



## Camden City School District

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**Board Meeting**

May 12, 2016

# Agenda

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- District Highlights
- 2016-17 Staffing Updates



# District Highlights: #CollegeGradCamden





# District Highlights: WWHS NJ STARS Scholarship Winners



# District Highlights: MetEast Lupus Walk



# District Highlights: 2016 Olympic Conference Scholar Athletes





# District Highlights: Parkside May Day



# District Highlights: Family University Conference

## Family University Conference

*Empowering Families for Student Success*

**JUNE 1, 2016**



**Time:** 8:30 a.m. to 3:00 p.m.

**Location:** The Westin Hotel • 555 Fellowship Road  
Mt. Laurel

**Reserve Your Place By:**

- \* visiting [camden.k12.nj.us/conferenceregistration](http://camden.k12.nj.us/conferenceregistration)
- \* email [familyuniversity@camden.k12.nj.us](mailto:familyuniversity@camden.k12.nj.us)
- \* calling 856-966-4444

### 12 Powerful Workshops on Important Themes and Topics, Including:

- \* STOMP OUT Bullying: What to Do If Your Child is Being Bullied
- \* Parent Leadership: Why It Matters
- \* Stress Management and Relaxation
- \* Job Development

Transportation and  
Interpretation  
Available

Free Breakfast  
and Lunch

Live  
Entertainment  
and Vendors

**Interested in transportation for the conference?**

Call 856-966-4444 for details.

***Stronger Families. Stronger Schools. Stronger Community.***

**#FamilyUniversity**



**Ms. Patty Jackson**  
WDAS Radio Personality  
Keynote Speaker



If you have any questions, contact [familyuniversity@camden.k12.nj.us](mailto:familyuniversity@camden.k12.nj.us)





**District Highlights:  
Best Wishes in Your Retirement**

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Suzanne Carey, 17 Years	Elmer Polk, 17 Years
Jaya Council-Jones, 24 Years	Canh Chi, 21 Years
Paula Hammond, 25 Years	Candra Shine-Pitt, 32 Years
Robert Keller, 25 Years	Irene Sullivant, 24 Years
Maryann Planich, 15 Years	Mary Stahl, 19 Years



# Agenda

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- District Highlights
- 2016-17 Staffing Updates



# Five-Year Goals – Family Schools

Category	(Baseline)	2016	2017	2018	2019
	% Enrolled <i>(All students)</i>	% Enrolled <i>(All students)</i>	% Enrolled <i>(All students)</i>	% Enrolled <i>(All students)</i>	% Enrolled <i>(All students)</i>
Under Performing	44%	25%	20%	10%	5%
Needs Improvement	25%	25%	25%	20%	10%
Making Progress	14%	35%	25%	30%	35%
On Track	0%	15%	30%	40%	50%

**5-Year Goal:** In five years, 85% of our K-8 students will attend On Track or Making Progress schools.





# Staffing Actions

## Overview

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**Coming into these staffing decisions, we had two challenges to address:**

1. Changing student enrollment across public school types
2. A system of schools that, while making progress, has a long way still to go

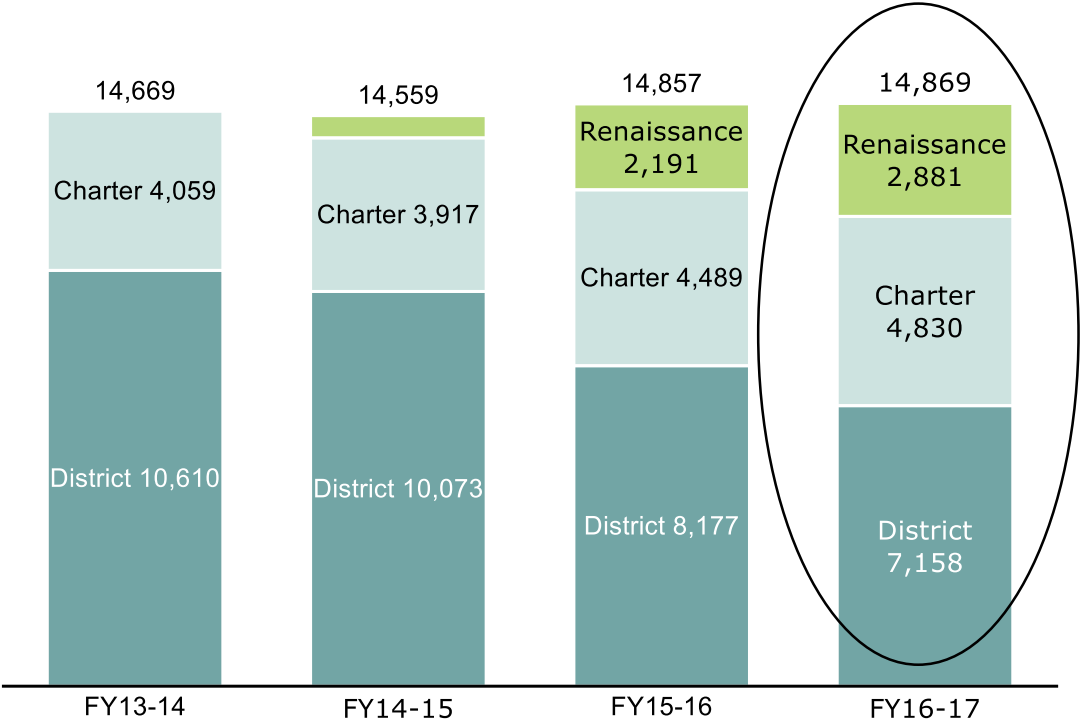
**We have landed in a place that moves more resources to schools, minimizes personnel impact, and makes critical investments in our students.**



