

APPENDIX



Camden City School District

Presentation to the Joint Committee on Public Schools

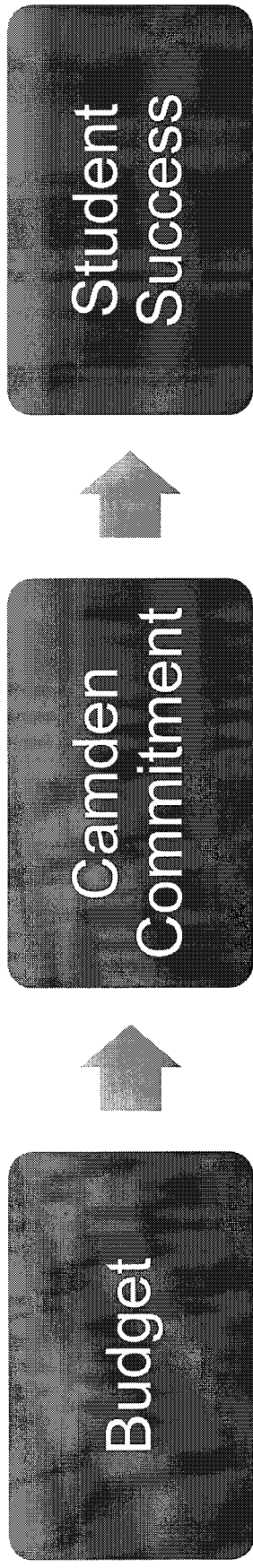
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December 15, 2015

Intersection of Budget, Priorities, Local Control

- Our budget is an expression of our priorities
- Our priorities are captured in the Camden Commitment, our student-centered strategic plan created through community input
- Our effectiveness executing on our strategic plan will result in increased student success and a return to local control

27



The Camden Commitment is our school improvement plan

- Original version released in January 2014 after 100-day listening tour

- Led to significant gains:

- Graduation rate rose from 56% to 62%
- Parent coordinator hired for every school
- Three renaissance schools opened, led by non-profit partners with successful track records
- More students enrolled in pre-school than ever before
- Students, parents, and staff all reported feeling safer
- School Information Cards released for first time



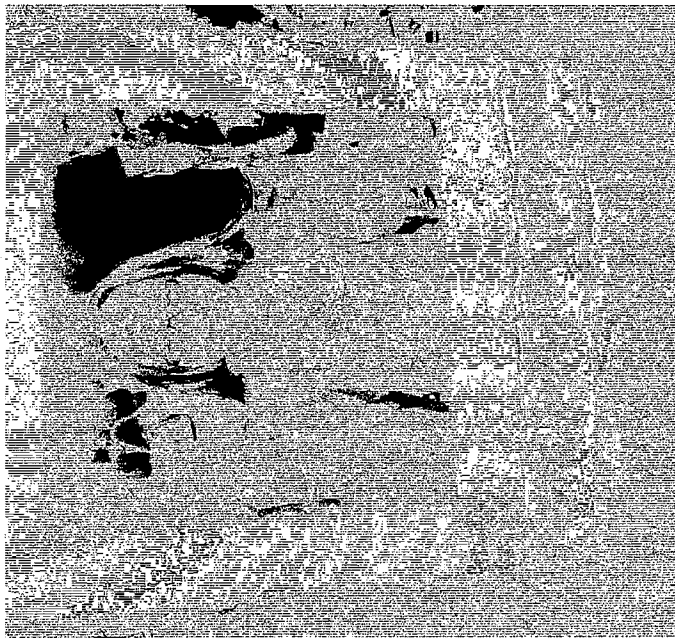
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The Camden Commitment is our school improvement plan

- Phase Two of the Camden Commitment keeps promises, adds action steps
- Informed by feedback from over 500 students, parents, educators, and residents
- Plan runs through June 2017; progress reports will continued to be released at Board meetings every three months

Phase Two of the Camden Commitment



Camden City School District —September 2015



Promise 1: Safe Students, Safe Schools.

Your child will feel safe at school.

Goal:

- Increase the number of students who feel safe in and around their school by at least 10 percent.

What we'll do:

- Create more positive classroom environments, beginning in the earliest grades
- Reduce out-of-school suspensions and ensure that they are used only for the most severe discipline cases
- Partner with community groups, the City, and the Camden County Police Department to prevent gang violence

Promise 2: 21st Century School Buildings.

