



The goal of this report is to share the available state data on novice teachers that this Educator Preparation Provider (EPP) recommended for certification. To create the report, the New Jersey Department of Education (NJDOE) has synthesized data from multiple sources. A list of these sources is available at the end of this report. Unless otherwise indicated, the data used in this report represents a one year cohort of teachers who earned a Certificate of Eligibility with Advanced Standing (CEAS) in the 2015-2016 school year who may have been employed in the 2017-2018 school year in a New Jersey public school. For additional details see further explanation in the glossary on the last page.

This report provides information in the following key areas:



Provider Profile

Information that applies to all teacher preparation programs at the institution such as mission and location.



Completer Demographics

Demographic information for candidates who completed a program at this institution and earned teacher certification in New Jersey.



Certification Assessments

Data about program completer performance on required licensure assessments.



Full Time Employment Outcomes

Data about program completers from this institution working in New Jersey public schools.



Evaluation Results

Evaluation data for certified program completers from the 2015-16 school year employed in the 2016-17 school year.



Glossary



Provider Profile

Information that applies to all teacher preparation programs at the institution such as mission and location.

Mission¹:

The GSE's Teacher Education Program is designed to develop teachers to be engaged in and committed to excellence, equity, and social justice in their teaching practice. New Jersey is a uniquely diverse and urban state as defined by the following: large numbers of students from historically marginalized linguistic, economic, and cultural backgrounds; high-poverty districts or schools; and population density combined with educational inequality. The GSE Teacher Education Programs aim to develop a diverse generation of teachers prepared according to the New Jersey Professional Standards for Teachers with the skills and dispositions to both teach and advocate for all students, as well as to learn from students and their communities. Teachers prepared at the GSE will learn to critically analyze the social politics of urban, rural, and suburban schools and use that analysis to advocate for each other, their students, and the families that they serve as they identify and engage in the most effective instructional practices based upon deep knowledge of both their students and of the subject matter that they are teaching. Rutgers GSE Teacher Candidates benefit from working with some of the best education faculty in the world and gain real-world experience by partnering with carefully selected mentor teachers in districts/schools serving economically, racially, ethnically, and linguistically diverse communities in New Jersey. In order to cultivate the unique set of skills for success in our nation's increasingly diverse schools, GSE Teacher Candidates do their clinical work in school and community-based placements in urban partner districts that are part of the GSE - Community School Partnership Network (GSE-CSPN). Design Principles for Urban and Social Justice Teacher Education, an urban and social justice teacher education program prepares candidates to: (1) Develop meaningful understandings of diverse students and their experiences and communities, and the social, economic, historical and political dimensions of urban settings and schools; (2) Effectively teach diverse students, including those from historically marginalized linguistic, cultural and economic backgrounds; (3) Identify and disrupt instances and patterns of discrimination and marginalization, and develop their students critical and active citizenship capacities; (4) Balance constructivist, student-centered approaches with explicit instruction and scaffolding; (5) Deeply understand their disciplines, research-based current/best practices in their disciplines, and student learning in their disciplines; and (6) Be caring, competent, rigorous and reflective practitioners.

¹ The mission statement was provided to the NJDOE by the institution through the application process to become an approved teacher preparation provider.



Rutgers University - New Brunswick

Both Graduate & Undergraduate
Certificate of Eligibility with Advanced Standing

2018



Provider Profile

Information that applies to all teacher preparation programs at the institution such as mission and location.



Address: 10 Seminary Place, New Brunswick, NJ 08901
Website: <https://newbrunswick.rutgers.edu/>

This Provider has **19** Partnerships² with NJ Schools or Districts and is accredited³ through the Council for the Accreditation of Educator Preparation.

Financial Aid⁴ Options:

- ☐ AmeriCorps
- ☐ Federal Direct Loans
- ☐ Federal PELL Grants
- ☐ Federal Perkins
- ☐ Federal Work Study
- ☐ Law Enforcement Memorial Scholarship
- ☐ NJ Class Loans
- ☐ NJ Educational Opportunity Fund
- ☐ NJ Governors Industry
- ☐ NJ Governors Urban Scholarship
- ☐ NJ STARS
- ☐ NJ Survivor Tuition Benefits
- ☒ NJ Tuition Aid Grant (TAG)
- ☐ NJ WTC
- ☐ Teach Grant
- ☐ Title IV Financial Aid
- ☐ Other
- Data Not Provided

² A partnership is a formal or informal agreement with a school or district where candidates can complete program requirements. Partnerships are provided by institution.