# Staffing Actions

## Enrollment Changes over Time

**Camden District K-12 Enrollment  
2013-14 to 2016-17**



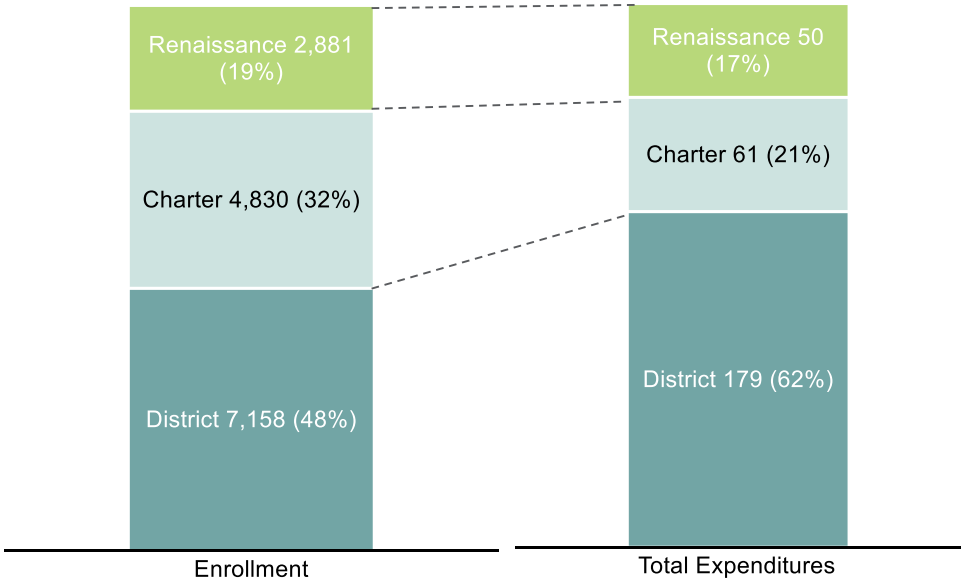
<u>Enrollment</u>	<u>Change (FY15-16 to FY16-17)</u>
District	(1,019)
Charter	341
Renaissance	690



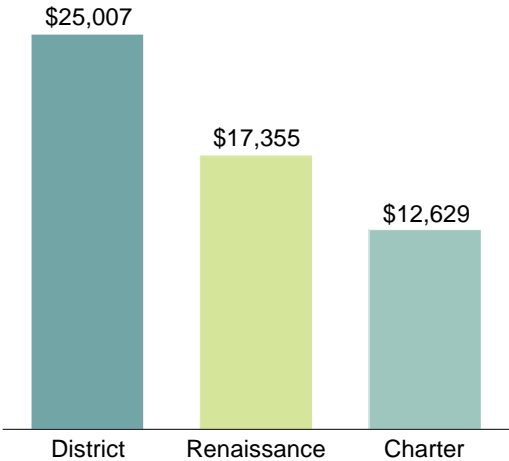
# Staffing Actions

## Funding by School Type

FY16-17 Projected Enrollment by Count and Percent Distribution      FY16-17 Projected Expenditures in Millions and by Percent Distribution



FY16-17 Per Pupil Spending



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



# Staffing Actions

## Core Principles

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**Overall, the District's revenue will be reduced from last year (-\$39 million), which means reductions are necessary.**

**Five core principles drove our difficult decision-making process.**

1. Protect resources going to the classroom
2. Implement financial controls to reduce waste
3. Reduce overhead and find efficiencies
4. Prioritize non-personnel savings over personnel savings
5. Prioritize Central Office reductions over school-based reductions

**After beginning to put financial controls in place, reducing overhead, and cutting non-personnel expenses, personnel reductions were still necessary**



# Staffing Actions

## Summary of Actions: Central Office

Central Office Staffing Actions	
Positions Being Reduced	41
People Being Impacted	27
Percent of Central Office Staff Impacted	11 percent



# Staffing Actions

## Summary of Actions for Economy and Efficiency: School-Based

School-Based Staffing Actions: Economy & Efficiency	
Teachers impacted	22 <i>No tenured classroom teachers</i>
Non-teaching school staff impacted	27
Teachers and non-teaching school staff impacted	~3 percent





# Staffing Actions

## Summary of Actions for Performance: School-Based

School-Based Staffing Actions: Performance	
Teachers impacted	20
Non-teaching school staff impacted	56
Teachers and non-teaching school staff impacted	~3 percent

