

Camden City School District
New Jersey State Board of Education
Annual Update



Thursday, December 17, 2014

Agenda

- **Our Commitment:** Vision and Mission
- **The Camden Commitment**
 - Progress Report
 - 2013-2014 Performance Results & Graduation Rates
- **Community Engagement**
 - Board Partnership
 - Milestones
 - Survey Results
- **Inherited Challenge: 2014-2015 Budget**
- **What's Next**

Our Commitment

Vision and Mission

- **Our Vision.** Our nation will know Camden, New Jersey as a thriving city of world-class public education.
- **Our Mission:** To ensure that all of Camden's students and families have access to excellent schools.

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The Camden Commitment

This 18-month plan outlines five promises to ensure that every student is enrolled in a school that meets his or her individual needs.

PROMISE 1: Safe Students, Safe Schools. Your child will feel safe in school.

PROMISE 2: 21st Century School Buildings. Your child will attend school in a modern building with top-of-the-line technology.

PROMISE 3a: Excellent Schools—Student Support. Your child will be able to attend an excellent school that best meets his or her unique needs and supports his or her growth inside and outside of the classroom.

PROMISE 3b: Excellent Schools—Great Teaching and Learning. Beginning in pre-K, your child will have excellent teachers and quality learning environments.

PROMISE 4: Serving Parents. You will have the information, services, and support you need to help your child succeed.

PROMISE 5: Central Office Effectiveness. The Central Office will be streamlined and operate at a new level of financial efficiency and transparency.



PROMISE 1: Safe Students, Safe Schools



Your child will feel safe in school.

- Investment in Safe Corridors and Safe Havens programs; prioritized Parent Ranger recruitment and development
 - **2013:** 20% of Middle School students and 21% of High School students reported that they feel safe outside of their school
 - **2014:** 62% of Middle School students and 55% of high school students report that they feel safe outside of their school
- Partnered with Camden County Police to boost the quality of school safety officer training
- Revised suspension practices to limit 10-day suspensions and focus on restorative justice
- Expanded Positive-Behavior Intervention support program
- Launched security technology pilot at Woodrow Wilson High School & Camden High School

PROMISE 2: 21st Century School Buildings

Your child will attend school in a modern building with top-of-the-line technology.



- Partnered with the Schools Development Authority to secure at least \$50 million for Camden High School renovation project, which includes new CTE programming
- State approved school partners beginning construction on three new, state of the art buildings
- Invested approximately \$1.4 Million to expand wireless coverage in schools and provide more than 2,300 new laptops to support 21st century learning
- Finalizing an updated five-year building and facilities plan



PROMISE 3a: Excellent Schools— Student Support

Your child will be able to attend an excellent school that best meets his or her unique needs and supports his or her growth inside and outside of the classroom.



- Completed an independent special education audit
- Trained and supported more than 30 District educators to run positive behavior programs across 5 schools
- Negotiated contracts that require renaissance schools to provide socio-emotional supports to all students
- Launched a full review of District alternative education programs
- Partnered with City Hall’s Youth Justice Forum to provide peer-to-peer mentoring and early intervention services for high school students at risk of dropping out
- Partnered with local Universities and healthcare providers to offer a medical assistant training apprenticeship to approximately 10 members of the Class of 2015.

PROMISE 3b: Excellent Schools— Great Teaching and Learning



Beginning in pre-K, your child will have excellent teachers and quality learning environments.

- Opened three public neighborhood schools led by non-profits with proven records of success
- Across Camden, approximately 93% of all eligible pre-k age students are enrolled in an early childhood program, a 16% increase over last year
- Led the first ever two-week Principals Institute focused on developing world class coaching and teaching in all District schools
- Trained 14 Camden educators to support principals as school leaders-in-training
- Introduced a new instructional technology training program to support teachers

PROMISE 3b: Excellent Schools— Great Teaching and Learning



Beginning in pre-K, your child will have excellent teachers and quality learning environments.