³ Teacher preparation programs are accredited at least every 7 years.

⁴ More information about financial aid options is available in the [glossary](#) at the end of this report.



Completer Demographics

Demographic information for candidates who completed a program at this institution and earned teacher certification in New Jersey.



196 Total Completers



76 Completers with Multiple Certificates

Completers by Gender:

Female 84.2%

Male 14.3%

Unreported/Unknown 1.5%

Populations by Race:

Certified Completers:

Completers

White

63.3%

Hispanic

3.6%

Native American

0.0%

Race Not Reported

24.0%

Other

0.0%

Asian / Pacific Islander

8.2%

Black

1.0%

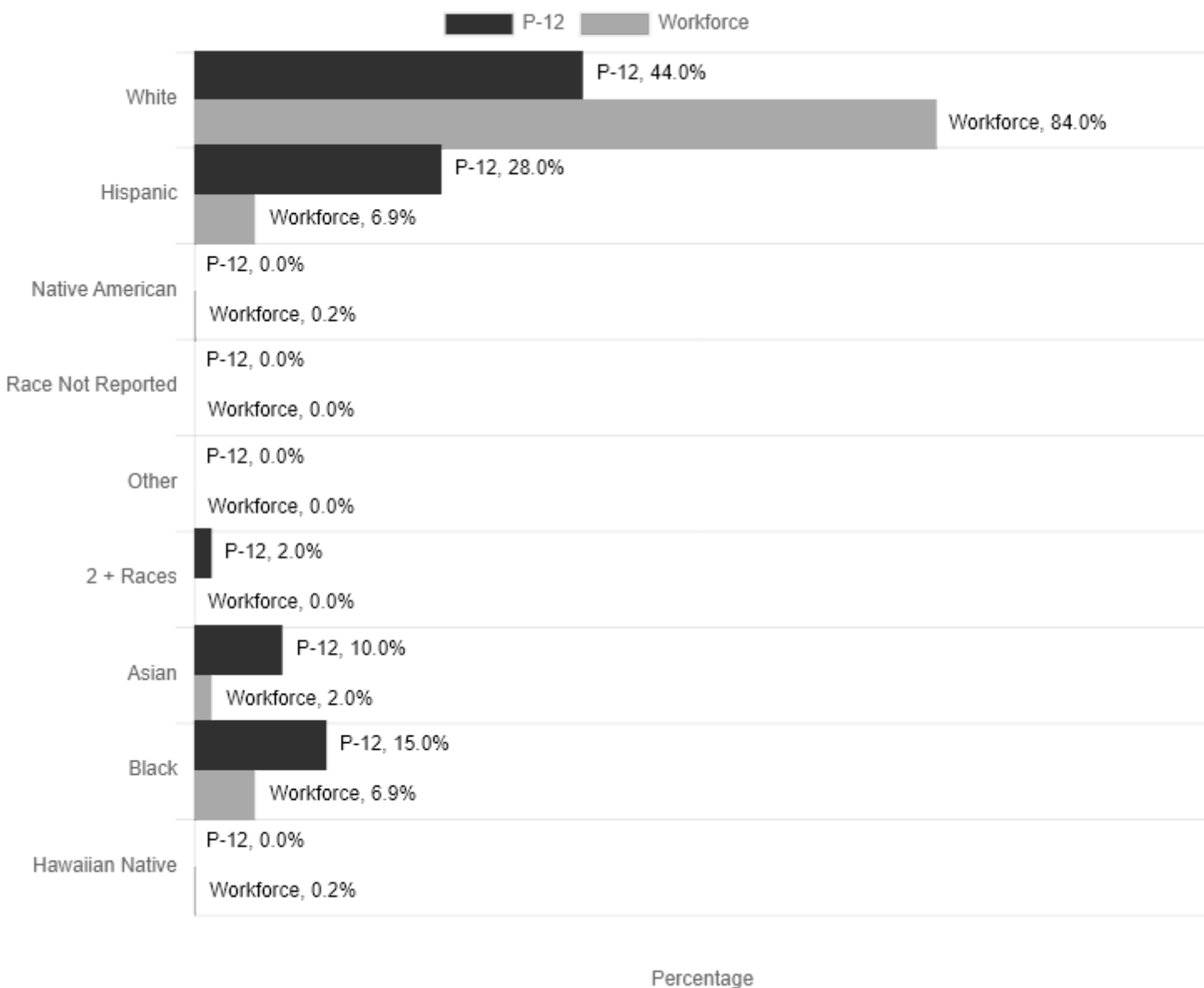


Completer Demographics

Demographic information for candidates who completed a program at this institution and earned teacher certification in New Jersey.