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

Goal:

- Twice as many students will attend school in a building that has been constructed or significantly renovated since 2000.

What we'll do:

- Reduce response time to schools for support with technology
- Partner with renaissance schools and the New Jersey Schools Development Authority to significantly renovate District buildings most in need of improvement
- Ensure renaissance school partners complete construction on the two state-of-the-art planned neighborhood schools in Whitman Park and Cramer Hill that will include green space, science labs, and athletic facilities



Promise 3: Excellent Schools.

Beginning in pre-K, your child will be able to attend a public school that meets students' unique needs and features excellent teaching and learning.

Goal:

- More than twice as many students will attend high-achieving schools.

What we'll do:

- Support teachers with weekly coaching, including training on data-drive instruction and on how to best advance learners with different needs
- Partner with successful renaissance school organizations to expand the number of high-quality neighborhood schools
- Lead regular and differentiated coaching for school leaders throughout the calendar year

Continued



Promise 3: Excellent Schools.

Beginning in pre-K, your child will be able to attend a public school that meets students' unique needs and features excellent teaching and learning.

Goal:

- More than twice as many students will attend high-achieving schools.

What we'll do:

- Provide updated curriculum for science and social studies, including learning strategies for all types of learners
- Update the student grading policy to more accurately reflect students' readiness for the next grade
- Collaborate with all Camden public schools to offer more shared professional development opportunities for educators



Continued

Promise 3: Excellent Schools.

Beginning in pre-K, your child will be able to attend a public school that meets students' unique needs and features excellent teaching and learning.

Goal:

- More than twice as many students will attend high-achieving schools.

What we'll do:

- Increase the number of students completing vocational programs, and introduce new vocational pathways tied to fast-growing careers and local industries
- Launch a pilot based on a trauma-informed care approach to cut chronic absenteeism
- Increase and improve college and career advising and applications supports for students



Promise 4: Parent Engagement.

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

Goal:

- Increase the number of parents who say they have what they need to help their child succeed by at least 10 percent.

What we'll do:

- Create a new, family-friendly enrollment system that ensures all families have a fair way to access public schools
- Empower parents to access more information by asking questions and receiving updates from the District and their school via text message
- Relaunch the District's website as a family-friendly resource with accurate and accessible information



Promise 5: Central Office Effectiveness.

You will be able to easily access information from an efficient and responsive Central Office that is focused on serving school communities.

Goal:

- School community members will have a 90 percent satisfaction rate with the Central Office.

What we'll do:

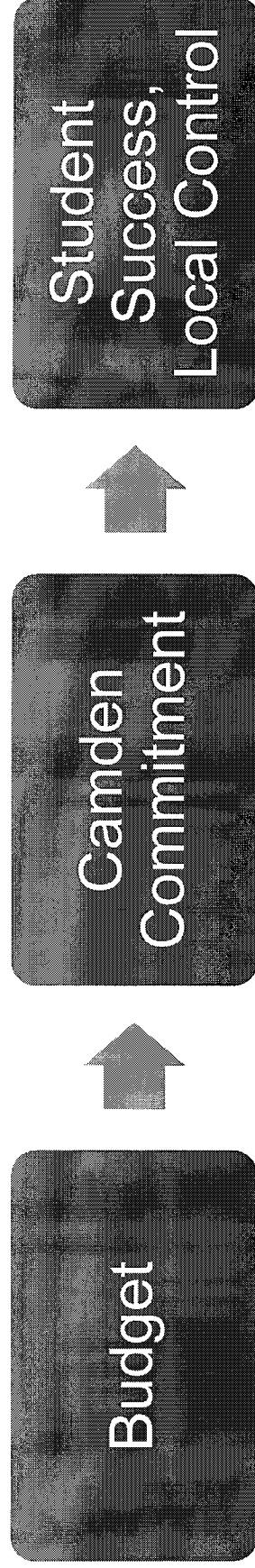
- Reduce costs at the Central Office so more resources go to schools
- Give preference to Camden businesses on purchase requests whenever possible
- Establish a welcoming environment where phone calls are answered promptly and all questions are addressed within two business days



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27



Budget Goal: Match District's spending to students' needs

Approach:

