

# Camden City School District

Tuesday, March 17, 2015



## Agenda

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- **Welcome**
- **CCSD: Enrollment and Demographics**
- **Challenges**
  - Performance Overview
  - Budget Overview
- **Signs of Progress**
- **Opportunities**
  - Camden Commitment
  - AchieveNJ
  - Renaissance Schools
- **Importance of Engagement**
- **Looking Forward**

## 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.



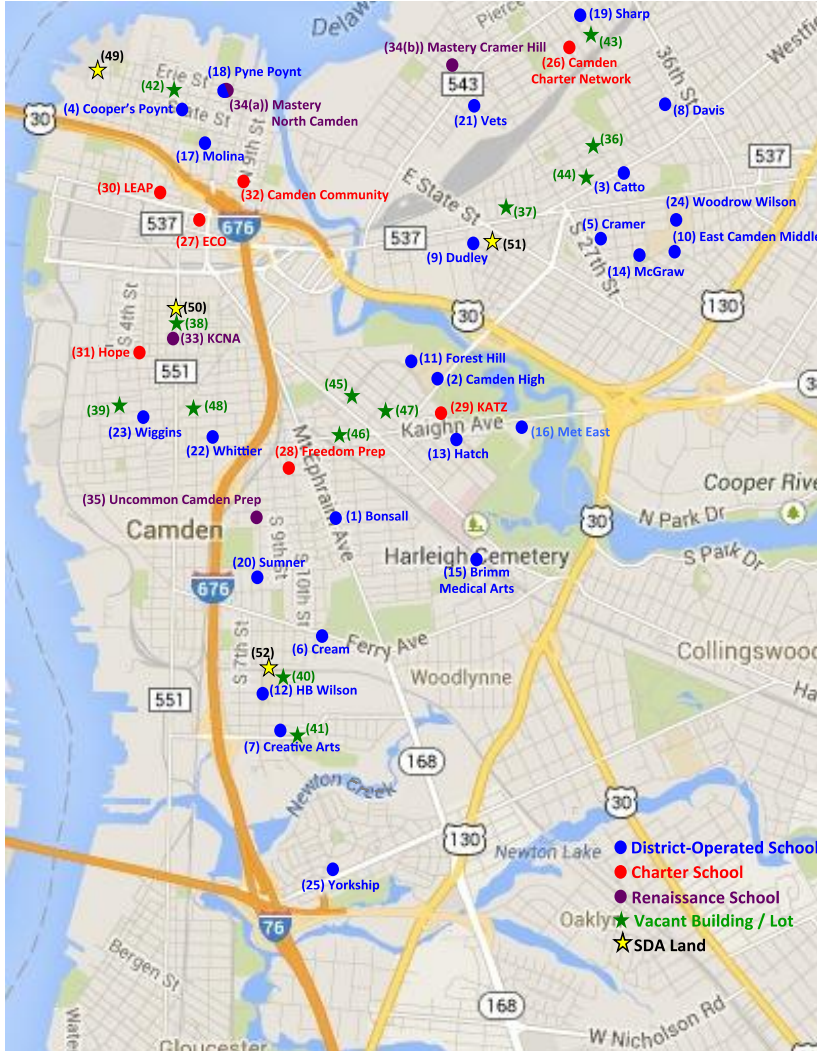
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# Camden City Public Schools: Enrollment Overview

Camden City School District has 26 district schools, serving approximately 11,277 students in grades Pre-K to 12. Unfortunately, for far too long and in spite of tangible progress this year, many Camden schools continue to suffer from **chronic academic underperformance**, **substandard facilities**, and **declining enrollment**.



| CURRENT ENROLLMENT, PK - 12 |        |
|-----------------------------|--------|
| District                    | 11,277 |
| Charter                     | 3,999  |
| Renaissance                 | 528    |
|                             | 15,804 |