Priority Objectives

- Increase our skill in coaching teachers (observing and giving meaningful feedback)
- Build strong systems to support instruction
- Build strong, unified Leadership Teams in schools

For School Leaders	For Teachers
<p>Direct, weekly coaching by a School Support Leadership Team member, including:</p> <ul style="list-style-type: none">• A 90-minute individual coaching session, focused on coaching teachers and providing actionable feedback• Professional development plan review and feedback <p>2-hour School Leader Cohort meeting every other week</p>	<p>Ongoing, weekly, Principal-led professional development with support from Central Office School Support team</p> <p>New coaching model: 30-minute weekly coaching sessions for core instructional staff by member of School Leadership Team (Principal, Vice Principal, or Lead Educator)</p>

PROMISE 4: Serving Parents



You will have the information, services, and support you need to help your child succeed.

- Created the Division of Family and Community Engagement to ensure close communication between families, schools, and the Central Office
- Second year of surveying families in order to gather feedback
- Offered free summer classes on ESL, computer skills and more
- Invested in interpretation equipment to support families at school and community events
- Launched the first of four new District parent centers – The Camden Parent Partnership at the Promise Neighborhood Family Success Center
- Hired a community school coordinator at every school

PROMISE 5: Central Office Effectiveness



The Central Office will be streamlined and operate at a new level of financial efficiency and transparency.

- Addressed the District's revenue shortfall and shifted resources from Central Office to schools
- Transformed the Central Office to be leaner, more responsive to schools and families and less expensive
- Implemented tight fiscal controls and retrained Central Office staff to ensure money is used efficiently
- Responded to and launched investigations into 100% of parent issues within three days of school opening
- Instituted a Central Office training and development program to give staff the skills necessary to support schools

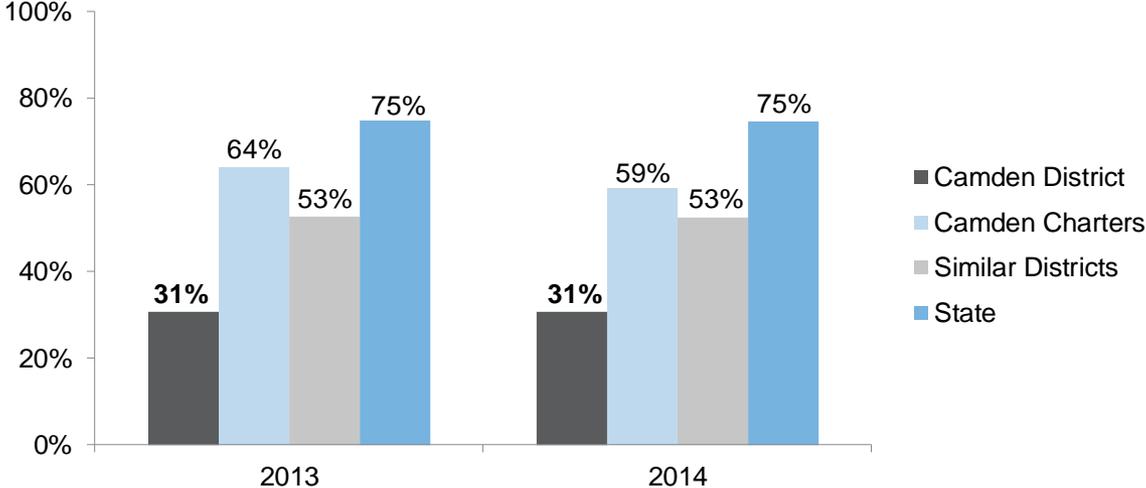
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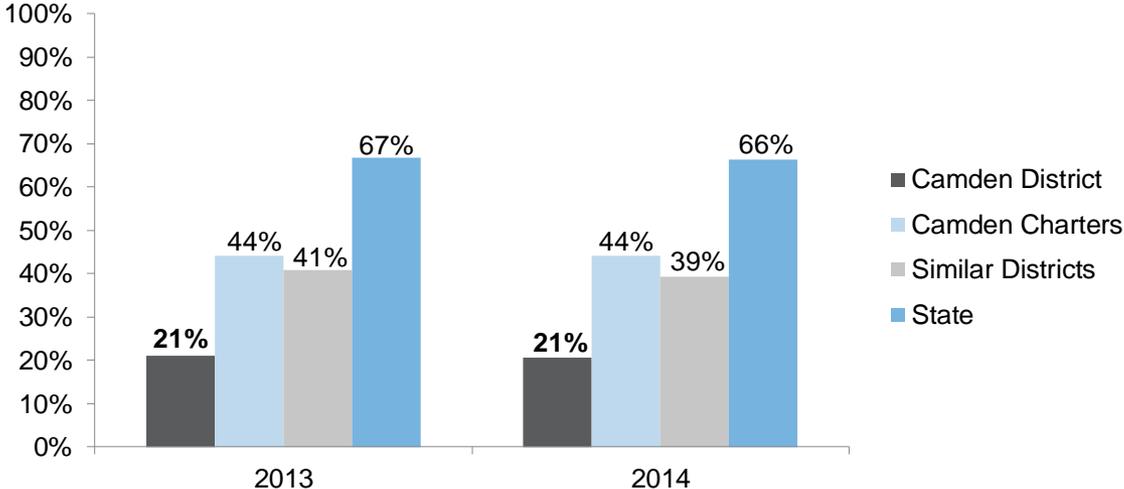
2013-2014 Student Performance