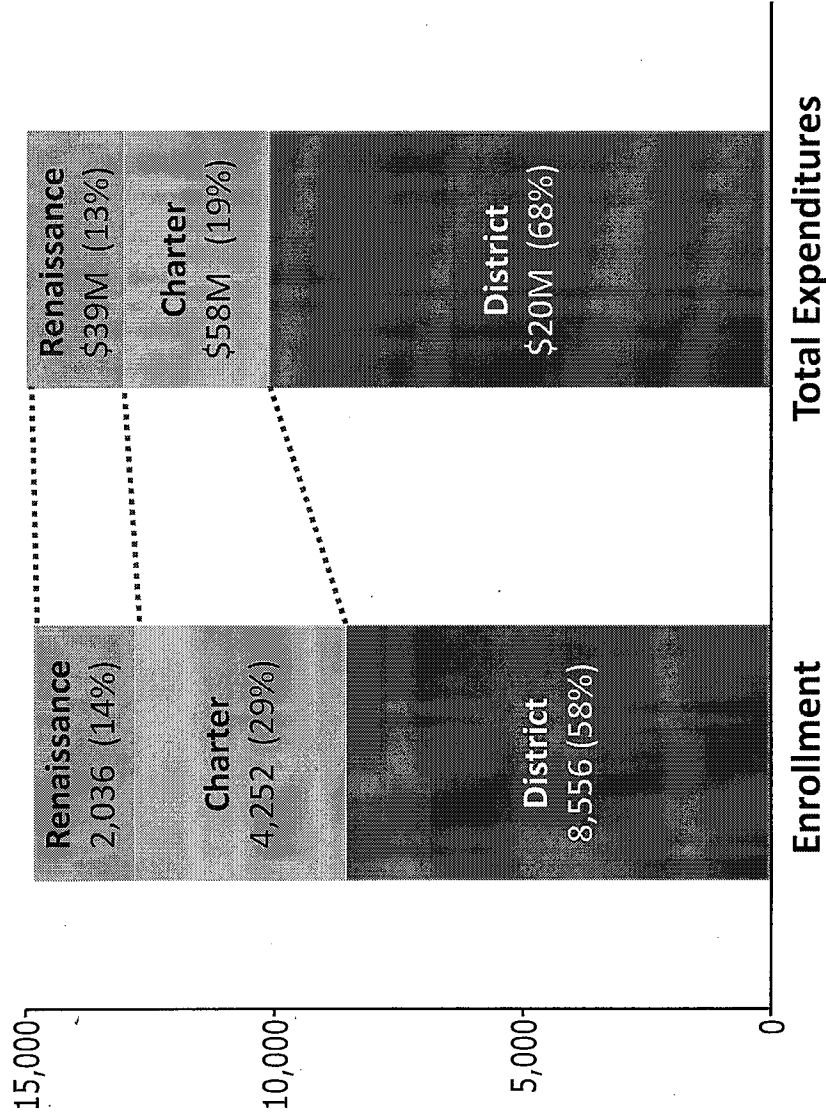
1. Consult with school leaders
2. Consult with labor leaders
3. Prioritize schools