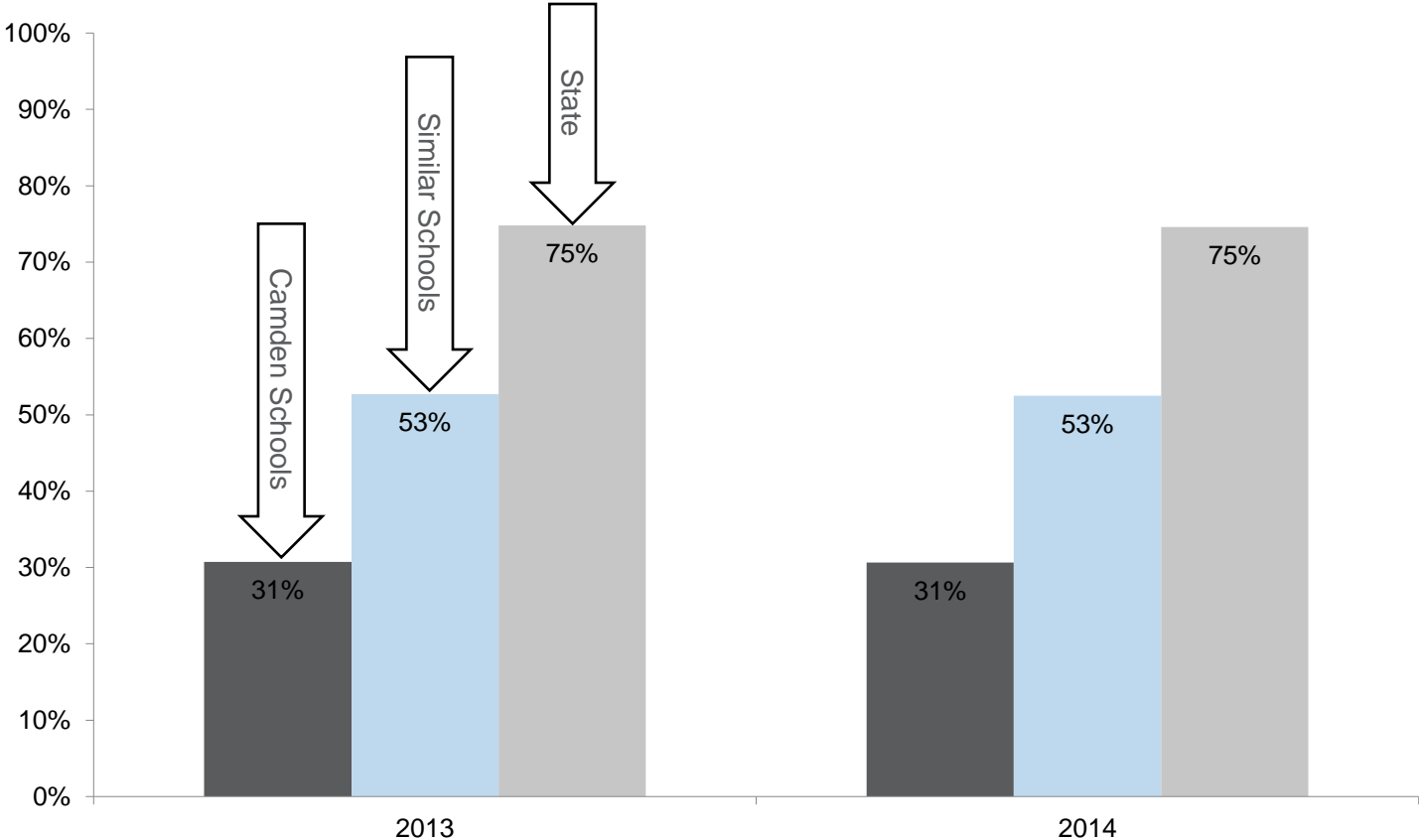
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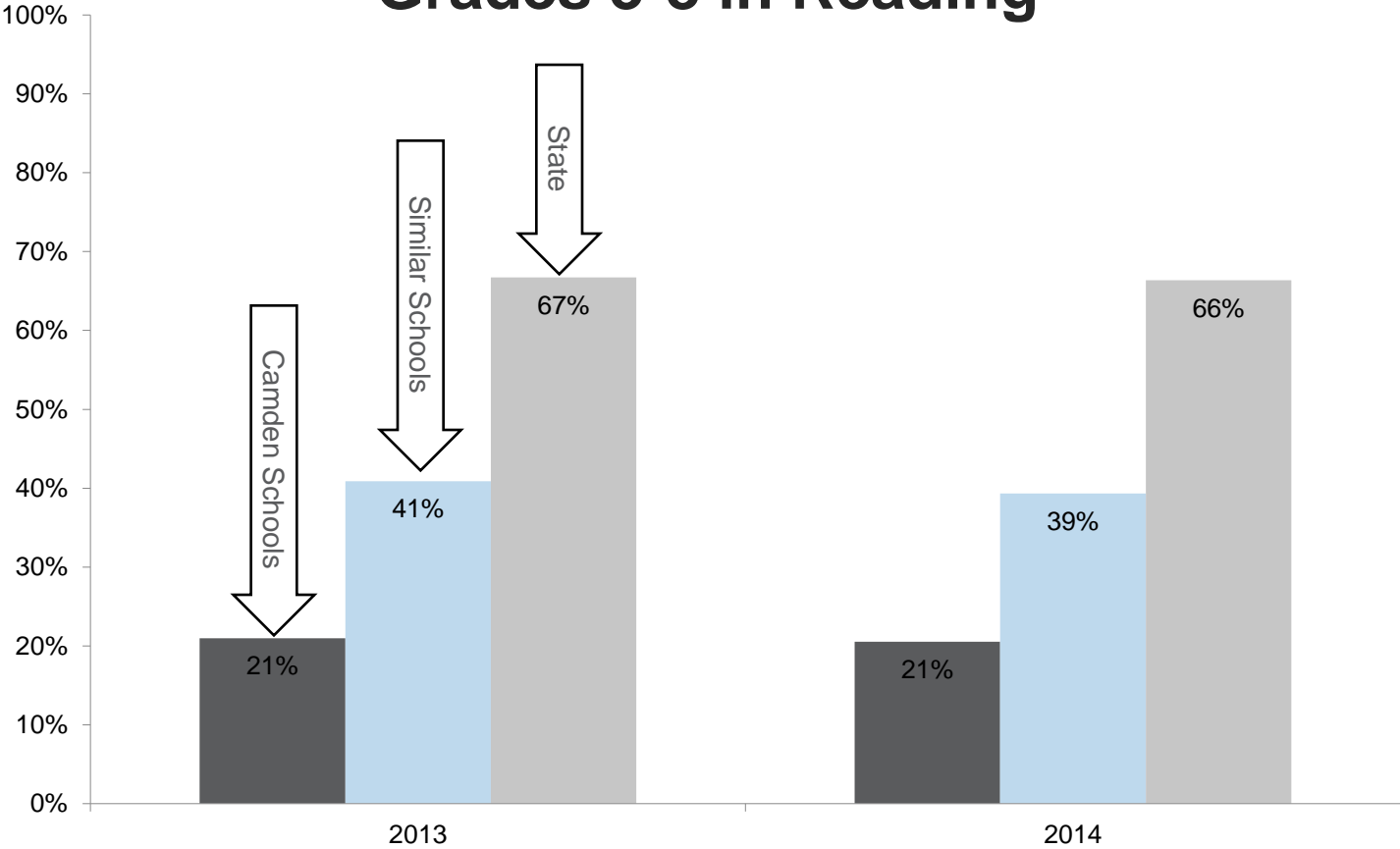
# Challenges: Student Performance

