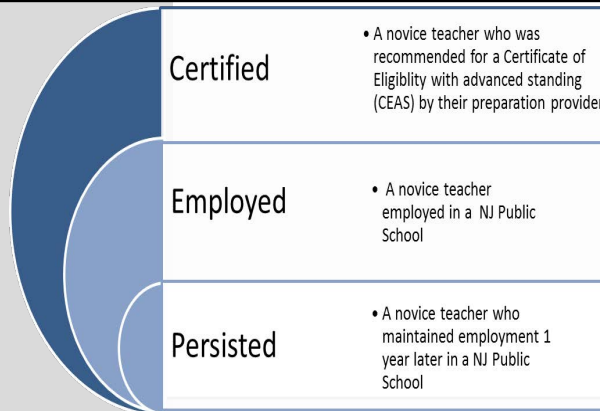


## Rutgers - GSE - New Brunswick Cohort Profile

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.



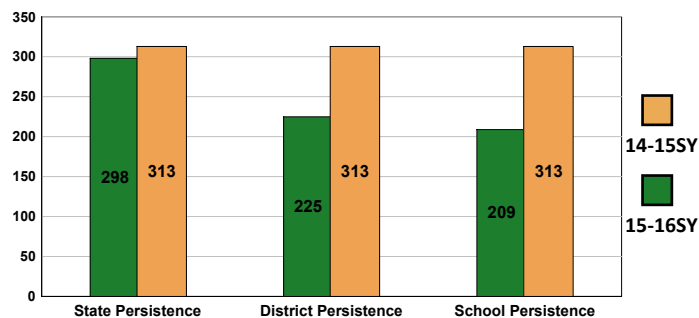
### Hire Rate (1,2)

	2016		CEAS Statewide
Employed certified completer in 15-16 SY	339	<b>74 %</b>	<b>65 %</b>
CEAS certified completer in 12-13 and 13-14	461		

	2015		CEAS Statewide
Employed certified completer in 14-15SY	342	<b>69 %</b>	<b>56 %</b>
CEAS certified completer in 11-12 and 12-13	499		

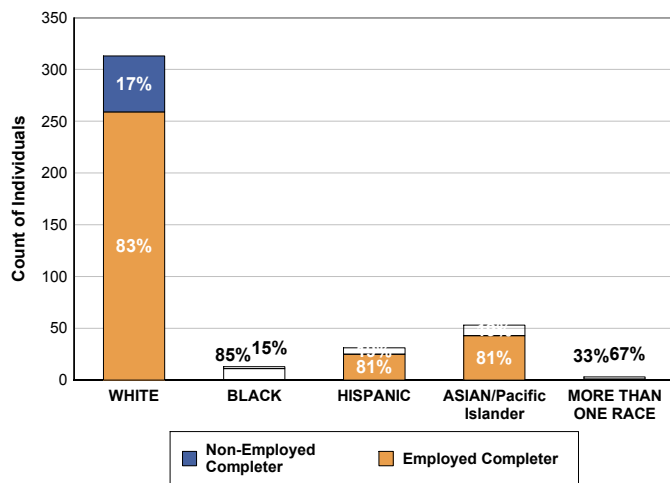
The 1 year persistence count for the 14-15 SY is derived from the 12-13 and 13-14 certified completers

### Persistence (2)

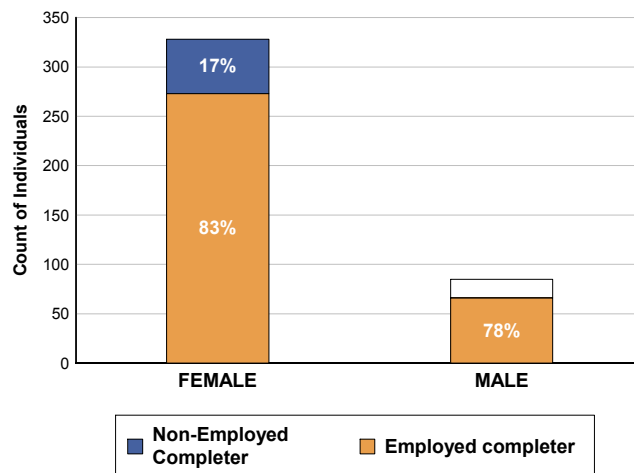


Persistence	Percent
Persisted In State in 15-16	<b>95.2%</b>
Persisted In District in 15-16	<b>71.9 %</b>
Persisted In School in 15-16	<b>66.8 %</b>

