



Camden City School District

2025 Annual Report

State Board of Education



District Vision



“All Camden City School District students will attend a high-quality school where they are valued, welcomed, challenged and prepared to positively impact their community and the world.”

AGENDA

- I. NJQSAC Results and History**
- II. Fiscal Updates & Action Plan**
- III. Instruction & Programming**
- IV. Eastside High School Project Update**
- V. Career & Technical Education**
- VI. Student Engagement Initiatives**
- VII. Teach Camden Initiative**





NJQSAC Results and History



NJQSAC November 2024



79%

Fiscal
Management

*Haquisha Taylor,
School Business
Administrator*



92%

Operations

*Dr. Dana Walker,
Deputy
Superintendent*



57%

Instruction &
Program

*Dr. Dana Walker,
Deputy
Superintendent*



87%

Governance

*Ashley Zimmerman,
Interim General
Counsel &
Haquisha Taylor,
School Business
Administrator*



87%

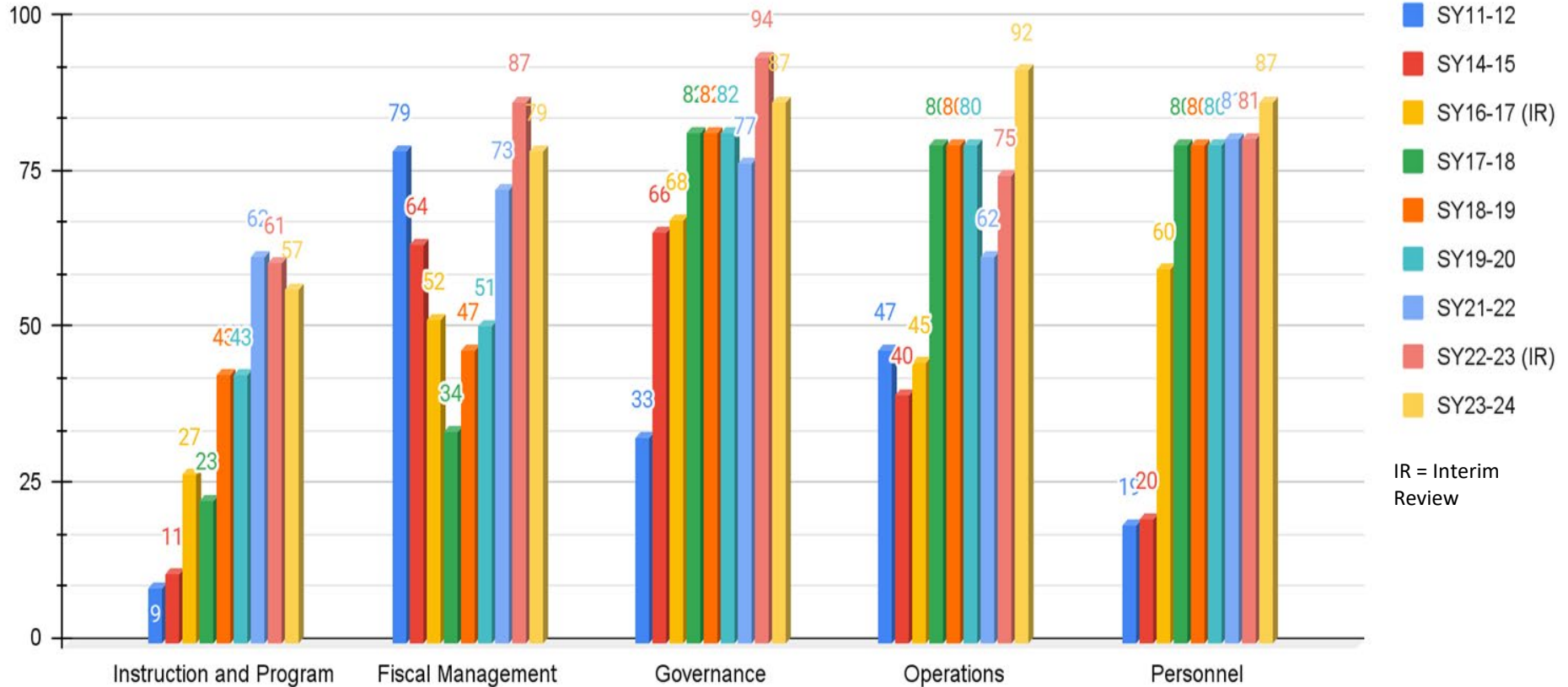
Personnel

*Theresa Reese,
Chief Talent Officer*

Full QSAC Review was facilitated on April 29, 2024. The District Improvement Plan (DIP) for Fiscal and Instruction and Program was approved in May 2025.