## Grades 3-8 in Math



# Challenges: Student Performance

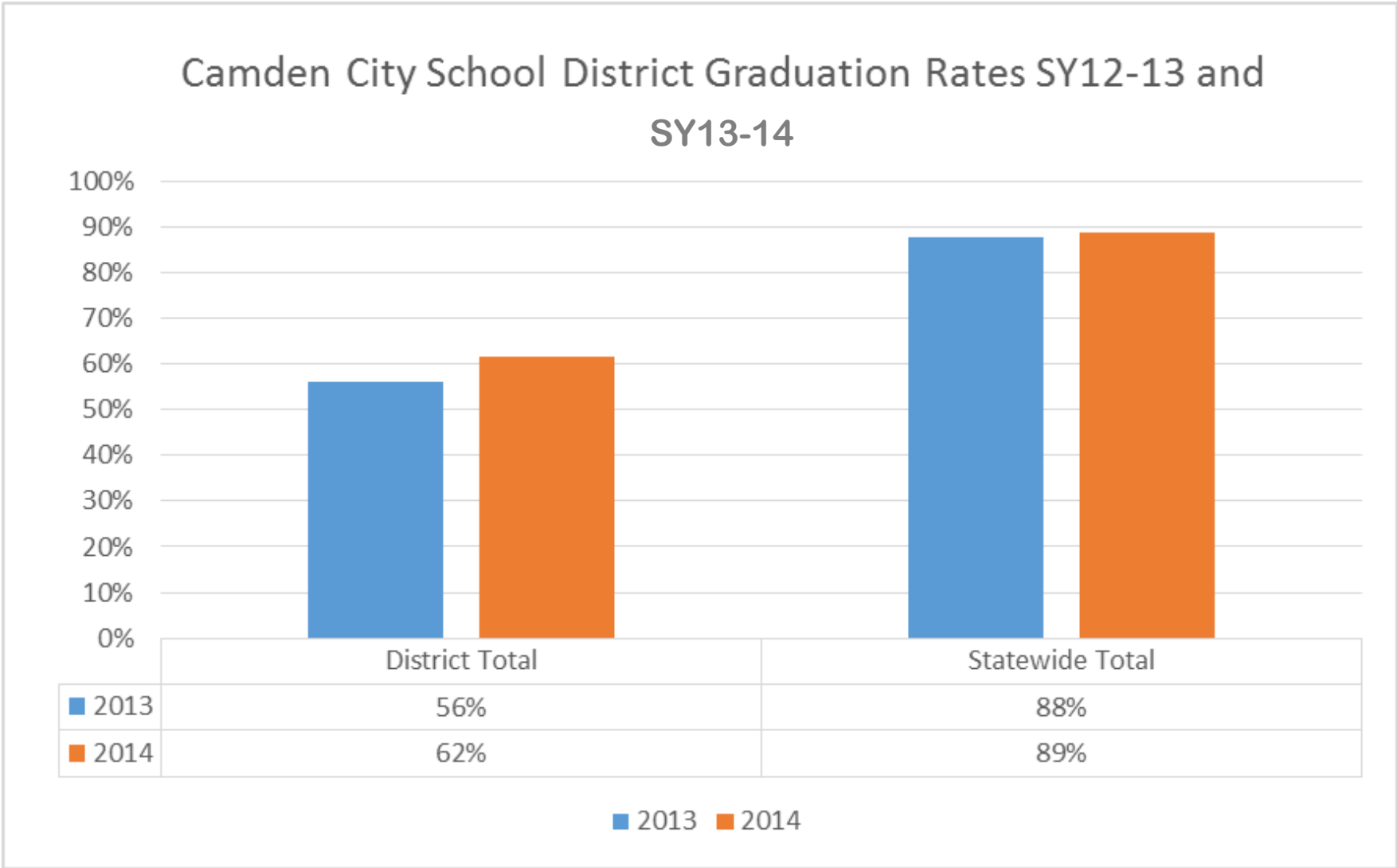
## Grades 3-8 in Reading





# Challenges:

## Graduation Rate—Traditional and via NJDOE Appeals Process



## Challenges:

### Graduation Rate—Traditional and via NJDOE Appeals Process

| <b>2014 Graduation by Assessment Pathway</b> |             |                         |                                 |               |
|--|-------------|-------------------------|---------------------------------|---------------|
| <b>School</b>                                | <b>HSPA</b> | <b>AHSA<sup>1</sup></b> | <b>Appeal/Other<sup>2</sup></b> | <b>Exempt</b> |
| Camden High School                           | 19%         | 5%                      | 44%                             | 32%           |
| Woodrow Wilson High School                   | 25%         | 5%                      | 55%                             | 15%           |
| Brimm Medical Arts High School               | 70%         | 4%                      | 26%                             | NA            |
| Creative Arts/Morgan Village Academy         | 57%         | 3%                      | 10%                             | 30%           |