Populations by Race:

State 2016-2017 Student P – 12 and 2017-2018 Teacher Workforce Populations:





Certification Assessments

Data about program completer performance on required licensure assessments.

Content Assessment

Praxis II⁵ Results: Average Scaled Score

Praxis II Test	EPP Average Scaled Score	Test Cut Score	State Average Scaled Score
Biology: Content Knowledge	*	152	168
Chemistry: Content Knowledge	*	152	170
Early Childhood: Content Knowledge	*	159	172
Early Childhood: Content Knowledge (expired)	*	156	171
Elementary Education: Multiple Subjects Mathematics (expired)	*	164	170
Elementary Education: Multiple Subjects Mathematics Subtest	183	157	175
Elementary Education: Multiple Subjects Reading and Language Arts Subtest	178	157	170
Elementary Education: Multiple Subjects Reading Language Arts Subtest (expired)	*	165	175
Elementary Education: Multiple Subjects Science (expired)	*	159	166
Elementary Education: Multiple Subjects Science Subtest	173	159	170
Elementary Education: Multiple Subjects Social Studies (expired)	*	155	163
Elementary Education: Multiple Subjects Social Studies Subtest	172	155	167
English Language Arts: Content Knowledge	182	167	177
General Science: Content Knowledge	176	152	169
Mathematics: Content Knowledge	173	160	169
Middle School English Language Arts	*	164	170
Middle School Mathematics	181	165	174
Middle School Science	*	150	160
Middle School Social Studies	*	158	170
Music: Content Knowledge	169	153	168
Physics: Content Knowledge	*	141	*
Social Studies: Content Knowledge	169	157	166

⁵ PRAXIS II is a content assessment required for certification. Future report iterations will include data on additional assessments required for certification and survey results from program completers and employers. For information about expired assessments, see the [glossary](#) at the end of this report. This data is suppressed if the count of valid scores is less than 10.



Rutgers University - New Brunswick

Both Graduate & Undergraduate
Certificate of Eligibility with Advanced Standing

2018



Certification Assessments

Data about program completers performance on required licensure assessments.

Basic Skills Assessment

Praxis Core Results:

This data is not yet available but may be included in future iterations.

Performance Assessments

Educative Teacher Performance Assessment (edTPA⁶) Timeline:

School Year	Requirement and Scoring
2017-2018	All CEAS candidates complete the assessment for certification but do not need to meet a specific cut score.
	All CE holders complete the assessment but do not need to meet a specific cut score if the assessment is taken during this school year
2018-2019	All CEAS candidates complete the assessment for certification but do not need to meet a specific cut score
	All CE holders complete the assessment but do not need to meet a specific cut score if the assessment is taken during this school year
2019-2020	Cut score set at one standard error of measurement below the national recommendation
	Note: 13-rubric handbooks (cut score of 32), 15-rubric handbooks (cut score of 37), 18-rubric handbooks (cut score of 44)
2020-2021	Cut score determined by New Jersey standard setting process

⁶ edTPA is the Commissioner-approved assessment measuring a candidate's ability to prepare a lesson, deliver instruction, and assess student learning.



Full Time Employment Outcomes

Data about program completers from this institution working in New Jersey public schools.

