

Camden City Schools - January 2014

Our Vision and Mission

OUR VISION We envision Camden as a city where every student attends an excellent school. Where his or her unique needs are met. Where every student is engaged and challenged by exceptional teachers in safe, modern buildings. Where students graduate ready to succeed at a four-year college or in a rewarding career. Where alumni return to their communities, strengthening Camden and leading it forward in the 21st century.

OUR MISSION Our mission is to ensure that successful schools—whether traditional, public charter, or renaissance—exist for every child in Camden. We will support those that are currently thriving and help them grow to accommodate more students. We will build new and innovative schools that promise to lift student achievement to college- and career-ready standards.

This plan spells out our commitment to you and your child to deliver on our promises and make this vision a reality.

100-DAY LISTENING TOUR

What we did:

- ▶ Superintendent and advisory board members visited all **26** schools.
- ▶ We held **4** community town halls.
- ▶ We hosted **8** focus groups with parents, students, and educators.
- ▶ We reviewed **hundreds** of teacher feedback forms.

What we heard:

FROM STUDENTS:

- ▶ Our students don't feel safe. Half of elementary school students say they don't feel safe going to the bathroom or walking in the hallways in school.
- ▶ They also want more challenging coursework, better facilities, 21st century technology, and high-quality enrichment programs.

FROM TEACHERS:

- ▶ Our teachers need more curriculum and instructional support, time to plan and collaborate with their peers, and better professional development opportunities.

FROM FAMILIES:

- ▶ Our parents want meaningful opportunities to be involved with their children's schools and improved facilities and more educational options for their kids. They also are concerned about safety and want the district's Central Office to be more responsive and customer-service oriented.



The Camden Commitment

AT A
GLANCE

January 2014

This plan reflects Camden Public Schools' commitment to ensuring all Camden students are enrolled in excellent schools that address their unique needs. Our objectives are spelled out below.

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

Goal: By February of this year, we will develop a new district safety plan. By January 2015, we will see a 25% increase in students who feel safe at school. We also will implement new, more accurate reporting practices that establish 2014–15 as a baseline for measuring safety incidents; in the following year, 2015–16, we will reduce incidents by 20%.

How will we get there?

- Release and implement comprehensive safety plan
- Partner with communities to implement a Safe Corridors Program
- Create a task force to advance community-based programs for at-risk youth
- Upgrade security technology and equipment in every school
- Reorganize and retrain security staff in state-of-the-art practices
- Implement new oversight procedures, including student surveys and briefings with principals
- Launch pilot program that builds supportive and orderly classroom environments

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

Goal: By June 2015, we will have broken ground on two new schools, started full renovations of six more, and invested in modernizing technology throughout all schools. The two new schools will be funded through the Urban Hope Act, as will at least three of the renovations; the other renovations will be funded through the New Jersey School Development Authority (SDA).

How will we get there?

- Release five-year building and facilities plan this spring
- Use Urban Hope Act funding to break ground on two new schools and renovate three more
- Work with the SDA to implement and fund a facilities upgrade plan that includes the renovation of Camden High School
- Bring wireless/expanded broadband and new instructional devices to schools districtwide

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.

Goal: We will ensure that social-emotional services are provided to support the well-being of students. We will complete an audit of special education services by 2015. By June 2015, we will open a residential school for our most at-risk youth and create new, rigorous career and technical education options for our high school students.

How will we get there?