| Met East High School                         | 47%         | 7%                      | 20%                             | 27%           |
| <b>District Total</b>                        | <b>31%</b>  | <b>5%</b>               | <b>43%</b>                      | <b>21%</b>    |

Source: NJ SMART Graduation by Assessment Profile Report; 4-year Accountable District Rate; State Snapshot August 31, 2014

<sup>1</sup> Per NJDOE/NJ SMART reporting, AHSA represents students who graduated using specific combinations of AHSA in both English and Math, or who graduated using HSPA in one subject and a specific AHSA combination in the other.

<sup>2</sup> Per NJDOE/NJ SMART reporting, appeals/other represents students who graduated via NJDOE-approved graduation appeal or other combination of exempt, appeal, AHSA, and/or HSPA. For example, a student who graduated via appeal in one subject and AHSA in another.



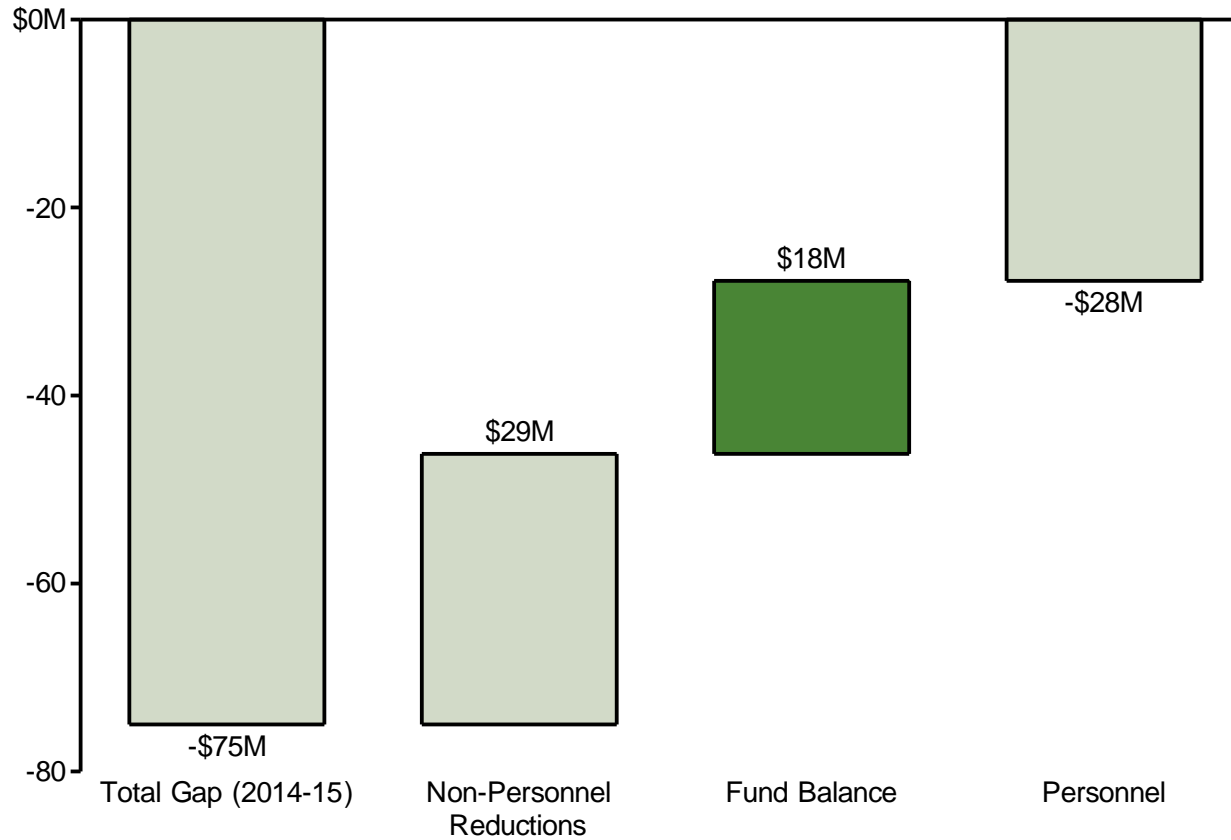
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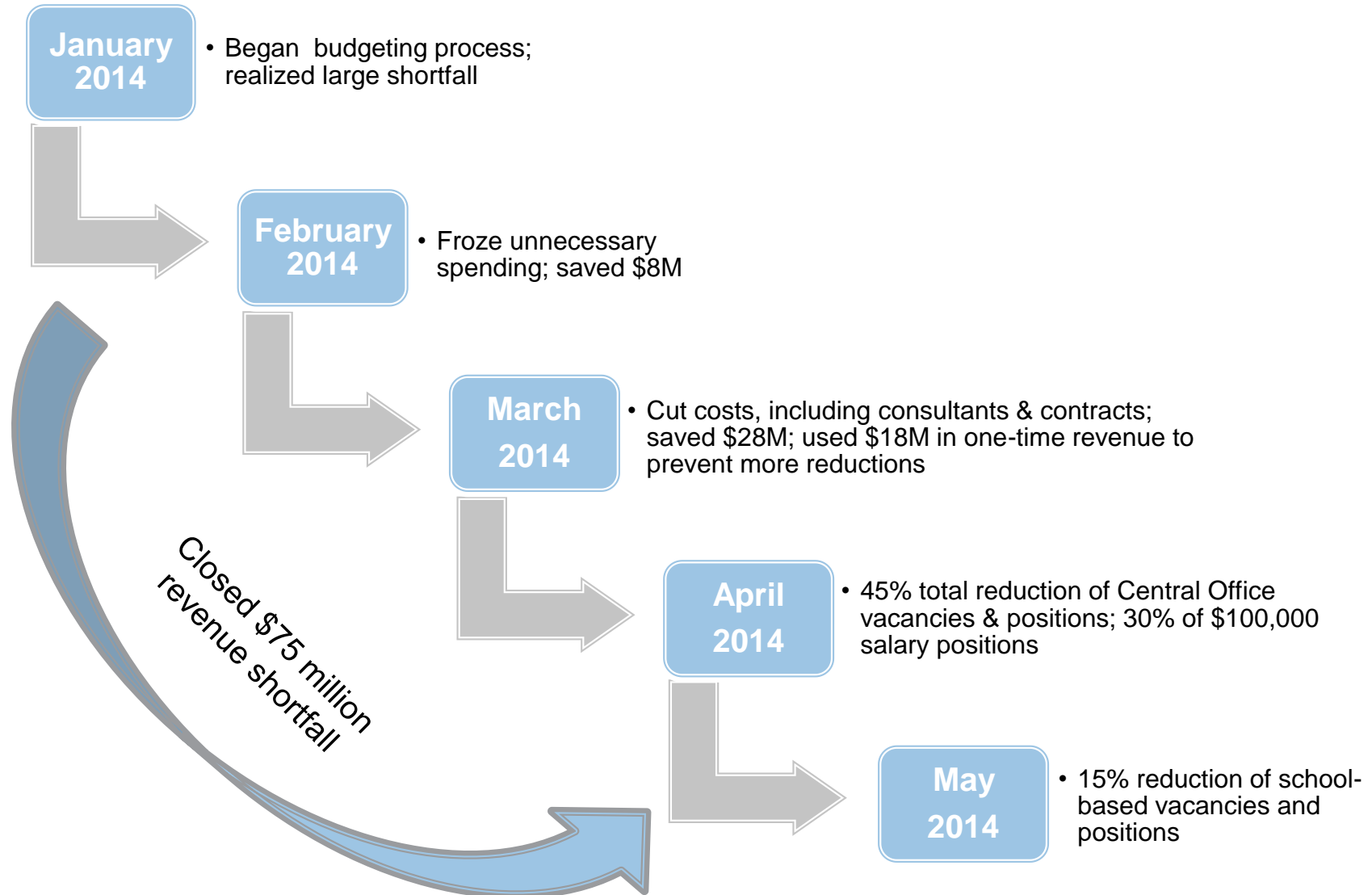
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# Challenges: 2014-2015 Budget