2015-2016 Persistence⁷ Trend:



Of the **196**
Certified Completers
from the **2015-2016 SY**



126
were employed as of
the **2016-2017 SY**

School Level:

87 (69.0%) of those employed completers maintained employment during the **2017-2018 SY** with a median salary of **\$57,198**

District Level:

94 (74.6%) of those employed completers maintained employment during the **2017-2018 SY** with a median salary of **\$56,762**

State Level:

117 (92.9%) of those employed completers maintained employment during the **2017-2018 SY** with a median salary of **\$56,661**

2014-2015 Persistence⁷ Trend:



Of the **227**
Certified Completers
from the **2014-2015 SY**



125
were employed as of
the **2015-2016 SY**

School Level:

97 (77.6%) of those employed completers maintained employment during the **2016-2017 SY** with a median salary of **\$56,333**

District Level:

99 (79.2%) of those employed completers maintained employment during the **2016-2017 SY** with a median salary of **\$56,333**

State Level:

114 (91.2%) of those employed completers maintained employment during the **2016-2017 SY** with a median salary of **\$55,360**

⁷ Candidates who continued with their employment at the school, district, or state level from one year to the next.

* Note: The NJDOE collects demographic and salary data through NJSMART and TCIS. Salary data is suppressed if the average salary of Full Time Employed Teachers (FTE) in a region is less than \$30,000 and the count of FTE Teachers is greater than 0. If the count of FTE Teachers is 0, then N/A will appear in the cell. For more information see the [glossary](#).



Rutgers University - New Brunswick

Both Graduate & Undergraduate
Certificate of Eligibility with Advanced Standing

2018



Full Time Employment Outcomes

Data about program completers from this institution working in New Jersey public schools.

Employment by Certification Count:

Category	Count of Certified Individuals	Employed as of October 15, 2017	Percent Employed as Teachers
One Endorsement	120	76	63.3%
Two or More Endorsements	76	57	75.0%

Employment by Certification Area:

Category	Count of Certified Individuals	Employed as of October 15, 2017	Percent Employed as Teachers
All Programs	196	133	67.9%
Elementary School	68	49	72.1%
Elementary School Teacher with Mathematics Specialization: in Grades 5 - 8	14	9	64.3%
Elementary School with Subject Matter Specialization: Language Arts-Literacy Specialization in Grades 5 - 8	3	3	100.0%
Elementary School with Subject Matter Specialization: Science in Grades 5 - 8	2	2	100.0%
Middle School with Subject Matter Specialization: Social Studies in Grades 5 - 8	3	2	66.7%
Teacher of Biological Science	6	4	66.7%
Teacher of Dance, Art, Music, or Theater	31	16	51.6%
Teacher of English	16	11	68.8%
Teacher of English as a Second Language	12	8	66.7%
Teacher of Mathematics	14	8	57.1%
Teacher of Physical Science	3	2	66.7%
Teacher of Physics	7	6	85.7%
Teacher of Preschool through Grade 3	5	4	80.0%
Teacher of Social Studies	13	7	53.8%
Teacher of Students with Disabilities	70	55	78.6%



Rutgers University - New Brunswick

Both Graduate & Undergraduate
Certificate of Eligibility with Advanced Standing

2018



Full Time Employment Outcomes

Data about program completers from this institution working in New Jersey public schools.

Employment by Certification Area:

Category	Count of Certified Individuals	Employed as of October 15, 2017	Percent Employed as Teachers
Teacher of World Languages	9	6	66.7%



Rutgers University - New Brunswick

Both Graduate & Undergraduate
Certificate of Eligibility with Advanced Standing

2018



Full Time Employment Outcomes

Data about program completers from this institution working in New Jersey public schools.

Compensation by Region:

Category	Number of Teachers	Median Salary (all teachers)	Median Salary (employed program completers)
Central Region	83	\$57,235	\$56,990
Northern Region	33	\$55,610	\$55,610
Southern Region	11	\$56,246	\$33,771
Undefined Region	6	\$48,300	\$48,150

Employment by School Classification:

Category	Employed as of October 15, 2017	Percent Employed as Teachers	Percentage Employed Statewide
Focus	7	5.3%	7.2%
Not Classified	120	90.2%	88.2%
Priority	2	1.5%	1.8%
Reward	4	3.0%	2.8%



Rutgers University - New Brunswick

Both Graduate & Undergraduate
Certificate of Eligibility with Advanced Standing

2018



Full Time Employment Outcomes

Data about program completers from this institution working in New Jersey public schools.