Grades 3-8 Performance

Math



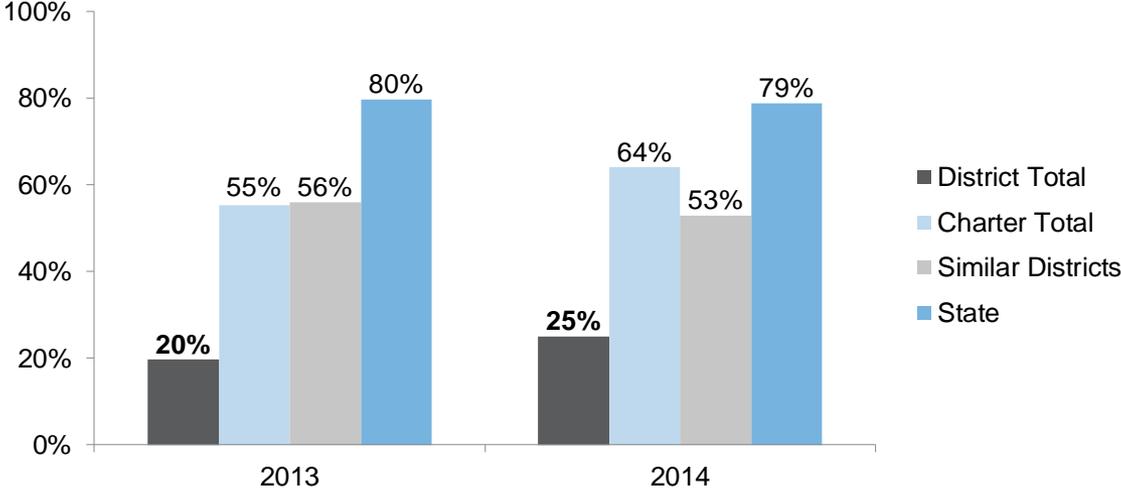
English Language Arts



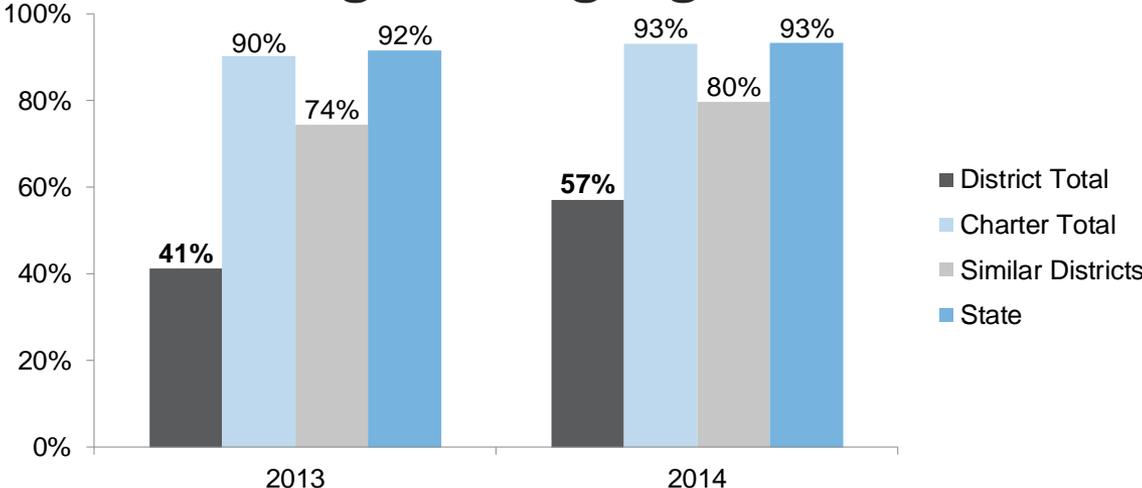
2013-2014 Student Performance

Grade 11 Performance

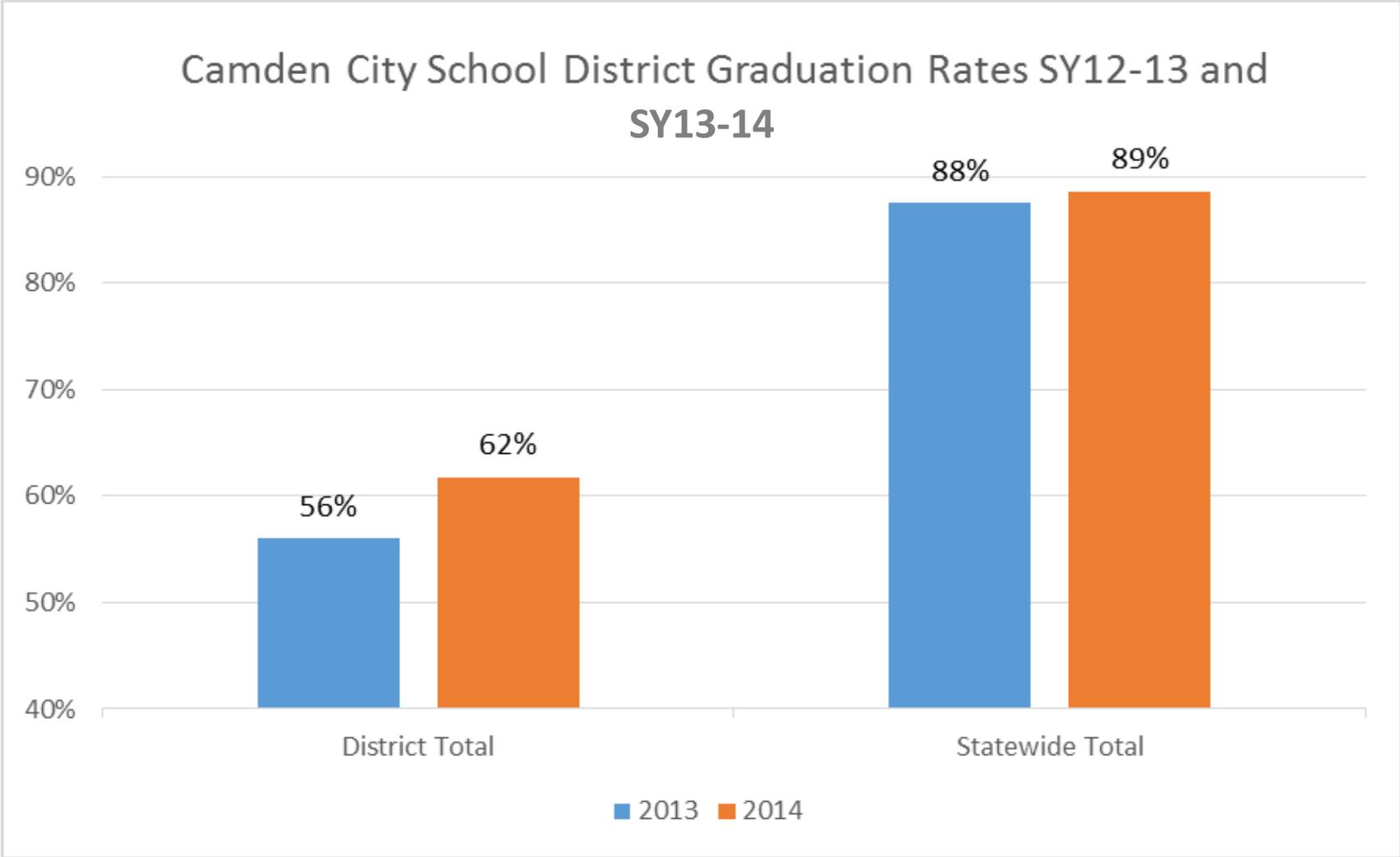
Math



English Language Arts



Graduation Rates: Class of 2013 and Class of 2014 Trends



Note: District total for SY12-13 has been adjusted to include Creative Arts/Morgan Village's graduation rate.



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Community Engagement Board Partnership Framework

Communications Structures	Dedicated Staff
<ul style="list-style-type: none"> • Weekly Meetings with Board President and Mayor • Monthly small group meetings on policy issues and District updates • Pre-Board meeting 1:1s 	<ul style="list-style-type: none"> • Board Liaison • Board Coordinator

Key Engagement Areas
<ul style="list-style-type: none"> • <i>100 Day Listening Tour</i> • <i>Let's Talk About Great Schools Campaign</i> • <i>Great Schools Kickoff</i> • <i>Building a Brighter Future Family Meetings</i> • <i>School Information Card Feedback Sessions</i>