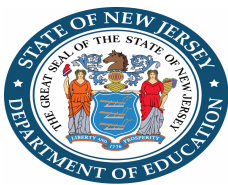
### Race (2,3)



### 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	3	1 %	2 %
Focus Schools	31	9 %	8 %
Reward Schools	7	2 %	2 %
Not Classified	299	88 %	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	265	218	140
Non-Teacher Shortage Area	196	121	

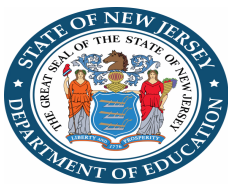
Both the School Classification Table and DFG table, may include multiple locations of employment.

District Factor Group (DFG) (2)			
	Employed as of October 15, 2015	Percentage Employed as teachers	Percentage Employed Statewide
A*	23	7%	11%
B	21	6%	9%
CD	17	5%	8%
DE	28	8%	11%
FG	40	12%	11%
GH	64	19%	13%
I	85	25%	16%
J	30	9%	4%
Charter	11	3%	5%
Vocational	21	6%	12%

Compensation (2)		
	Median Salary	Number of Teachers
All Employed teachers in North region	\$ 55,290	78
All Employed teachers in Central region	\$ 56,433	208
All Employed teachers in South region	\$ 53,380	37

\*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.

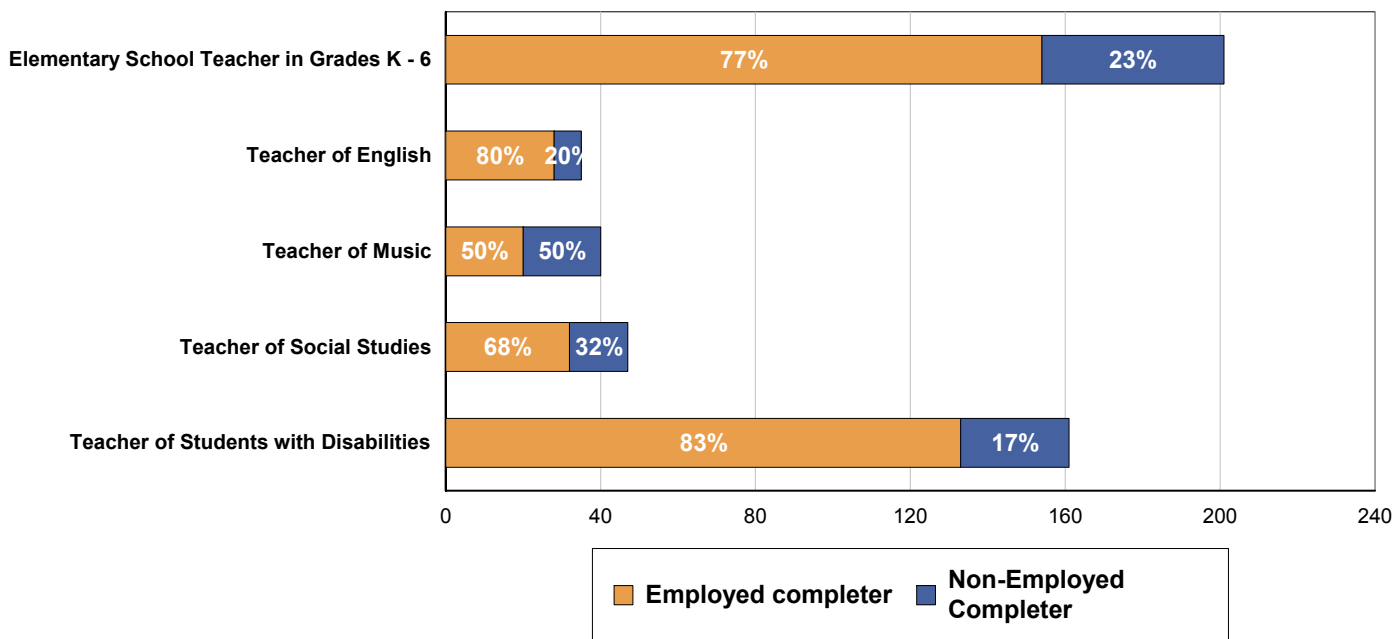
**Number Of Endorsements Obtained and Employment (1,2)**