Employment by School Category:

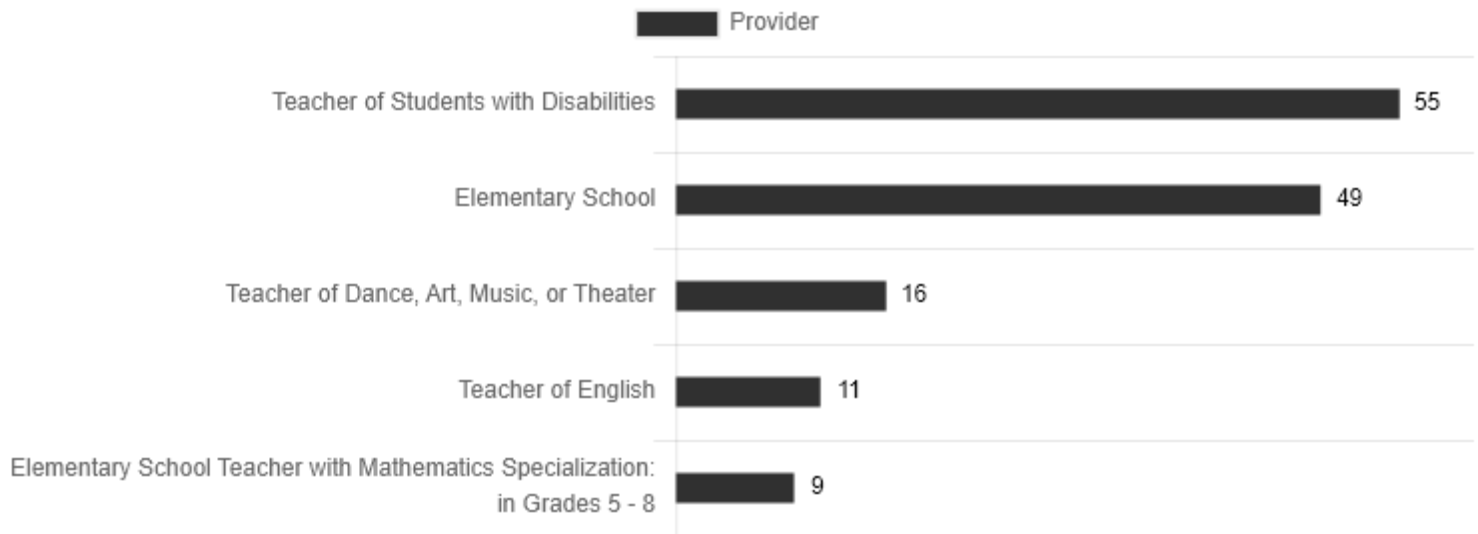
Category	Employed as of October 15, 2017	Percent Employed as Teachers	Percentage Employed Statewide
Charter	5	3.8%	7.0%
District	124	93.2%	89.9%
Other	1	0.8%	0.9%
Vocational	3	2.3%	2.2%



