



# **Advisory Board Regular Meeting Superintendent's Report**

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Tuesday, December 18, 2018

# In Loving Memory

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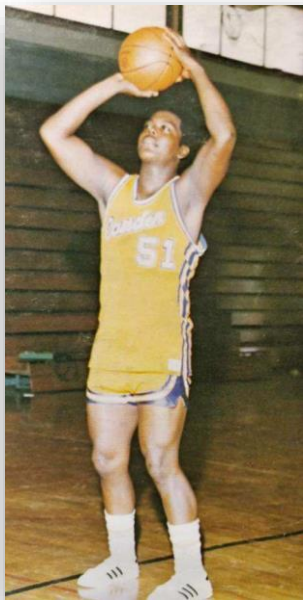


**Daryl 'Doc' Lee**  
**1955-2018**

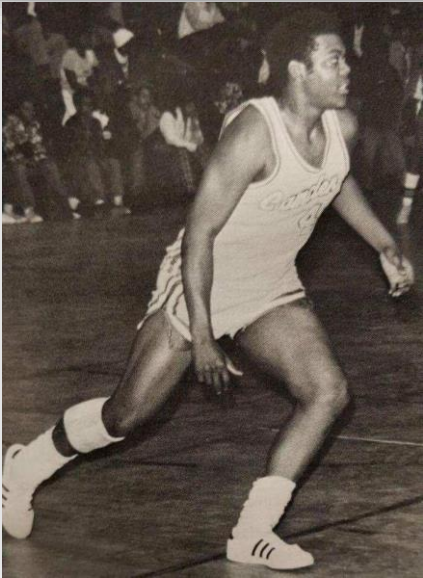


**Darrell Brown**  
**1957-2018**

# In Loving Memory



**Daryl 'Doc' Lee**  
1955-2018



# Agenda

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## District Updates

- Priority 1: Accelerating student achievement
- Priority 2: A great teacher in every classroom
- Priority 3: Safe schools, built for 21<sup>st</sup> century success
- Priority 4: Putting students first

## District Highlights

# Priority 1: Accelerating student achievement

## Student Benchmark testing

### Elementary Math

3rd Grade- In **58%** schools  
**50% or more** students are on track

4th Grade- In **100%** schools  
**50% or more** students are on track

5th Grade- In **33%** schools  
**50% or more** students are on track

### Elementary ELA

3rd Grade- In **33%** schools  
**50% or more** students are on track

4th Grade- In **33%** schools  
**50% or more** students are on track

5th Grade- In **83%** schools  
**50% or more** students are on track

# Priority 1: Accelerating student achievement

## Student Benchmark testing

### Middle School Math

6<sup>th</sup> Grade- **34%** of students are on track

7<sup>th</sup> Grade- **21%** of students are on track

8<sup>th</sup> Grade- **26%** of students are on track

### Middle School ELA

6<sup>th</sup> Grade- **37%** of students are on track

7<sup>th</sup> Grade- **40%** of students are on track

8<sup>th</sup> Grade- **60%** of students are on track

# Priority 1: Accelerating student achievement

## Student Benchmark testing

### High School Math

**Algebra I- 35%** increase in standards mastery

**Algebra II- 60%** increase in standards mastery

**Geometry- 20%** increase in standards mastery

### High School ELA

**English I - 26%** on track

**English II - 19%** on track

**English III - 30%** on track

**English IV- 11%** on track

# Agenda

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## District Highlights



# Priority 2: A great teacher in every classroom

## Staffing updates

- New position: Senior Manager of Recruitment

*Responsible for:  
Diverse recruitment  
High needs*

- Successful Para-professional Hiring Fair!



The poster is for a "Paraprofessional Job Fair" for the Camden City School District. It features the district's logo at the top left and right. The title "Paraprofessional Job Fair" is in large, bold, yellow letters. Below the title, there are two blue boxes with white text. The left box contains a statement from the district about hiring passionate paraprofessionals. The right box contains event details: "What: CCSD Paraprofessional Hiring Event", "When: Thursday, December 13th 1:00PM - 4:00PM", "Where: Camden City School District Central Office, 1033 Cambridge Street, Camden, NJ 08105", and a request to bring a recent resume. At the bottom left of the poster is a photo of four young students sitting at a table and looking at books. At the bottom right, there is contact information for Cybil Cain.