- Conduct audit to ensure students with disabilities are achieving at high levels and receiving the best services and instruction
- Improve initial enrollment experience of English Language Learners and expand teacher training in proven practices
- Boost college readiness by offering Algebra I to all 8th graders, providing SAT preparation to every high school student, and expanding Advanced Placement and International Baccalaureate offerings
- Create new career and technical educational pathways
- Implement new discipline policies that ensure students continue learning
- Mandate social-emotional supports in “renaissance schools”
- Create health centers and develop partnerships for social-emotional supports in every school
- Create a residential school for our most at-risk students
- Strengthen counseling services through ongoing training and additional resources

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

Goal: By June 2015, we will open two new high-quality schools and transform three of our lowest-performing schools. By fall 2016, Camden will reach 100% enrollment in pre-K. We will successfully expand professional development measures through high-quality training and support. By 2016, we will create a new pipeline for teachers. CamdenPLUS will train five new principals of city schools in three years. As a result of these and other changes, we will double the number of students attending high-performing schools—increasing the high school graduation rate by 20 percentage points and our High School Proficiency Assessments passing rate by 10 percentage points by January 2019.

How will we get there?

- Open two new high-quality schools
- Transform three low-performing schools
- Enroll 100% of eligible children in pre-K
- Provide professional development and support for teachers implementing new Common Core State Standards-aligned curriculum
- Build a teacher recruitment pipeline
- Train five new city principals through CamdenPLUS

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

Goal: In the 2014–15 school year, we will deliver a detailed and accessible catalog of all Camden educational offerings; school information cards; and an improved school application process that will ensure 80% of families get their first, second, or third school choice within five years. We will open four new Parent and Community Centers across the city. Every school will have a functioning parent desk by spring 2014. By June 2015, the percentage of parents who report being satisfied with their child’s education will increase by 25 points.

How will we get there?

- Develop school information cards
- Create a catalog of all public school programs
- Design a universal application and enrollment system to ensure students have equal access to all school options
- Open four new Parent and Community Centers
- Create parent desks in every school and expand “central solution center”

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

Goal: In the 2014–15 school year, we will align our resources to where they are needed most—schools. We will streamline and transform our Central Office into a customer service and school support organization, develop staffing formulas that make sure all schools have fair resources, and implement modern financial practices to find efficiencies and redirect savings to schools.

How will we get there?

- Address the district’s structural deficits by balancing the budget
- Restructure Central Office in 2014–15 by shifting resources and personnel to schools
- Create fair school staffing formulas
- Implement strong financial controls
- Post quarterly school budget status reports

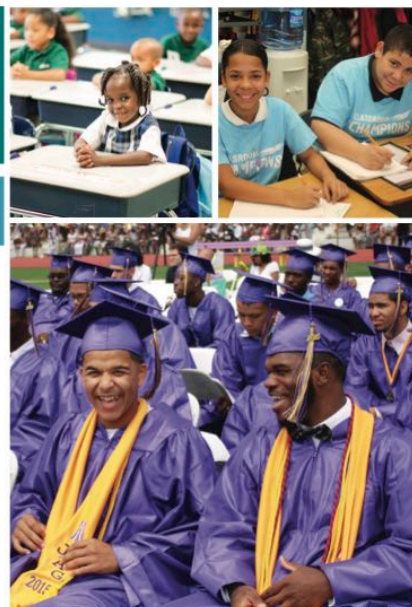


Details about The Camden Commitment at www.camden.k12.nj.us

All Schools Rise: Phase Two of the Camden Commitment

What to Expect from Our Schools, 2015-2017

The Camden Commitment, released in January 2014, outlined the Camden City School District's top priorities for dramatically improving our schools. Thanks to the hard work of students, educators, families, and community members, we made real progress. Yet there is still work to do, and this summer we surveyed over 500 Camden students, parents, educators, and residents, and hosted five community meetings to learn how we can continue to improve our schools. From that feedback, we've developed Phase Two of the Camden Commitment, a follow-up to the original strategic plan. We've outlined new ideas and programs to meet the commitments we've made to all of our schools. We call it All Schools Rise: Phase Two of the Camden Commitment.