137

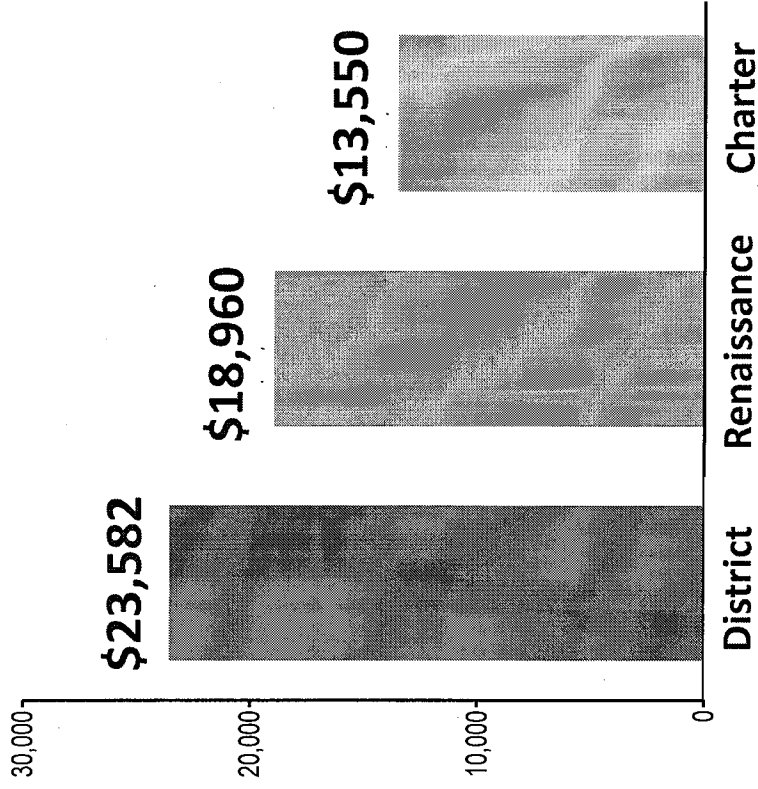


The District remains adequately funded: 2015-16 enrollment and spending by school type

FY15-16 Enrollment and Percent Distribution
FY15-16 Expenditures in \$M and Percent Distribution



FY15-16 Per Pupil Spending



14x



Note: District expenses are net of charter, renaissance, and tuition payments
Source: Camden enrollment data

Everything possible was done to impact as few people as possible

- **Shared Service Agreements**—Renaissance schools agreed to partner with the District on custodial and security services
- **Advance planning**—The Camden Education Association encouraged its members to give more notice of their resignations and retirements
- **Spending freeze**—Limiting spending in February helped save \$1 million
- **Cut Central Office expenses**—Reducing contracts and other expenses saved \$13 million through non-personnel



In 2015-16, our schools have the programs, classes, and staff to help their students excel (1 of 2)

- All libraries are open and accessible
- There is at least one nurse for every school
- All elementary schools have a year-round computer teachers
- All elementary schools offer gym, music, art, world language, and computer classes taught by certified teachers
- Mandated services for English language learners and special education students are being better provided than they have in years



In 2015-16, our schools have the programs, classes, and staff to help their students excel (2 of 2)

- Critical student and family resources like grief counseling, community school coordinators, and child care are available
- Every school has at least one guidance counselor, and comprehensive high schools have three or four
- School-based Youth Services continues to operate in as many schools as in 2014-15
- CCSD-TV continues to broadcast and celebrate the accomplishments of schools, staff, and students



7

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10+



QSAC Self-Evaluations and Reviews, 2012-2015

QSAC DPR Area	2012 QSAC Self-Evaluation	May 2012 QSAC Review (Rescored)	2014 QSAC Self-Evaluation (Based on SY2013-2014)	2014-2015 QSAC Review (Based on SY2013-2014 & Fall 2015)
Fiscal Management	78%	79%	64%	64%
Governance	67%	33%	33%	66%
Instruction and Program	61%	9%	11%	11%
Operations	98%	47%	45%	40%
Personnel	100%	19%	20%	20%

Notes:

- In March 2012, NJDOE streamlined the QSAC rating tool, eliminating more than 250 indicators and shifting to focus on growth, not just proficiency/
- The 2014-15 Review score for Governance is higher because the District updated and approved the District policy manual following the original submission.
- The 2014-15 Review score for Operations is lower because HIB investigation policies and procedures were not consistently aligned with statute.



QSAC Overview by Indicator

Indicator	Highlight	Growth area
Fiscal Management	<ul style="list-style-type: none"> • 2015-16 budget • Updated policy manual 	<ul style="list-style-type: none"> • Meeting minutes • Repeated audit findings
Governance	<ul style="list-style-type: none"> • Strategic plan • OPRA policy • Updated policy manual 	<ul style="list-style-type: none"> • Reporting timeliness
Instruction and Program	<ul style="list-style-type: none"> • Communication around performance and grad reqs • Early childhood 	<ul style="list-style-type: none"> • Science and social studies curriculum • Vocational programming
Operations	<ul style="list-style-type: none"> • CCPD partnership and school safety plan completion 	<ul style="list-style-type: none"> • Intervention and Support services • Compliance trainings
Personnel	<ul style="list-style-type: none"> • Teacher and School Leader evaluation systems 	<ul style="list-style-type: none"> • Record organization

What's Next



24

