Camden City School District

Presentation to the Joint Committee on Public Schools

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

Approach:

1. Consult with school leaders
2. Consult with labor leaders
3. Prioritize schools
The District remains adequately funded:
2015-16 enrollment and spending by school type

<table>
<thead>
<tr>
<th>FY15-16 Enrollment and Percent Distribution</th>
<th>FY15-16 Expenditures in $M and Percent Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Enrollment</strong></td>
<td><strong>Total Expenditures</strong></td>
</tr>
<tr>
<td>District: 8,556 (58%)</td>
<td>District: $20M (68%)</td>
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<tr>
<td>Charter: 4,252 (29%)</td>
<td>Charter: $58M (19%)</td>
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<tr>
<td>Renaissance: 2,036 (14%)</td>
<td>Renaissance: $39M (13%)</td>
</tr>
</tbody>
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**FY15-16 Per Pupil Spending**

- District: $23,582
- Renaissance: $18,960
- Charter: $13,550

*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
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### QSAC Self-Evaluations and Reviews, 2012-2015

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<tbody>
<tr>
<td>Fiscal Management</td>
<td>78%</td>
<td>79%</td>
<td>64%</td>
<td>64%</td>
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<tr>
<td>Governance</td>
<td>67%</td>
<td>33%</td>
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<td>66%</td>
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<tr>
<td>Instruction and Program</td>
<td>61%</td>
<td>9%</td>
<td>11%</td>
<td>11%</td>
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<tr>
<td>Operations</td>
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<td>47%</td>
<td>45%</td>
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<tr>
<td>Personnel</td>
<td>100%</td>
<td>19%</td>
<td>20%</td>
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**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

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Highlight</th>
<th>Growth area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fiscal Management</td>
<td>- 2015-16 budget</td>
<td>- Meeting minutes</td>
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<td></td>
<td>- Updated policy manual</td>
<td>- Repeated audit findings</td>
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<tr>
<td>Governance</td>
<td>- Strategic plan</td>
<td>- Reporting timeliness</td>
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<td></td>
<td>- OPRA policy</td>
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<tr>
<td></td>
<td>- Updated policy manual</td>
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<tr>
<td>Instruction and Program</td>
<td>- Communication around performance and grad reqs</td>
<td>- Science and social studies curriculum</td>
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<td></td>
<td>- Early childhood</td>
<td>- Vocational programming</td>
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<tr>
<td>Operations</td>
<td>- CCPD partnership and school safety plan completion</td>
<td>- Intervention and Support services</td>
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<tr>
<td></td>
<td></td>
<td>- Compliance trainings</td>
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<tr>
<td>Personnel</td>
<td>- Teacher and School Leader evaluation systems</td>
<td>- Record organization</td>
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What's Next