2014-2015 Priorities
<ul style="list-style-type: none"> • Board Member Training and Certification • Curriculum • Title I Funding • QSAC



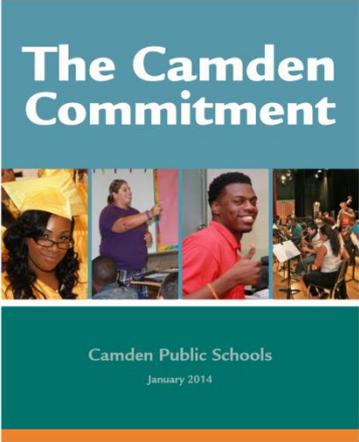
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Community Engagement

Listening to Families and Raising the Bar

Fall '13
100-Day
Listening
Tour



Summer '14
Let's Talk
About Great
Schools



Camden
Commitment
Winter '13



2013-14 test
result
meetings at
all schools
Fall '14

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Community Engagement

Spring 2013-2014 Survey Results

In Spring 2013 and 2014, the District surveyed school community stakeholders to get feedback and better understand perceptions of school and District performance:

Community and Collaboration	Family and Community Engagement	School Community Morale	Safety and Physical Environment	Social and Emotional Supports	Teaching and Learning
Survey Respondents					
66% of HS Students		84% of MS Students		86% of Elementary Students	
37% of Non-teaching Staff		56% of Teachers		25% of Parents	



Highlights and Challenges:

- Across both survey years, students say that they are eager to learn, that their parents hold high expectations of them, and that their teachers care about them.
- Marked improvement in student safety:
 - *42% increase in the number of middle school students and 34% increase in the number of high school students that reported feeling safe outside of their school*
- Parental and student satisfaction with their school remains a concern:
 - *50% of elementary students wish they went to a different school and 57% of parents wish their child went to a different school.*
- Elementary and middle school students say there are increases in teaching and learning, morale and physical environment. High school responses in the same categories remained nearly flat.