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
One Endorsement	262	182	69%
Two Endorsements	194	152	78%
Three or More Endorsements	5	5	100%

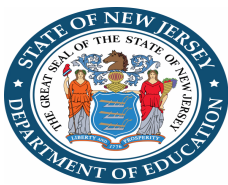
**Cummulative GPA (3)**

	Individuals obtaining NJ CEAS
Median GPA	3.93

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



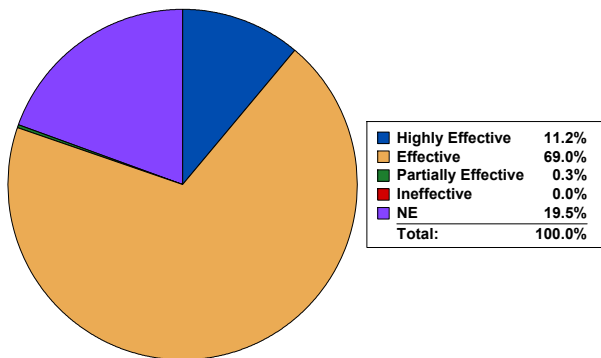
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## Novice New Jersey Public School Teachers Profile, cont'd

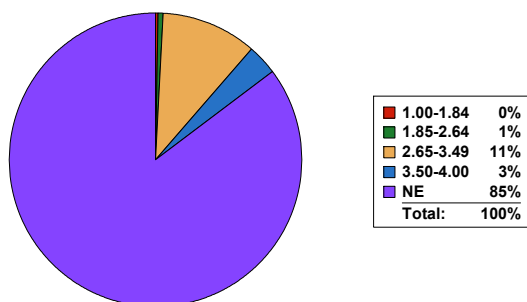
The charts and tables below capture AchieveNJ evaluation data for this EPP's employed completers evaluated in a New Jersey Public School during the 14-15 SY. **There were 313 individuals from this cohort** who were employed in the 14-15 SY and some individuals may have worked in multiple locations. The '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)



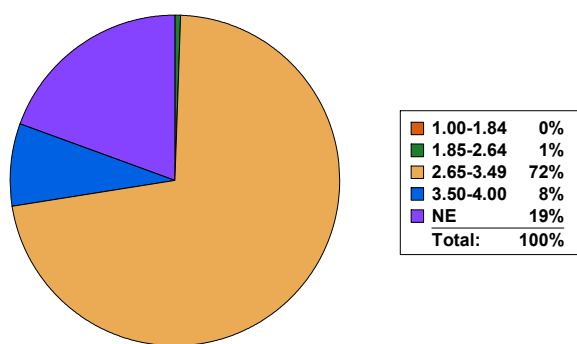
Summative Rating	Individuals evaluated in 14-15 SY
Highly Effective	35.00
Effective	216.00
Partially Effective	1.00
Ineffective	0.00
NE	61.00

### Evaluation : Teacher SGP Score (2)



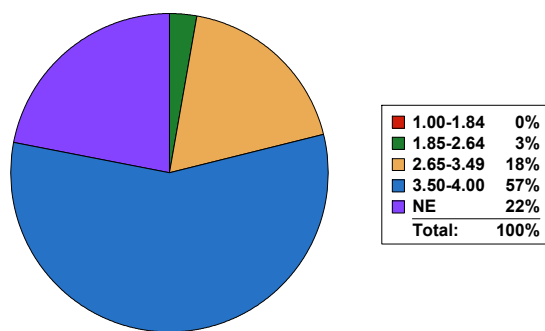
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	1.00
1.85-2.64	2.00
2.65-3.49	33.00
3.50-4.00	10.00
NE	267.00

### Evaluation : Teacher Practice Score (2)



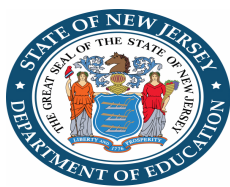
Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	0.00
1.85-2.64	2.00
2.65-3.49	225.00
3.50-4.00	25.00
NE	61.00