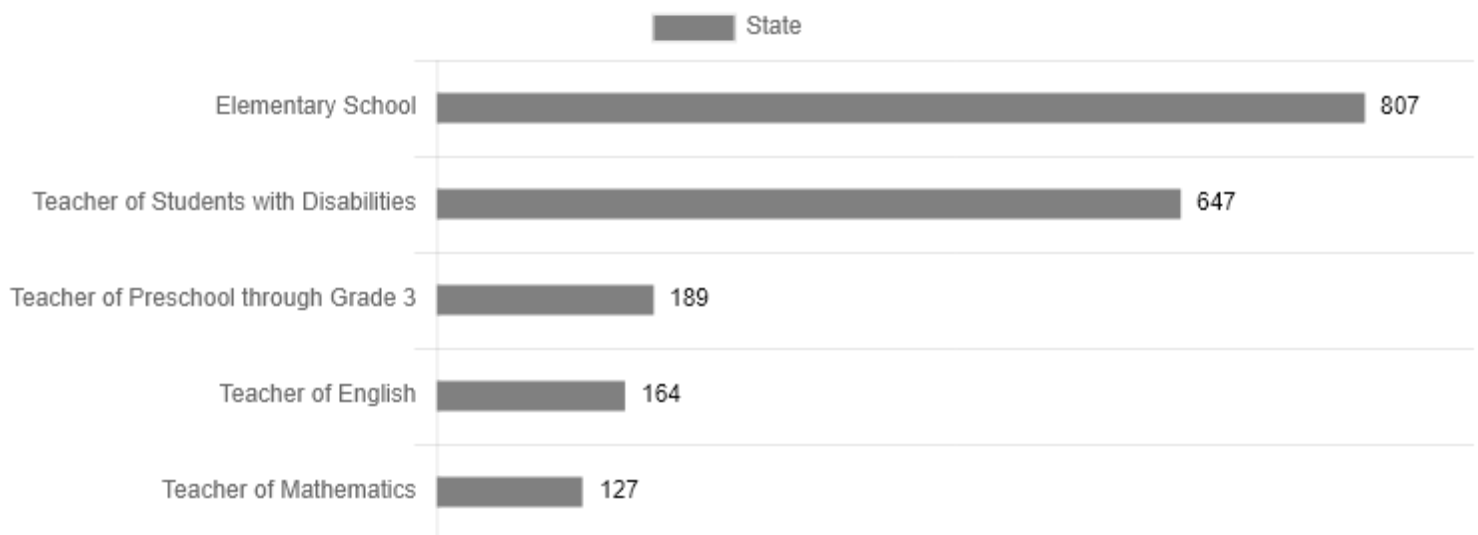
Full Time Employment Outcomes

Data about program completers from this institution working in New Jersey public schools.

Employment for Largest Five Programs: Provider



Employment for Largest Five NJ CEAS Programs





Rutgers University - New Brunswick

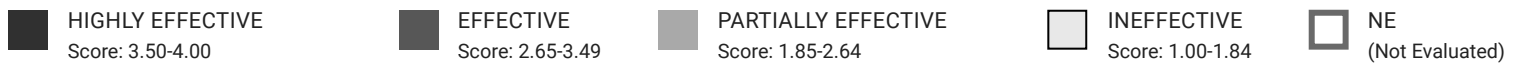
Both Graduate & Undergraduate
Certificate of Eligibility with Advanced Standing

2018



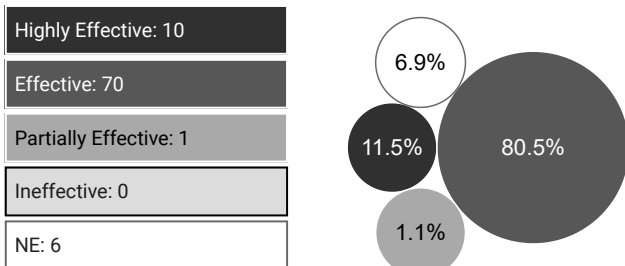
Evaluation Results

Evaluation data for certified program completers from the 2015-16 school year employed in the 2016-17 school year.



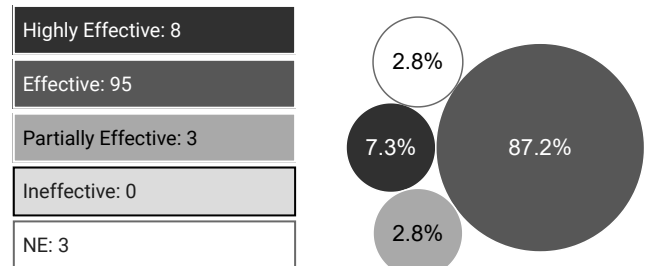
Summative Score

Summative scores are based on multiple measures of student achievement and teacher practice. While all teachers receive an annual summative evaluation, the components used to determine the summative score vary depending on the grades and subjects that educators teach.



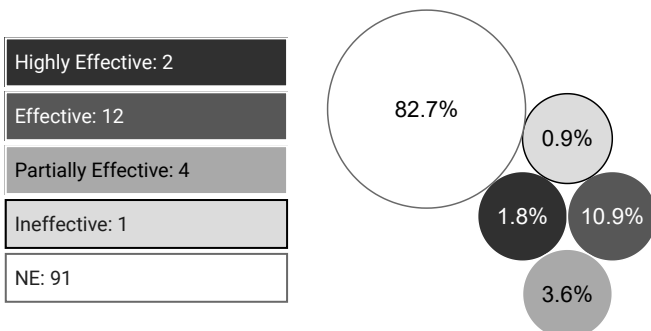
Teacher Practice Score

Practice is measured by performance on a teacher practice instrument, which is used to gather evidence primarily through classroom observations and pre/post-conferences. Districts have the flexibility to choose from a growing list of state-approved instruments.



