Cummulative GPA (3)	
	Individuals obtaining NJ CEAS
Median GPA	3.52

EPP's Largest Programs (1,2)

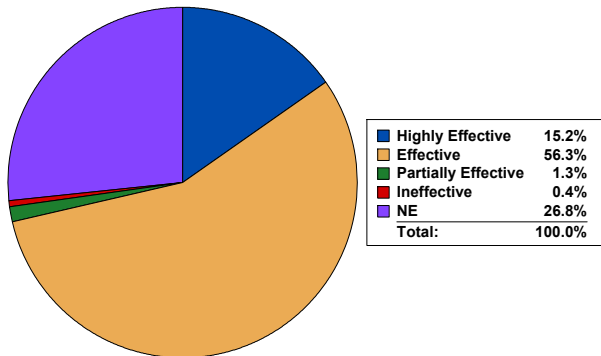| Program	Employed completer	Non-Employed Completer
Elementary School Teacher in Grades K - 6	65%	35%
Teacher of English	60%	40%
Teacher of Preschool through Grade 3	61%	39%
Teacher of Social Studies	49%	51%
Teacher of Students with Disabilities	75%	25%

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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 221 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'.
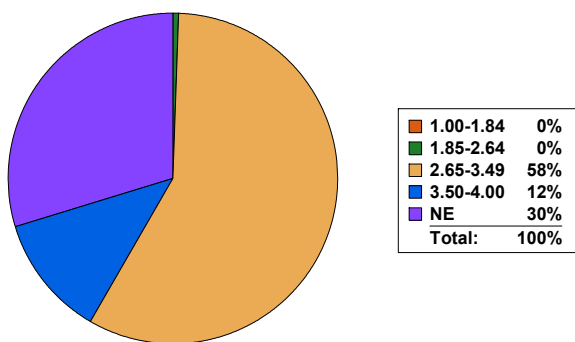
Evaluation (2)

Highly Effective	15.2%
Effective	56.3%
Partially Effective	1.3%
Ineffective	0.4%
NE	26.8%
Total:	**100.0%**

Summative Rating	Individuals evaluated in 14-15 SY
NE	60.00
Effective	126.00
Ineffective	1.00
Partially Effective	3.00
Highly Effective	34.00

Evaluation : Teacher SGP Score (2)

1.00-1.84	0%
1.85-2.64	0%
2.65-3.49	13%
3.50-4.00	1%
NE	86%
Total:	**100%**
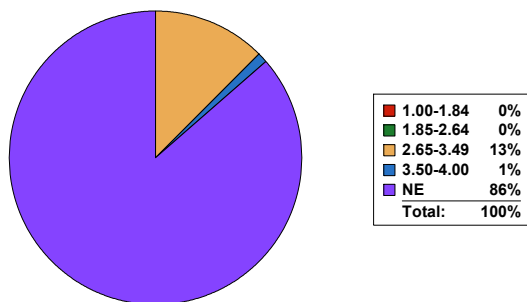
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	0.00
1.85-2.64	0.00
2.65-3.49	28.00
3.50-4.00	2.00
NE	192.00

Evaluation : Teacher Practice Score (2)

1.00-1.84	0%
1.85-2.64	0%
2.65-3.49	58%
3.50-4.00	12%
NE	30%
Total:	**100%**

Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	0.00
1.85-2.64	1.00
2.65-3.49	129.00
3.50-4.00	27.00
NE	66.00

Evaluation : Teacher SGO Score (2)

1.00-1.84	0%
1.85-2.64	2%
2.65-3.49	11%
3.50-4.00	57%
NE	30%
Total:	**100%**
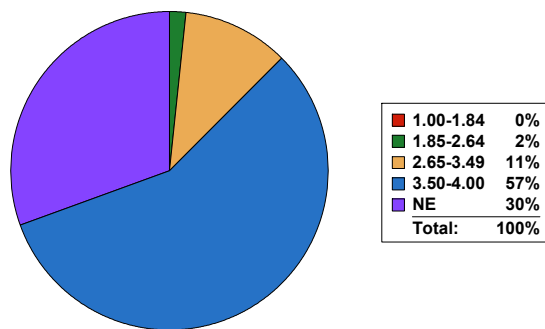
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	0.00
1.85-2.64	4.00
2.65-3.49	24.00
3.50-4.00	127.00
NE	68.00

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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.