### Evaluation : Teacher SGO Score (2)



Summative Score	Individuals evaluated in 14-15 SY
1.00-1.84	0.00
1.85-2.64	9.00
2.65-3.49	57.00
3.50-4.00	178.00
NE	69.00

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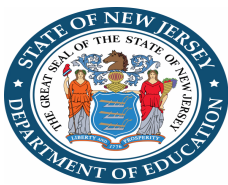


**Novice New Jersey Public School Teachers Profile, cont'd**

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
Middle School English Language Arts	156	184	175
English Language, Literature, and Composition: Content Knowledge	162	182	173
General Science: Content Knowledge	152	174	166
Biology: Content Knowledge	152	181	165
Elementary Education: Multiple Subjects Mathematics	164	180	177
Early Childhood: Content Knowledge	159	183	174
Elementary Education: Content Knowledge	141	175	162
Elementary Education: Multiple Subjects Social Studies	155	171	169
Middle School Mathematics	165	178	176
Elementary Education: Multiple Subjects Science	159	175	172
Music: Content Knowledge	153	171	168
Elementary Education: Multiple Subjects Reading Language Arts Subtest	165	187	181
Middle School Social Studies	158	171	169
Social Studies: Content Knowledge	157	171	167
Middle School Mathematics	152	176	170
Mathematics: Content Knowledge	160	181	171

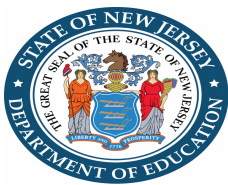
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Certification Endorsement Area and Employment (1,2)			
	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	2	2	100%
Teacher of French	2	2	100%
Teacher of Italian	1	1	100%
Teacher of Physical Science	3	3	100%
Teacher of Physics	5	5	100%
Teacher of Mathematics	29	26	90%
Elementary School with Subject Matter Specialization: Language Arts/Literacy Specialization in Grades 5 - 8	17	15	88%
Elementary School with Subject Matter Specialization: Social Studies in Grades 5 - 8	15	13	87%
Teacher of Biological Science	14	12	86%
Teacher of Students with Disabilities	161	133	83%
Teacher of English	35	28	80%
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	22	17	77%
Elementary School Teacher in Grades K - 6	201	154	77%
Teacher of Social Studies	47	32	68%
Teacher of Chinese	6	4	67%
Teacher of English as a Second Language	23	15	65%

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Teacher of Spanish	5	3	60%
Teacher of Music	40	20	50%
Teacher of Preschool through Grade 3	24	11	46%
Dance	11	5	45%
Elementary School Teacher	1	0	0%
Teacher of Korean	1	0	0%

**Transfer Student (3)**

	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent employed as teachers
Reported as transferred	109	84	77 %

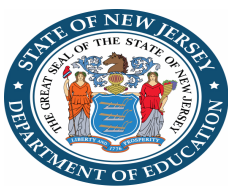
**State of Residence, Certification (3)**

	Individuals obtaining NJ CEAS	Employed as of October 15, 2015	Percent employed as teachers
Reported as Out of State while enrolled in program	9	6	67 %

**Area of Study (3)**

	Individuals obtaining NJ CEAS	Employed as of October 15th, 2015	Percent employed as teachers
Education	213	157	74 %
Visual and Performing Arts	22	12	55 %
English Language and Literature/Letters	2	2	100 %
History.	1	1	100 %
Psychology	3	2	67 %
Mathematics and Statistics	1	1	100 %
Social Sciences	1	0	0 %

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Classroom Assignment: Content Area (1,2)		
	Employed as of October 15th, 2015	Percent employed as teachers
Math	68	16 %
English Language and Literacy	80	19 %
Life and Physical Sciences	21	5 %
Fine and Performing Arts	24	6 %
Health and Physical Education	1	0 %
Elementary Generalist	77	19 %
Social Sciences and History	38	9 %
Special Ed	60	14 %
Foreign Language and Literature	10	2 %
ESL	27	7 %
Early Childhood Education(PK-K)	8	2 %

**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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