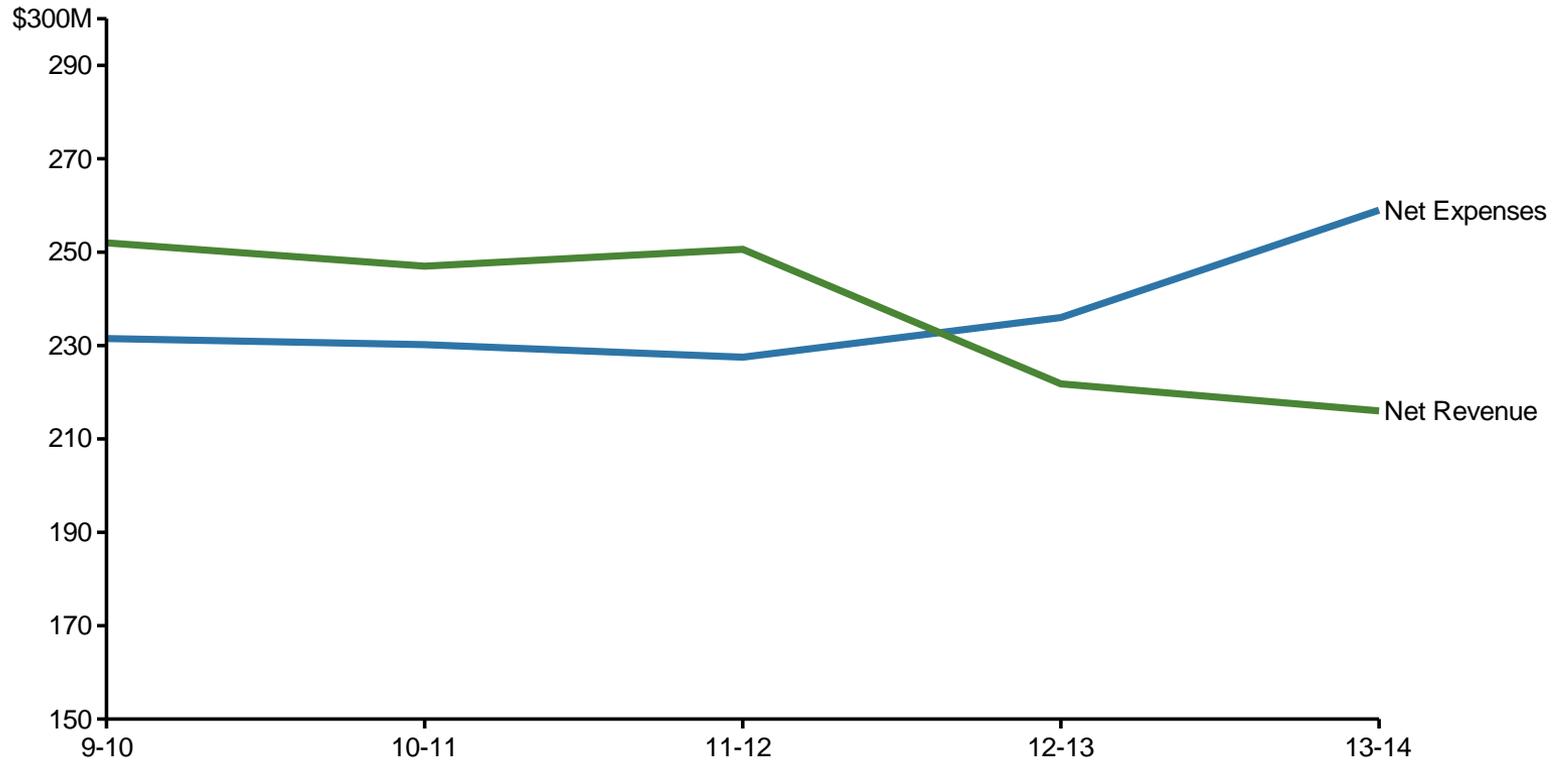
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Inherited Challenges: 2014-2015 Budget

In the past, the District spent more money than they received in new annual revenue