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-driven 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
- ▶ 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

Continued on back

- Collaborate with all Camden public schools to offer more shared professional development opportunities for educators
- 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 application 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 children 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



Camden City Public Schools (NJ)



Search for Public School Districts

CCD Common Core of Data

District Directory Information (2014-2015 school year)

[Modify Search](#) [Data Notes/Grant IDs](#) [Help](#)

District Name: Camden City Public Schools schools for this district	NCES District ID: 3402640	State District ID: 070680
Mailing Address: 201 North Front Street Camden, NJ 08102-1935	Physical Address: 201 North Front Street Camden, NJ 08102-1935	Phone: (856) 966-2000
Type: Local school district	Status: No change	

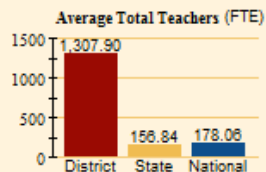
District Details (2013-2014 school year; Fiscal data from 2011-2012)

Characteristics

[Show Less](#)

County: Camden County	County ID: 34007
Grade Span: (grades PK - 12) PK KG 1 2 3 4 5 6 7 8 9 10 11 12	Total Schools: 26
Locale: City: Small (13)	Total Students: 11,660
CSA/CBSA: 37980	Classroom Teachers (FTE): 1,091.50
Supervisory Union #: 000	Student/Teacher Ratio: 10.68
	ELL (formerly LEP) Students: 1,065
	Students with IEPs: 2,377

Staff



Teachers (FTE)

Total:	1,091.50
Prekindergarten:	77.00
Kindergarten:	48.00
Elementary:	530.00
Secondary:	321.50
Ungraded:	115.00

Total Staff (FTE): 2,302.50

Other Staff (FTE)

Total:	1,211.00
Instructional Aides:	353.00
Instruc. Coordinators & Supervisors:	102.50
Total Guidance Counselors:	60.00
Elementary Guidance Counselors:	—
Secondary Guidance Counselors:	—
Librarians/Media Specialists:	19.00
Library/Media Support:	—
District Administrators:	2.00
District Administrative Support:	91.00
School Administrators:	50.00
School Administrative Support:	103.00
Student Support Services:	106.50
Other Support Services:	324.00

Fiscal

	Amount	Amount per Student	Percent
Total Revenue:	\$386,710,000	\$28,180	
Revenue by Source			
Federal:	\$39,835,000	\$2,903	10%
Local:	\$13,155,000	\$959	3%
State:	\$333,720,000	\$24,318	86%
Total Expenditures:	\$368,134,000	\$22,860	
Total Current Expenditures:			
Instructional Expenditures:	\$164,302,000	\$8,006	57%
Student and Staff Support:	\$47,436,000	\$3,457	16%
Administration:	\$24,726,000	\$1,802	9%
Operations, Food Service, other:	\$53,094,000	\$3,869	18%
Total Capital Outlay:			
Construction:	\$13,049,000	\$951	
Total Non El-Sec Education & Other:	\$1,791,000	\$131	
Interest on Debt:	\$0	\$0	

Note: Details do not add to totals due to rounding.

Note: Fiscal data (including per pupil count used in this table) from 2011-2012.

Census

Total Population Under 18:	27,674
Hispanic or Latino:	12,226
Non Hispanic or Latino:	15,448
Population of one race:	
White alone:	3,676
Black or African American alone:	14,933
American Indian or Alaska Native alone:	147
Asian alone:	533
Hawaiian or other Pacific Islander alone:	25
Some other race alone:	7,080
Population of two or more races:	1,280

Note: Census data from 2000.

NOTES

- [†] indicates that the data are not applicable. For example, the enrollment and staff characteristics for districts that opened in the 2014-2015 school year will not be available until the full 2014-2015 file is released.
- [-] indicates that the data are missing.
- [‡] indicates that the data do not meet NCES data quality standards.
- The directory information on district name, address, and phone number are preliminary data from initial submissions of district level data for 2014-2015.
- Data provided on student membership and staffing are from the official district level data for 2013-2014.

Source: CCD Public school district data for the 2013-2014, 2014-2015 school years