**Paraprofessional Job Fair**

Camden City School District is looking to hire passionate Paraprofessionals who are committed to child development and believe that childhood education is the foundation for all future learning.

**What:** CCSD Paraprofessional Hiring Event

**When:** Thursday, December 13th  
1:00PM - 4:00PM

**Where:** Camden City School District Central Office  
1033 Cambridge Street  
Camden, NJ 08105

Please bring a copy of your most recent resume!

Any Questions Contact - Cybil Cain at 856-966-2000 Ext. 64628 or [ccain@camden.k12.nj.us](mailto:ccain@camden.k12.nj.us)

# Agenda

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## District Updates

- Priority 1: Accelerating student achievement
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## District Highlights

## Priority 3: Safe schools, built for 21<sup>st</sup> century schools

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### Facilities Updates –

- Bonsall pre-K plumbing
- HB Wilson heating
- Forest Hill Roof Repair
- Yorkship Gym Floor
- Hatch and Vets Roofs
- SDA Camden High updates

# Agenda

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## District Highlights

# Priority 4: Putting students first

## Quality Single Accountability Continuum (QSAC)

### New Jersey Quality Single Accountability Continuum (NJQSAC)



Originally enacted by the New Jersey Legislature in 2005 as N.J.S.A. 18A:7A-1.1, et seq., and codified in N.J.A.C. 6A:30-1.1, et seq. NJQSAC was created to ensure districts are meeting the minimum requirements for district performance and to provide guidelines for initiating or withdrawing from partial or full state intervention.

NJQSAC includes quality performance indicators in five key component areas:

- Instruction and program
- Fiscal management
- Governance
- Operations
- Personnel



## Priority 4: Putting students first-

### QSAC District Performance Review (DPR) SY17-18 Scores

	SY11-12 <i>County Assessment</i>	State Revises QSAC Tool	SY14-15 <i>County Assessment</i>	SY17-18 <i>County Assessment</i>
Instruction & Program	9%		11%	23%
Fiscal Management	79%		64%	34%
Governance	33%		66%	82%
Operations	47%		40%	80%
Personnel	19%		20%	80%

#### QSAC ratings represent a snapshot in time

- These DPR ratings were given every 3 years.
- In many cases, ratings do not reflect incremental growth/progress (ie: Student Achievement Data, Curriculum Work, Audit Findings, etc.)

#### QSAC ratings between 50-79% require a district improvement plan (DIP)

- We are working on submitting plans for Fiscal Management and Instruction & Program.

# QSAC DPR: Highlights

<b>Instruction and Program</b>  <b>11% → 23%</b>	<b>Progress</b> <ul style="list-style-type: none"><li>• Improved systems and strengthened focus on providing, reviewing and using student achievement data (including all subgroup data) to drive instructional practices and decision making</li><li>• Improvements to coaching, feedback, and evaluation structures for both lesson plans and classroom instruction</li><li>• Improved coherence and oversight in HS scheduling and progress towards graduation monitoring</li><li>• Updated attendance policies and procedures</li></ul>
<b>Personnel</b>  <b>20% → 80%</b>	<b>Progress</b> <ul style="list-style-type: none"><li>• Evaluation policies and procedures have been adopted and distributed to relevant staff members, including teachers, school leaders, and Central Office Staff.</li><li>• Updating and implementing process to ensure that staff are appropriately certificated and background checked before they begin employment.</li><li>• Improvements to mentor teacher assignments and certification application processes.</li><li>• Implementation of an electronic time and attendance system.</li></ul>