Local Taxes and State Revenue vs. Expenses



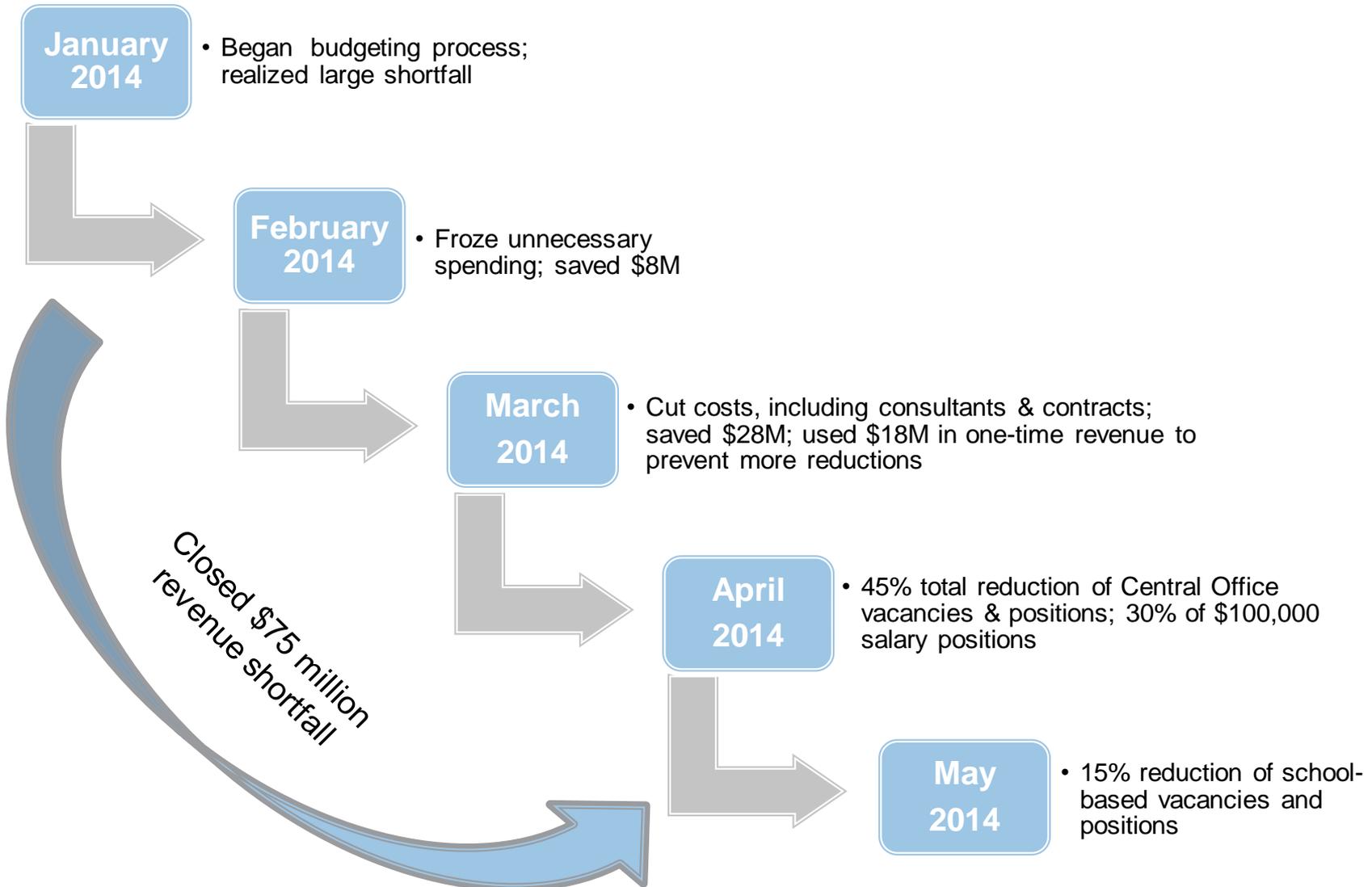
- Expenses have been increasing while revenue has been declining
- Camden has been using leftover funding from previous years to cover the additional expenses



Note: Net Revenue and Expenses do not include charter and tuition payments. Does not include special revenue which includes federal and early childhood funds