## Closing the Budget Gap, 2013-2014



# Challenges: 2014-2015 Budget



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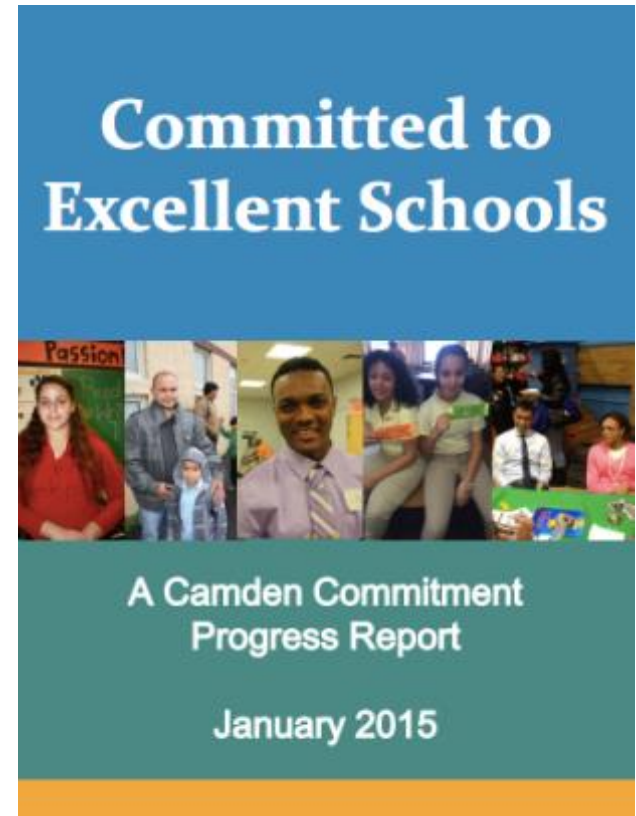
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# Camden Commitment: Signs of Progress

For a year, we have been working to fulfill the Camden Commitment, and we are making progress.