# QSAC DPR: Highlights

<b>Operations</b>  40% → 80%	<b>Progress</b> <ul style="list-style-type: none"><li>• Conducting mandatory staff trainings</li><li>• Implementing and annually reviewing an MOU with the Camden County Police Department.</li><li>• Providing educational services within 5 days (in or out of school) for students that are removed for disciplinary or health reasons.</li><li>• Partnering with the Camden County Commission to provide career counseling and transition planning for students with IEPs</li><li>• Ensuring student records are transferring within 10 school days after a transfer has been verified by the requesting district</li><li>• Updated Code of Conduct and HIB policies</li></ul>
<b>Governance</b>  66% → 82%	<b>Progress</b> <ul style="list-style-type: none"><li>• Finalizing meeting minutes within mandatory time frames</li><li>• Filing administrator ethics submissions by mandatory deadlines</li><li>• Aligning annual budgets and Divisional goalsetting processes</li><li>• Ensuring that applicable employment contracts implemented only after County Superintendent approval</li></ul>





# QSAC DPR: Highlights

<b>Fiscal Management</b>  <b>64% → 34%</b>	<b>Progress</b> <ul style="list-style-type: none"><li>• A corrective action plan has been drafted and reviewed with the Commissioner and State Board</li><li>• Developing and following an annual budgeting calendar</li><li>• Initiating line item transfers only for appropriations of surplus for new programs / initiatives in the original budget</li></ul>
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# Next steps

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NJAC 6.A.: 30-1.1 et seq. NJQSAC

An 80% rating **begins the process for local control** in a given domain (i.e. personnel, operations, and governance)

Next steps:

- CCSD shows evidence of sustained progress (2018/19 QSAC results – Summer/Fall 2019)
- At Commissioner's request, the State Board approves a district to begin a transition to local control in those QSAC domains.
- Partner with County Superintendent to develop a transition plan in given domains
- Seek approval of transition plan from NJ DOE

# QSAC DPR: Timeline

December 2018	QSAC DPR self-reflection scores drafted & submitted to NJDOE
January 2019	QSAC DPR self-reflection scores finalized & approved at board meeting
TBD Spring/Summer 2019	County Superintendent's Team: <ul style="list-style-type: none"><li>• Reviews self-evaluation scores</li><li>• Reviews evidence submitted by teams</li><li>• Interviews District staff, school staff, Board members, and conducts school visits</li></ul>
TBD Fall 2019	County Superintendent's Team shares final, validated 18-19 QSAC scores

## Have indicator specific questions?:

A deep dive, Q&A session is being planned for community members. Please reach out to [communications@camden.k12.nj.us](mailto:communications@camden.k12.nj.us) for additional information, including date, time, and location.

## Priority 4: Putting students first

### 2019 School Board Elections

#### Key considerations

- Costs
- Operations and logistics  
CCSD business office responsible
- Participation  
Allows more voices to be heard

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# District highlights

**Fewer  
Suspensions:**  
**Down 50%**

**Fewer  
Dropouts:**  
**Down 50%**

**Rising Grad  
Rates:**  
**From 49% to  
67%**

## Facility



**Improved Service to  
Families:**  
**A simple, fair process  
for school applications**

Improving Educational Outcomes



# District highlights: Flu Event at ECDC





# District highlights : Camden Harvest Fest

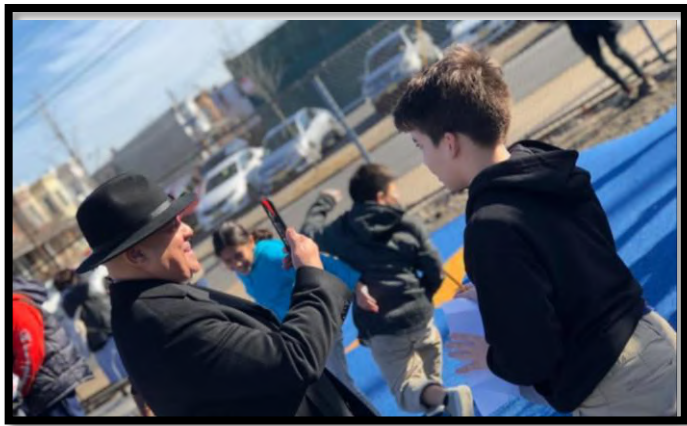




# District highlights : District Parent Roundtable



# District highlights : Cooper's Poynt Playground



## District highlights – Retirements

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### Thank you for your service

Valerie Colella, Teacher, Elementary, 32 years of service

Merle Tucker, Paraprofessional, 23 years of service