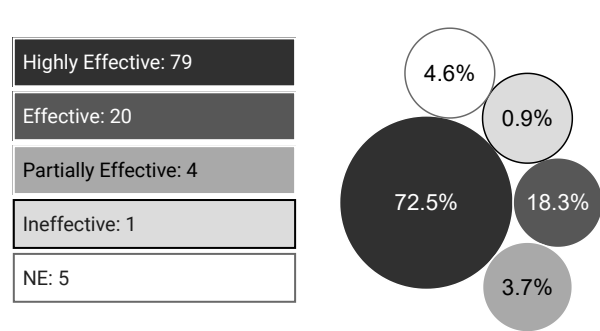
Teacher SGP Score

Median Student Growth Percentile (mSGP) scores are one of the multiple measures of student achievement for qualifying teachers of 4th-8th-grade Language Arts and 4th-7th-grade Math.



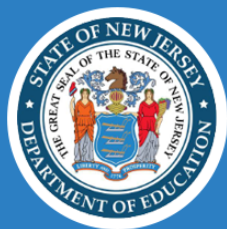
Teacher SGO Score

The combined score for a teacher's Student Growth Objectives as assessed by the district's evaluation system for assigning teacher or principal performance ratings.



Note: Teachers classified as "NE (Not Evaluated)" are not included in the charts but are included in Counts.

Note: Data has been suppressed where the number of teachers is fewer than 10 to ensure the privacy of individual teachers.



Glossary:

Term	Definition
Accreditation	Teacher preparation programs are accredited at least every 7 years. An institution that has a professional education unit and has completed successfully a review process by a national professional organization recognized by the Council on Higher Education Accreditation or approved by the Commissioner. The institution must meet State, professional, and institutional standards as determined by a review of its individual programs and overall capacity to prepare education professionals.
CEAS Educator Preparation Program	A program provided by an accredited higher education institution. This program primarily occurs prior to a candidate actively working under a provisional certificate.
Certificate of Eligibility with Advanced Standing (CEAS)	A certificate with lifetime validity issued to persons who have completed degree, academic study, applicable test requirements, and CEAS educator preparation programs for certification. The CEAS permits the applicant to seek and accept employment in positions requiring certification.
Data Collection and Reporting	<p>The New Jersey Department of Education (NJDOE) collects and aggregates the data used for this report from multiple sources. Suppression rules have been applied for the assessment, compensation, and evaluation data included in this report to prevent the identification of individuals and the disclosure of their personal information. The NJDOE collects:</p> <ul style="list-style-type: none"> • Certification data from EPPs and individuals through the Teacher Certification Information System (TCIS), which contains all information regarding the certification status of teachers who have applied for and/or hold a New Jersey certification. • Employment and Compensation data from school districts through the staff-level Standards Measurement and Resource for Teaching (NJSMAST) data system. • Higher Education data from the Office of the Secretary of Higher Education's (OSHE) Student Unit Record (NJSURE) system. OSHE collects data from Institutions of Higher Education (IHE's), but not all IHEs are required to submit data to the NJSURE database. Non-submitting institutions have been noted in the report. • Program level data from EPPs through the teacher preparation program approval process. • School level category data is calculated using growth and proficiency data. This data includes student assessment data, graduation rates, and student growth over time. • Student level demographic data from school districts through the student student-level Standards Measurement and Resource for Teaching (NJSMAST) data system.
edTPA	Educative Teacher Performance Assessment (edTPA) is the Commissioner-approved assessment measuring a candidate's ability to prepare a lesson, deliver instruction, and assess student learning.
Evaluation: Annual Summative Evaluation Rating	An annual evaluation rating that is based on appraisals of educator practice and student performance, and includes all measures captured in a teaching staff members evaluation rubric. The four summative performance categories are highly effective, effective, partially effective, and ineffective.
Evaluation: Student Growth Objective (SGO)	An academic goal that teachers and designated supervisors set for groups of students.
Evaluation: Student Growth Percentile (SGP)	A specific metric for measuring individual student progress on Statewide assessments by tracking how much a students test scores have changed relative to other students Statewide with similar scores in previous years.
Evaluation: Teacher Practice Score	Performance on a state-approved teacher practice instrument (e.g., Danielson, Marzano, et al.), which is used to gather evidence primarily through classroom observations.
Evaluation	A combination of scores (Student Growth Percentile (mSGP), teacher practice, and student growth objective) that provide a look into teacher effectiveness.
Expired Assessments	When the State Board of Education adopts a resolution to replace a required PRAXIS II test, the replaced test becomes expired. In cases where an individual earns a passing score on the previously required test.



