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PRESS RELEASE

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Camden City School District Reports Operational Improvements

Once struggling district shows steady progress in latest monitoring report to State Department of Education

Monday, March 19, 2018 – Office of the Superintendent, Camden, NJ – The Camden City School District today published the summary findings from its most recent Quality Single Accountability Continuum (QSAC) self-assessment, which reveals marked progress in four out of the five key measures of school districts' effectiveness and accountability. The latest results, which were first shared with the public at a recent Board of Education meeting, show improvements in Camden's Instruction & Programs, Governance, Operations, and Personnel management scores.

Prior to the Superintendent's appointment in 2013, the District earned less than 50% in four out the five QSAC measures of District effectiveness. According to its latest self-assessment, which will be audited and confirmed by the County Superintendent's Office this spring, Camden has now scored above the 50% threshold in all areas, and is at or above 80% in two measures.

In **Personnel**, the District reported a 61 point rise to 80 percent, up from 19 percent in 2011/12, before State intervention and the appointment of the current Superintendent. The 80 percent score is based on major efforts to improve certification and background check processes, and the adoption of clear and transparent evaluation policies and procedures for all District employees.

In **Operations**, the District reported a 43 point rise since 2011/12. The 90 percent self-assessment score is credited to a major update of District policies and a renewed focus on accurate and timely record keeping. These include updating and ensuring the uniform implementation of the District's [Code of Conduct](#) and Harassment, Intimidation, and Bullying policies, and efforts to ensure all student records are transferring within 10 school days after a transfer has been verified by the requesting district. Other critical operational reforms include work to ensure students that are removed for disciplinary or health reasons receive educational services within 5 days, and a partnership with the Camden County Commission to provide career counseling and transition planning for students with IEPs (individualized education program).

In **Instruction and Programs**, Camden City School District reported a 41 point rise to 52 percent, up from 9 percent in 2011/12. The improved score is based on, improvements in the use of student data to inform instruction and decision-making; a more robust staff coaching and evaluation system; improved [curriculum](#) and feedback to support staff in lesson plans and classroom instruction; better scheduling and monitoring of high school students' progress toward graduation; and improved [attendance policies](#) and procedures. More incremental academic progress, like the District's

[rising graduation rate](#), [drop in suspensions](#), and improving [reading and math proficiency](#) are not reflected in the overall QSAC score for Instruction and Programs.

In **Governance**, Camden City School District reported a 37 point rise since 2011/12. The 70 percent score is based on a complete overhaul of the District’s policy manual; better alignment between the annual [budget setting](#) and goalsetting processes; and ensuring all applicable employment contracts are reviewed and approved by the County Superintendent.

The self-reported decline in **Fiscal Management** scores are tied to four facilities-specific QSAC indicators. Given the \$332 million in new facilities investment coming to Camden since 2012, District facilities management is much more dynamic than many other Districts in the State. Although CCSD was unable to self-report compliance in time for the fall 2017 self-assessment deadline, the District anticipates that it will be able to demonstrate compliance in time for the County review this spring. If/when the District is able to show compliance, the Fiscal Management score could go as high as 70%.

“While QSAC is just one measure of District progress, the efforts we’ve made to modernize and improve District operations is having a positive impact on student learning. Drop outs are falling, test scores are rising, and staff is reporting improved instruction in our schools,” said Superintendent Rouhanifard. “Since I arrived in Camden, my top priority has been to give our schools the supports they need to build strong climates and deliver improved academic results. The latest QSAC District Performance Review shows that while we are not there yet, Camden is making progress toward effective and accountable school district administration.”

“Student achievement is built upon a strong foundation of policies and structures that work consistently to allow educators to deliver academically for our students,” added Advisory Board of Education President Martha F. Wilson. “Working together, Camden City School District is beginning to close the achievement gap.”

Districts across New Jersey complete a full QSAC District Performance Review every three years, as mandated by the Department of Education (DOE) to monitor quality and assure systems are in place to support successful schools. For state controlled districts, QSAC scores hold the administration accountable and help the DOE monitor progress and make decisions about whether aspects of the District’s management should be handed back to local authorities.

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Full QSAC Scores for the last three District Performance Reviews

QSAC Performance measure	SY11-12 County Assessment	State Revises QSAC Tool	SY14-15 County Assessment	SY17-18 Self-Assessment	Percent point change since SY11-12
Operations	47%		40%	90%	+43
Personnel	19%		20%	80%	+61
Governance	33%		66%	70%	+37
Instruction & Program*	9%		11%	52%	+41
Fiscal Management	79%		64%	52%	-27