- New High-Quality Facilities
- More Early Learning
- Increased graduation rate
- Focus on Safety, Partnership with Mayor, CCPD
- New Technology in the Classroom
- Extra Support for Teachers and Principals



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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
- 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 21<sup>st</sup> 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 96% 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"><li>• A 90-minute individual coaching session, focused on coaching teachers and providing actionable feedback</li><li>• Professional development plan review and feedback</li></ul> <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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## Opportunity: AchieveNJ

### Support

- Required training on the evaluation system
- Targeted feedback to drive professional development
- School Improvement Panel ensures evaluation procedures are in place and followed, leads mentoring for new teachers, and identifies professional development opportunities
- Corrective Action Plans for Ineffective/Partially Effective rating

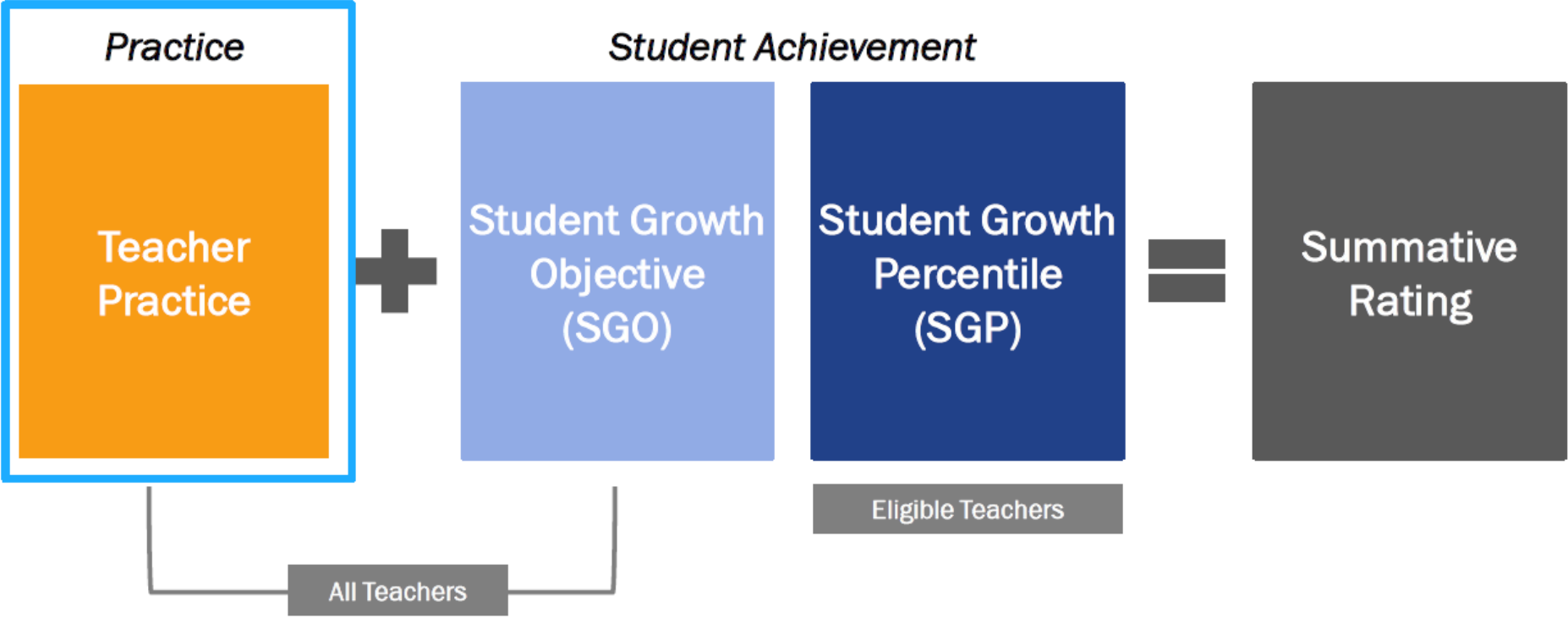
### Evaluation

- Four levels of summative ratings
- Educator practice instruments used for multiple observations
- Multiple objective measures of student learning for teachers, principals, VPs/APs

### Tenure

- Teachers earn tenure after 4 years based on effectiveness
- Effective ratings required to maintain tenure
- Dismissal decisions decided by arbitrators

# Opportunity: AchieveNJ



\*The TEACHNJ Act requires evaluations to include multiple measures of student progress and multiple data sources.