Glossary:

Term	Definition
Financial Aid	<ul style="list-style-type: none"> • TEACH Grant – The Teacher Education Assistance for College and Higher Education program provides grants to students who agree to teach for four years at an elementary, secondary, or educational service agency that serves students from low-income families. • AmeriCorps – A national network of national service programs, made up of three primary programs that each take a different approach to improving lives and fostering civic engagement. Members commit their time to address critical community needs like increasing academic achievement, mentoring youth, fighting poverty, sustaining national parks, preparing for disasters, and more. • Federal Title IV Financial Aid – Title IV is a term that refers to federal financial aid funds. • NJ Class Loans – The Higher Education Student Assistance Authority offers the NJ Class Family Loan for Higher Education to help students pay for college costs not already covered by other sources. • Federal PELL Grant – The federal Pell Grant Program provides need-based grants to low-income undergraduate and certain post baccalaureate students to promote access to post secondary education. • Federal Perkins – A Federal Perkins Loan is a low-interest loan for both undergraduate and graduate students in need that helps students finance the costs of postsecondary education. • Federal Direct – Formerly known as Stafford Loans, the William D. Ford Federal Direct Subsidized and Unsubsidized Loans are available to help pay for educational expenses. • NJ Tuition Aid Grant (TAG) – This is a need-based grant awarded to NJ residents. The award amount varies depending on financial need, cost of attendance, and available funding. • NJ Educational Opportunity Fund – The Educational Opportunity Fund provides financial assistance and support services to students from educationally and economically disadvantaged backgrounds who attend institutions of higher education in the State of NJ. • Federal Work-Study – Federal Work-Study provides part-time jobs for undergraduate and graduate students with financial need, allowing them to earn money to help pay education expenses. The program encourages community service work and work related to the student's course of study. • NJ STARS – NJ Student Tuition Assistance Reward Scholarship. This initiative exclusively provides NJ's highest achieving students with free tuition at their home community colleges. • NJ STARS II – NJ STARS students who earn their associate's degrees with a 3.25 grade point average or better are eligible for an annual NJ STARS II scholarship at any NJ public or independent NJ TAG-participating four-year college or university. • World Trade Center – The WTC scholarship benefits dependent children and surviving spouses of NJ residents who were killed or died as a result of injuries sustained by the terrorist attacks against the U.S. on September 11, 2001. The award also benefits the dependents of those who died as a result of illness caused by exposure to the attack sites. • NJ Survivor Tuition Benefits – Survivor Tuition Benefits Program (STB) helps eligible children and spouses of NJ firefighters, emergency service workers, and law enforcement officers killed in the line of duty to earn a bachelor's degree. • Law Enforcement Memorial Scholarship – The Law Enforcement Officer Memorial (LEOM) Scholarship benefits dependent children of NJ law enforcement officers killed in the line of duty. • NJ Governor's Urban Scholarship Program – The Governor's Urban Scholarship Program is a merit-based scholarship program that benefits students in NJ's economically-challenged communities. Recipients must rank within the top 5% of their class and have a cumulative grade point average of 3.0 or higher, plus be a permanent resident of one of the designated NJ communities who will enroll in an approved NJ college, university, or degree-granting proprietary school. • NJ Governor's Industry – The Governor's Industry Vocations Scholarship (NJ-GIVS) pays up to \$2,000 and year or up to the cost of tuition, less any federal, State, or institutional aid in an eligible certificate or degree program at one of NJ's eligible institutions. The scholarship is funded by the Schools Development Authority (SDA) and administered in partnership with the Higher Education Student Assistance Authority (HESAA) to benefit women and minority students pursuing a certificate or degree in a construction-related field.
Partnership	A formal or informal agreement with a school or district in New Jersey in which candidates may complete program requirements.
Praxis II	Subject-specific assessments that measure a teaching candidate's content knowledge for the endorsement(s) sought.
Program Completer	Individuals who have successfully completed an approved teacher preparation program to earn certification in New Jersey.
Program Provider	The hosting organization for an educator preparation program.