







New Jersey

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|---|---|--|
| School Management | C |  |
| Finance | D |  |
| Staffing: Hiring & Evaluation | B |  |
| Staffing: Removing Ineffective Teachers | A |  |
| Data | D |  |
| Pipeline to Postsecondary | D |  |
| Technology | D |  |
| State Reform Environment | ? | |
| Gold Stars | | |

School Management. New Jersey does an average job managing its schools in a way that encourages thoughtful innovation. The state has mediocre academic standards, and 86% of teachers report that routine duties and paperwork interfere with teaching. The state also does not sanction low-performing schools.

Finance. Overall, New Jersey earns a below-average grade in this category. While the state gets a low mark for the simplicity of its state funding mechanism, it receives an average score for the online accessibility of its financial data. New Jersey does not have a performance pay program for teachers.

Staffing: Hiring & Evaluation. New Jersey receives a good mark for its teacher hiring and evaluation system. Twenty-one percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. And while the state does not require incoming teachers to pass basic skills tests, they are required to pass subject-knowledge tests.

Staffing: Removing Ineffective Teachers. New Jersey receives an excellent score on the ability to remove poor-performing teachers from the classroom. Only 38% of principals say that personnel policies are a barrier to the removal of ineffective teachers. That is 10 percentage points below the national average of 48%. Also, only 2% of principals in the state report that resistance from parents is a barrier to dismissal. However, 70% of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers.

Data. New Jersey earns a lower-than-average mark for its state data system. The state does not publicly report college remediation data nor factor those data into its accountability system. In addition, New Jersey does not have a teacher-identifier system with the ability to match teachers to students.

Pipeline to Postsecondary. New Jersey receives a below-average mark for its efforts to improve college and career readiness. Forty-one percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 24 percentage points below the national average of 65%. In addition, only 53% of New Jersey schools report offering work-based internships.

Technology. New Jersey receives a disappointing grade in this category. The state has not established a virtual school and does not offer a computer-based assessment. New Jersey also needs to significantly improve how it evaluates its return on investments in technology.

State Reform Environment. There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, New Jersey supports common academic standards.
