Advisory Board Regular Meeting
Superintendent’s Report

Tuesday, December 18, 2018
In Loving Memory

Daryl ‘Doc’ Lee
1955-2018

Darrell Brown
1957-2018
In Loving Memory

Daryl ‘Doc’ Lee
1955-2018
Agenda

District Updates

- Priority 1: Accelerating student achievement
- Priority 2: A great teacher in every classroom
- Priority 3: Safe schools, built for 21st 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

6th Grade - 34% of students are on track
7th Grade - 21% of students are on track
8th Grade - 26% of students are on track

Middle School ELA

6th Grade - 37% of students are on track
7th Grade - 40% of students are on track
8th 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
District Updates

- Priority 1: Accelerating student achievement
- Priority 2: A great teacher in every classroom
- Priority 3: Safe schools, built for 21\textsuperscript{st} century success
- Priority 4: Putting students first

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!
Agenda

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

District Highlights
Priority 3: Safe schools, built for 21st century schools

Facilities Updates –

• Bonsall pre-K plumbing

• HB Wilson heating

• Forest Hill Roof Repair

• Yorkship Gym Floor

• Hatch and Vets Roofs

• SDA Camden High updates
District Updates

- Priority 1: Accelerating student achievement
- Priority 2: A great teacher in every classroom
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District Highlights
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

<table>
<thead>
<tr>
<th></th>
<th>SY11-12 County Assessment</th>
<th>State Revises QSAC Tool</th>
<th>SY14-15 County Assessment</th>
<th>SY17-18 County Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction &amp; Program</td>
<td>9%</td>
<td>11%</td>
<td>23%</td>
<td></td>
</tr>
<tr>
<td>Fiscal Management</td>
<td>79%</td>
<td>64%</td>
<td>34%</td>
<td></td>
</tr>
<tr>
<td>Governance</td>
<td>33%</td>
<td>66%</td>
<td>82%</td>
<td></td>
</tr>
<tr>
<td>Operations</td>
<td>47%</td>
<td>40%</td>
<td>80%</td>
<td></td>
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<tr>
<td>Personnel</td>
<td>19%</td>
<td>20%</td>
<td>80%</td>
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**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

<table>
<thead>
<tr>
<th>Instruction and Program</th>
<th>Progress</th>
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<tbody>
<tr>
<td>11% → 23%</td>
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<tr>
<td></td>
<td>• Improved systems and strengthened focus on providing, reviewing and using student achievement data (including all subgroup data) to drive instructional practices and decision making</td>
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<td>• Improvements to coaching, feedback, and evaluation structures for both lesson plans and classroom instruction</td>
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<td>• Improved coherence and oversight in HS scheduling and progress towards graduation monitoring</td>
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<td>• Updated attendance policies and procedures</td>
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<table>
<thead>
<tr>
<th>Personnel</th>
<th>Progress</th>
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<tr>
<td>20% → 80%</td>
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<tr>
<td></td>
<td>• Evaluation policies and procedures have been adopted and distributed to relevant staff members, including teachers, school leaders, and Central Office Staff.</td>
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<td>• Updating and implementing process to ensure that staff are appropriately certificated and background checked before they begin employment.</td>
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<td>• Improvements to mentor teacher assignments and certification application processes.</td>
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<td>• Implementation of an electronic time and attendance system.</td>
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# QSAC DPR: Highlights

<table>
<thead>
<tr>
<th>Operations</th>
<th>Progress</th>
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<tbody>
<tr>
<td>40% → 80%</td>
<td>• Conducting mandatory staff trainings</td>
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<td>• Implementing and annually reviewing an MOU with the Camden County Police Department.</td>
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<td>• Providing educational services within 5 days (in or out of school) for students that are removed for disciplinary or health reasons.</td>
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<td>• Partnering with the Camden County Commission to provide career counseling and transition planning for students with IEPs</td>
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<td>• Ensuring student records are transferring within 10 school days after a transfer has been verified by the requesting district</td>
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<td>• Updated Code of Conduct and HIB policies</td>
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<table>
<thead>
<tr>
<th>Governance</th>
<th>Progress</th>
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<tr>
<td>66% → 82%</td>
<td>• Finalizing meeting minutes within mandatory time frames</td>
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<td>• Filing administrator ethics submissions by mandatory deadlines</td>
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<td>• Aligning annual budgets and Divisional goalsetting processes</td>
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<td>• Ensuring that applicable employment contracts implemented only after County Superintendent approval</td>
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## QSAC DPR: Highlights

<table>
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<tr>
<th>Fiscal Management</th>
<th>Progress</th>
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| 64% → 34%         | • A corrective action plan has been drafted and reviewed with the Commissioner and State Board  
|                   | • Developing and following an annual budgeting calendar
|                   | • Initiating line item transfers only for appropriations of surplus for new programs / initiatives in the original budget |
Next steps

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

<table>
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<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>December 2018</td>
<td>QSAC DPR self-reflection scores drafted &amp; submitted to NJDOE</td>
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<tr>
<td>January 2019</td>
<td>QSAC DPR self-reflection scores finalized &amp; approved at board meeting</td>
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| TBD Spring/Summer 2019| County Superintendent’s Team:  
  - Reviews self-evaluation scores  
  - Reviews evidence submitted by teams  
  - Interviews District staff, school staff, Board members, and conducts school visits |
| 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 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
District Updates

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District Highlights
District highlights

- Fewer Suspensions: Down 50%
- Fewer Dropouts: Down 50%
- Rising Grad Rates: From 49% to 67%

A simple, fair process for school applications

Facility
District highlights: Flu Event at ECDC
District highlights: Camden Harvest Fest
District highlights: District Parent Roundtable
District highlights: Cooper’s Poynt Playground
Thank you for your service

Valerie Colella, Teacher, Elementary, 32 years of service

Merle Tucker, Paraprofessional, 23 years of service