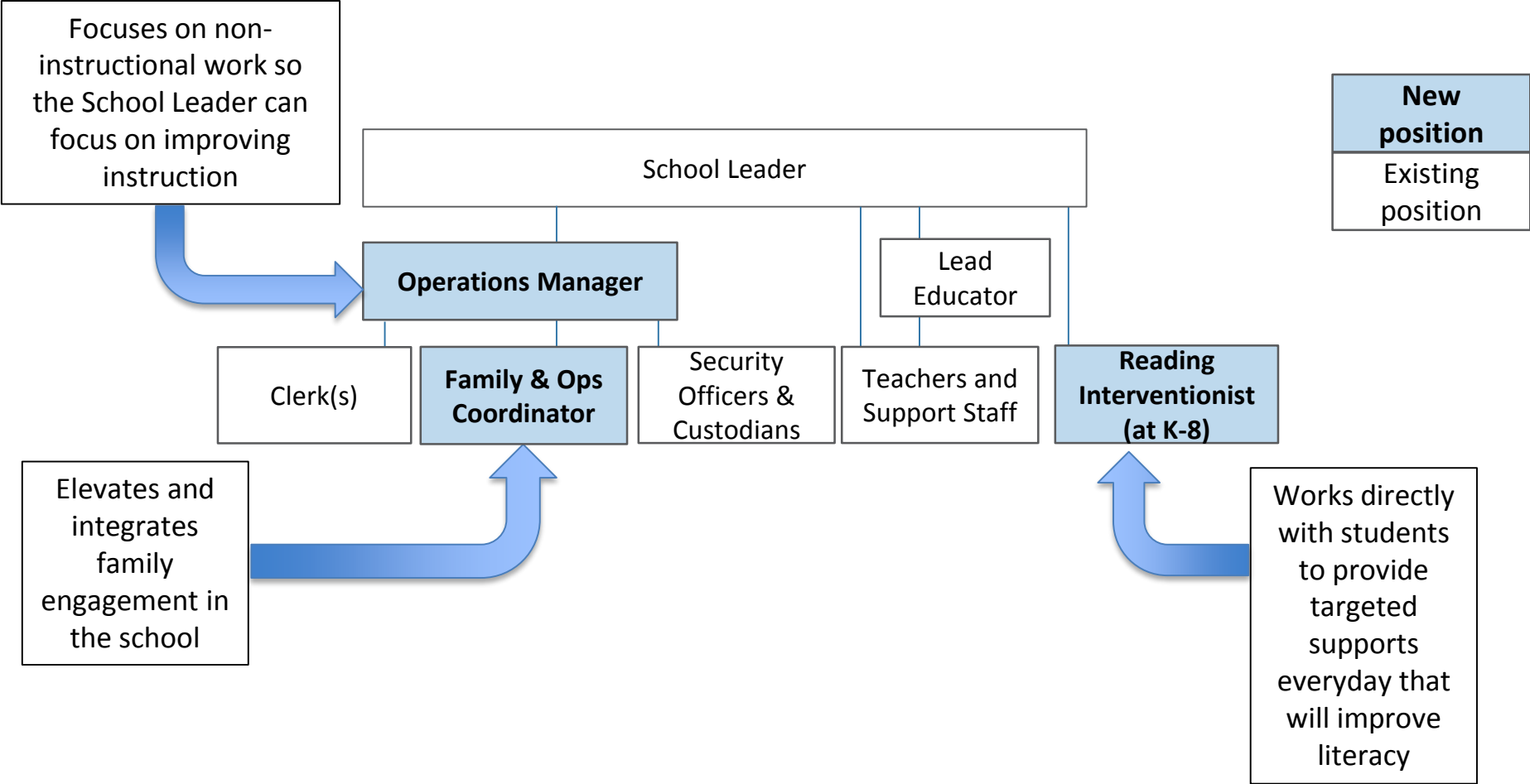


# Staffing Actions

## New School Team Structure

*At the same time, we are making targeted investments to better position our schools to be successful.*

*In September, most family schools and all high schools will have the following team:*



## Staffing Actions

### Benefits

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- Respond to feedback from students, staff, school leaders, community members
- Better support for school leaders is at the heart of the Camden Commitment. These changes aim to make sure every District school is best positioned to meet students' needs
- Make it possible to position school leaders to focus on dramatically improving students' educational outcomes **AND** have their colleagues manage a positive, safe, clean, and highly engaged school community



## Staffing Actions

### Building on Progress

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These investments will build on hard-earned progress over the past few years:

- Year after year, District school staff feel more positive in every category they're surveyed in—from administrative support to morale to safety to teaching and learning
- More than 2,000 students now attend a new high-quality school option—renaissance schools—in buildings that are new or are being significantly renovated
- In addition, the graduation rate is up from 49 to 64 percent, more students are in pre-school than ever before, and more students feel safe around their school



## Staffing Actions

### Supports for Staff

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- DTLR will provide office hours from 3:00-5:00 p.m.
- The Employee Assistance Program is available at 856-342-2280
- CCSD will also make impacted staff aware of upcoming job fair opportunities