Praxis II Results: Average Scaled Score (1)			
Praxis II Test	**Test Cut Score**	**EPP Average Scaled Score**	**State Average Scaled Score**
Social Studies: Content Knowledge	157	166	167
Elementary Education: Content Knowledge	141	160	162
English Language, Literature, and Composition: Content Knowledge	162	171	173
Elementary Education: Multiple Subjects Social Studies	155	161	169
General Science: Content Knowledge	152	172	166
Elementary Education: Multiple Subjects Science	159	166	172
Elementary Education: Multiple Subjects Mathematics	164	167	177
Elementary Education: Multiple Subjects Reading Language Arts Subtest	165	176	181
Early Childhood: Content Knowledge	159	176	174

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Certification Endorsement Area and Employment (1,2)	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
Elementary School Teacher	1	1	100%
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	2	2	100%
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	1	1	100%
Teacher of French	1	1	100%
Teacher of Marketing Education	4	4	100%
Teacher of Psychology	4	4	100%
Teacher of Reading	2	2	100%
Teacher of Mathematics	12	11	92%
Teacher of English as a Second Language	9	7	78%
Teacher of Students with Disabilities	106	80	75%
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	4	3	75%
Teacher of Biological Science	6	4	67%
Teacher of Spanish	3	2	67%
Elementary School Teacher in Grades K - 6	240	157	65%
Teacher of Comprehensive Business	8	5	63%
Teacher of Preschool through Grade 3	59	36	61%

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Teacher of Earth Science	5	3	60%
Teacher of English	25	15	60%
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	6	3	50%
Teacher of German	2	1	50%
Teacher of Social Studies	45	22	49%
Teacher of Chemistry	1	0	0 %

Transfer Student (3)			
	Individuals obtaining NJ CEAS	**Employed as of October 15, 2015**	**Percent employed as teachers**
Reported as transfered	94	56	60 %

| **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	48	17	35 %

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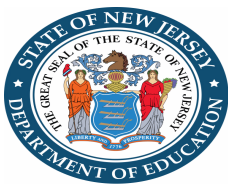
Area of Study (3)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
History.	3	1	33 %
Mathematics and Statistics	1	1	100 %
Education	124	89	72 %
Physical Sciences	1	0	0 %
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	1	1	100 %
English Language and Literature/Letters	1	1	100 %
Social Sciences	1	0	0 %
Visual and Performing Arts	1	1	100 %
Biological and Biomedical Sciences	1	0	0 %
Communication, Journalism, and Related Programs	1	0	0 %
Liberal Arts and Sciences, General Studies and Humanities	2	1	50 %
Psychology	1	1	100 %
Bussiness, Management, Marketing, and Related Support Services.	2	1	50 %

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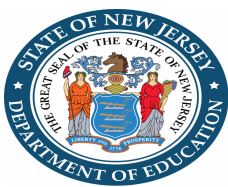
Classroom Assignment: Content Area (1,2)		
	Employed as of October 15th, 2015	**Percent employed as teachers**
Fine and Performing Arts	11	4 %
Elementary Generalist	92	36 %
Special Ed	44	17 %
Life and Physical Sciences	9	4 %
ESL	5	2 %
other	5	2 %
Math	26	10 %
Foreign Language and Literature	3	1 %
English Language and Literacy	32	13 %
Health and Physical Education	1	0 %
Early Childhood Education(PK-K)	11	4 %
Social Sciences and History	16	6 %

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

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