Inherited Challenges: 2014-2015 Budget

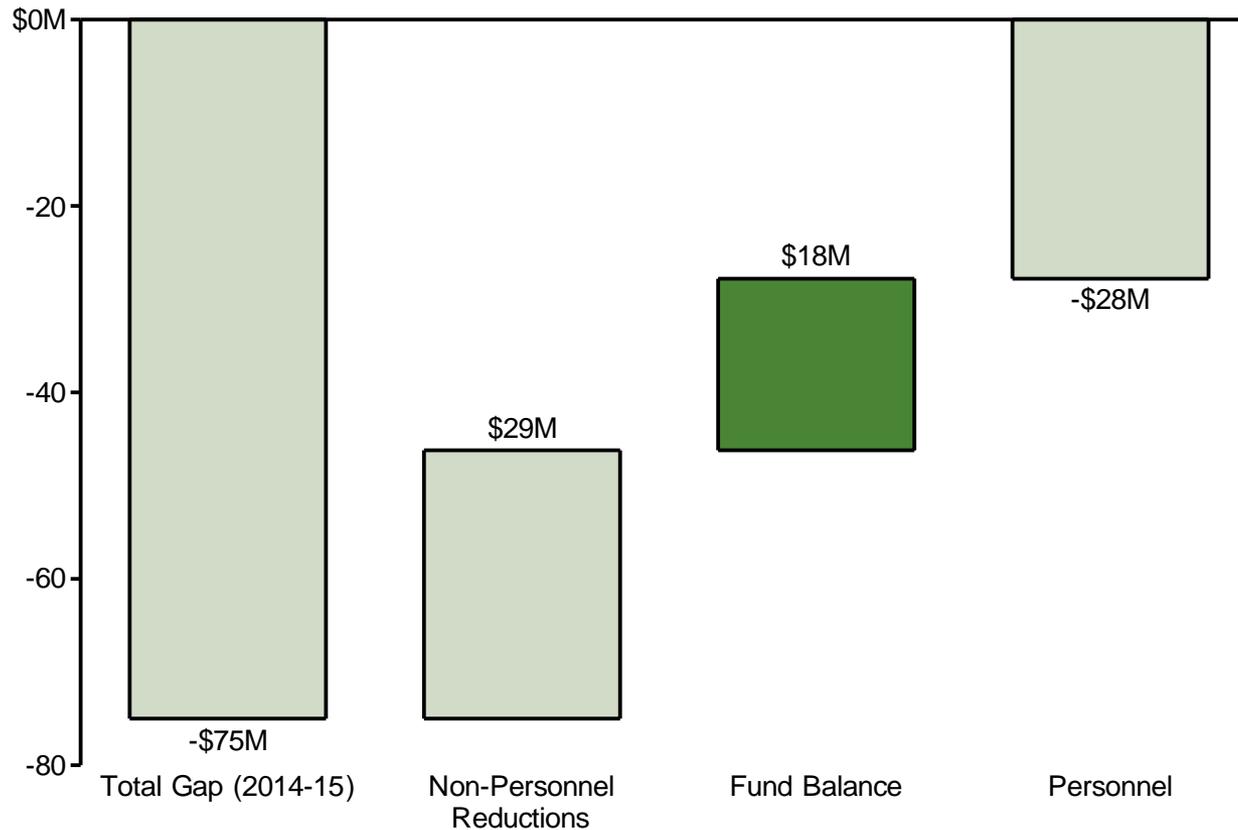
Over the course of five months, the District took many steps to reduce the impact of this budget shortfall on schools and staff.



Looking Ahead: 2015-2016 Budget

Because last year's gap was partially filled using a one time fund balance, we will face additional fiscal challenges during '15-'16 budget planning process.

Closing the Budget Gap, 2013-2014



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What's Next?

- **Continue to build on what's working and fulfill our promises in the Camden Commitment**
- **January PARCC & Common Core Engagement:**
 - Family Workshops
 - Public Service Announcements
 - Informational Handouts
 - Online Resources
- **PARCC Implementation Tech Support**
- **Comprehensive Curriculum Review**
- **CHS Renovation Planning Group Launch and Feedback Process**
- **School Information Card Design Feedback and Release**
- **Manage thoughtful growth of Renaissance and local Charter schools**