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# Opportunity:

## Renaissance Schools

*Every renaissance school possesses the following characteristics:*

### **Public Neighborhood Schools:**

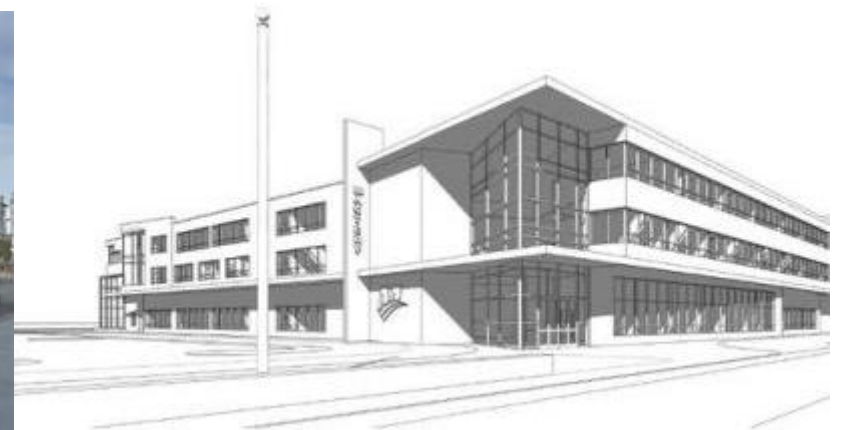
Renaissance schools are zoned to a neighborhood, so there is a seat for every child **INCLUDING** special education students and English language learners

### **Partnership Schools:**

Unlike charters, renaissance schools have a contract with the District that mandates whole-child learning, wraparound services, community partnerships, and more.

### **21<sup>st</sup>-Century Facilities:**

Each renaissance school is required to be newly constructed or significantly renovated, providing world-class facilities to students and communities.



# Opportunity: Renaissance Schools



### **KCNA @ Lanning Square**

A new K-8 school serving students in the Lanning Square and Cooper Plaza neighborhoods set to open this fall



### **Camden Prep @ Whitman Park**

Finalizing a location to begin construction for a new K-8 school serving students in Whitman Park



### **Mastery Schools @ Cramer Hill**

New site secured at corner of State and River to construct a K-8 school serving students in Cramer Hill

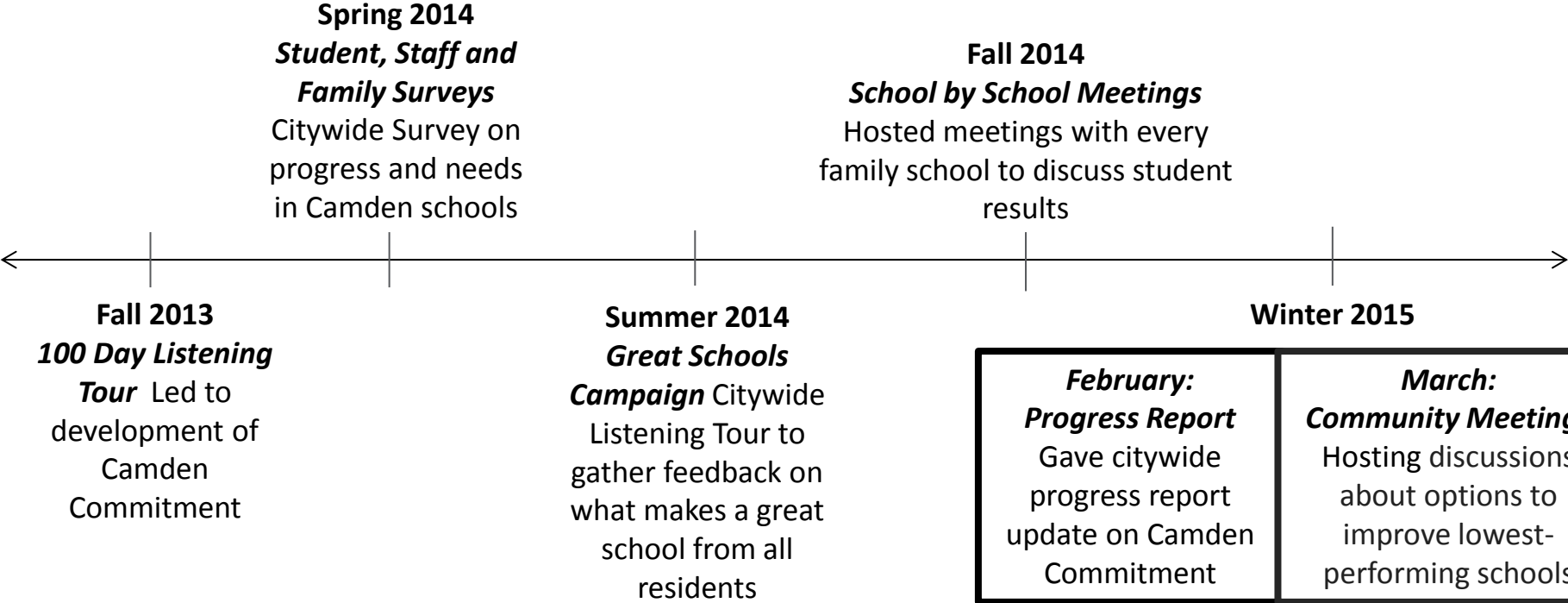
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# Camden Commitment

## Our Approach – Community Engagement





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## Looking forward:

### Supporting When Schools are Struggling Most

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Many factors make a school great, so our reinvestment in struggling schools includes multiple parts:

#### **Academics:**

Prepare students for success in college and career

#### **Parent Choice:**

Address low and declining student enrollment

#### **Facilities:**

Modernize our school facilities for the 21<sup>st</sup>-century

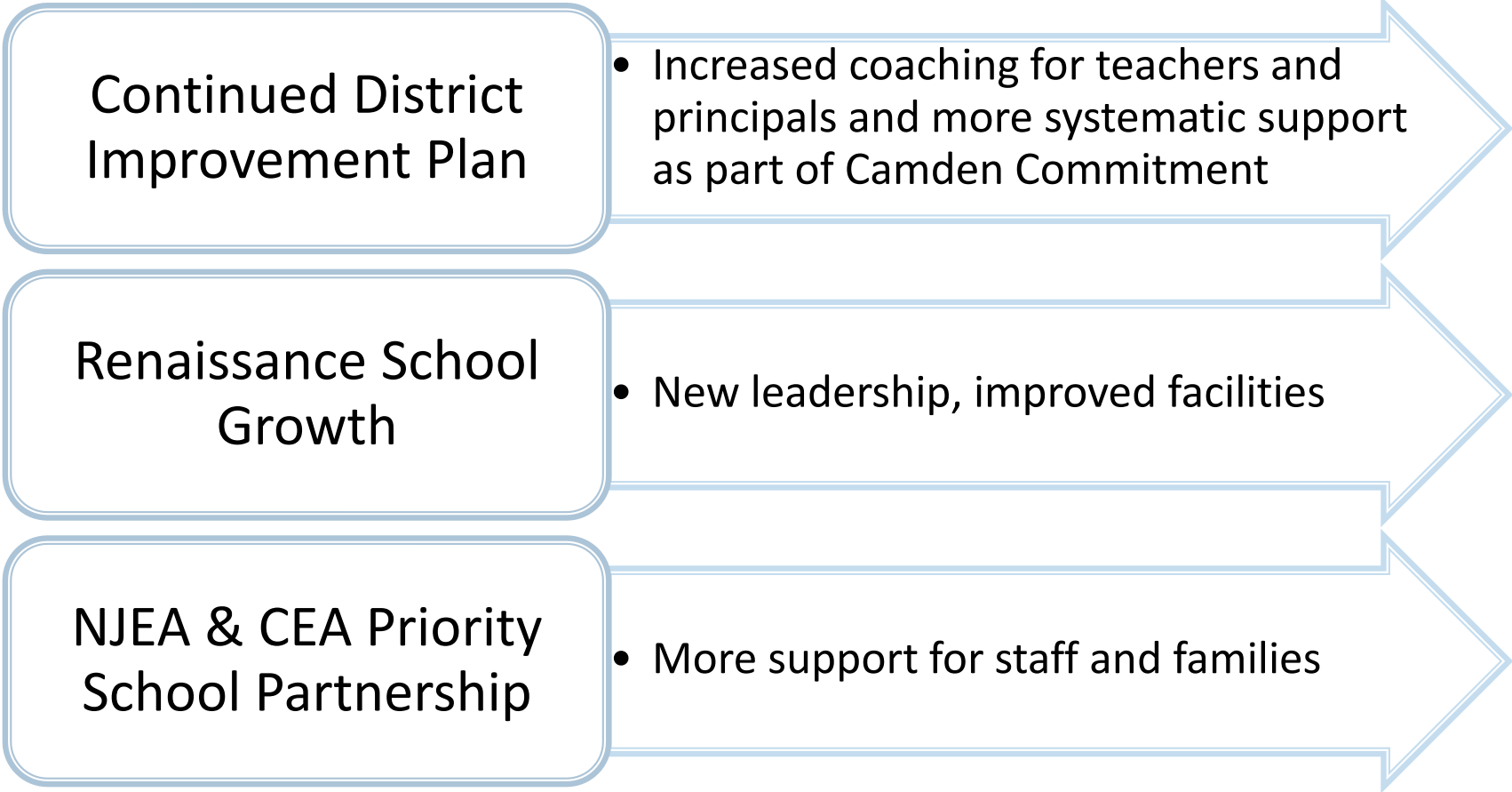
## Looking forward: Supporting When Schools are Struggling Most

| School                        | English Language Arts & Math on Grade Level | English Language Arts Progress | Math Progress | Building Condition | Occupancy     |
|-------------------------------|---|--------------------------------|---------------|--------------------|---------------|
| Bonsall Family School         | 9%  | Low                            | Low           | Poor               | Average       |
| Cream Family School           | 8%  | Typical                        | Typical       | Poor               | Average       |
| East Camden Middle School     | 11%   | Typical                        | Typical       | Average            | Below Average |
| Forest Hill Elementary School | 13%   | Low                            | Low           | Poor               | Good          |
| Hatch Family School           | 7%  | Low                            | Low           | Below Average      | Average       |
| McGraw Elementary School      | 17%   | Typical                        | Typical       | Poor               | Good          |
| Molina Elementary School      | 7%  | Typical                        | Low           | Poor               | Average       |
| Pyne Poynt Middle School      | 6%  | Typical                        | Typical       | Poor               | Average       |
| Sumner Elementary School      | 9%  | Low                            | Low           | Poor               | Good          |
| Whittier Elementary School    | 10%   | Typical                        | Low           | Below Average      | Good          |

# Looking forward:

## Several Options Can Improve Most-Struggling Schools

*We are exploring multiple opportunities to improve our most-struggling schools:*



# Q & A

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