Interim Review Tentative Date: November 2025

Progress to Date: NJQSAC Continuous Improvements





Fiscal Updates & Action Plan



Audit Results - 2024

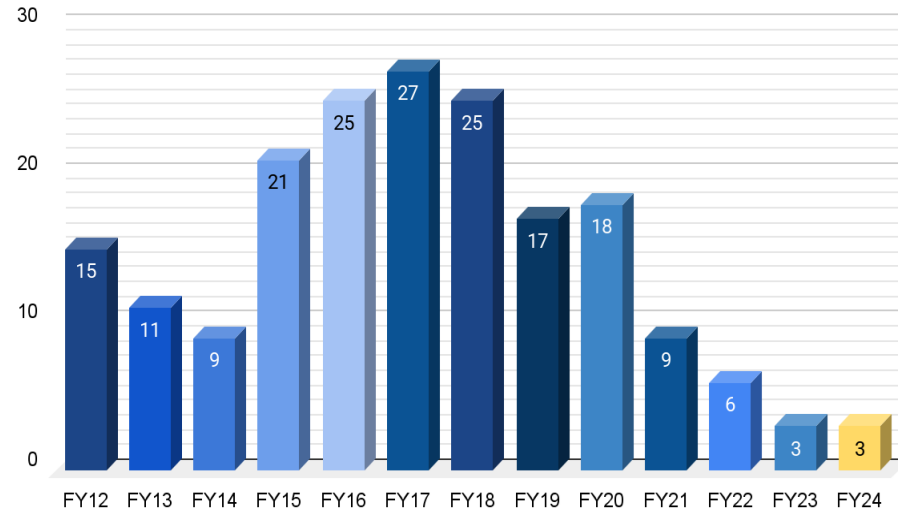
FY 2023 Audit Highlights: 3 Total

- 4 Findings from FY22 Cleared
- 1 Finding from FY22 Remained
- 2 New Findings in FY23

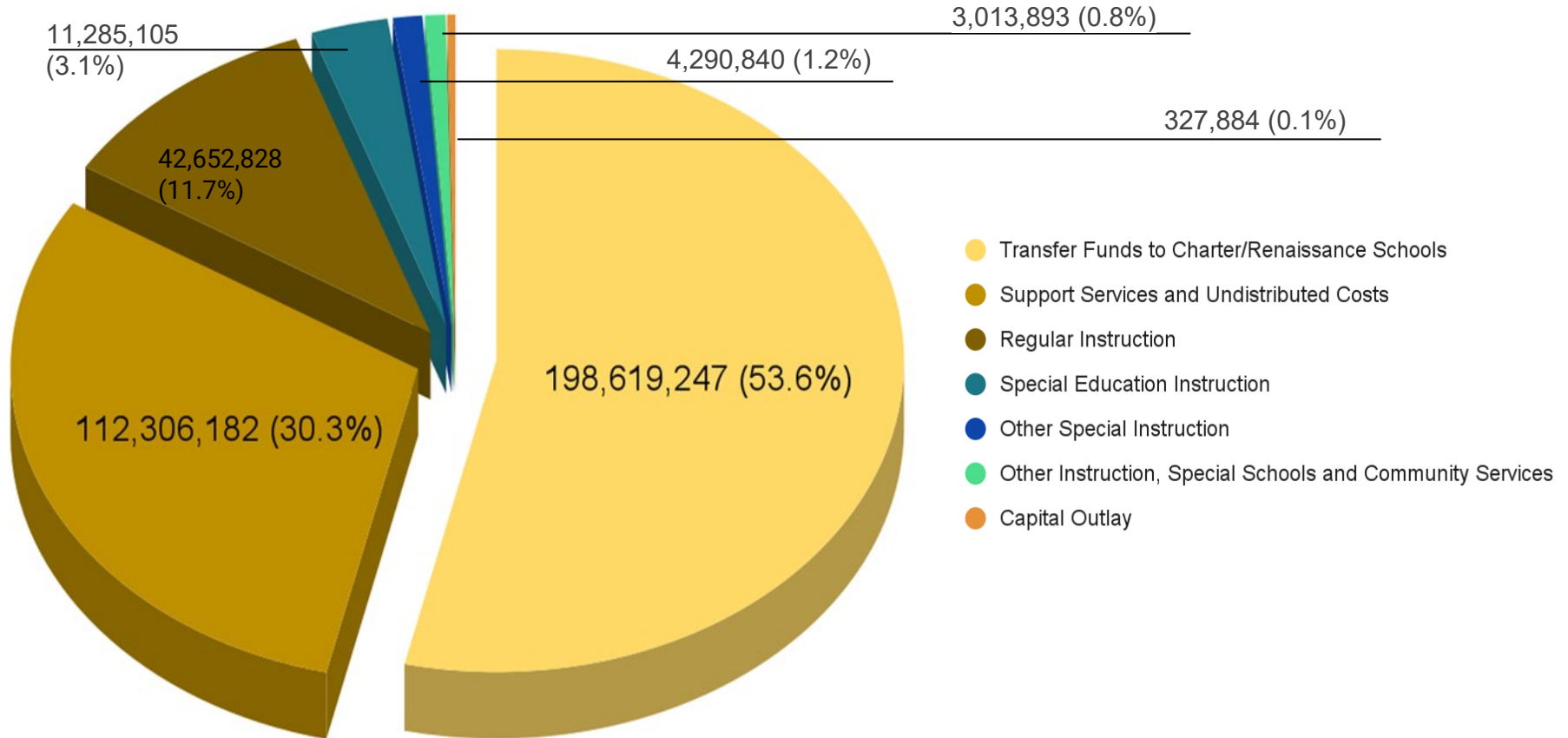
FY 2024 Audit Highlights: 3 Total

- 1 Finding from FY23 Cleared
- 2 Findings from FY23 Remained
- 1 New Finding in FY24

Audit Finding Analysis



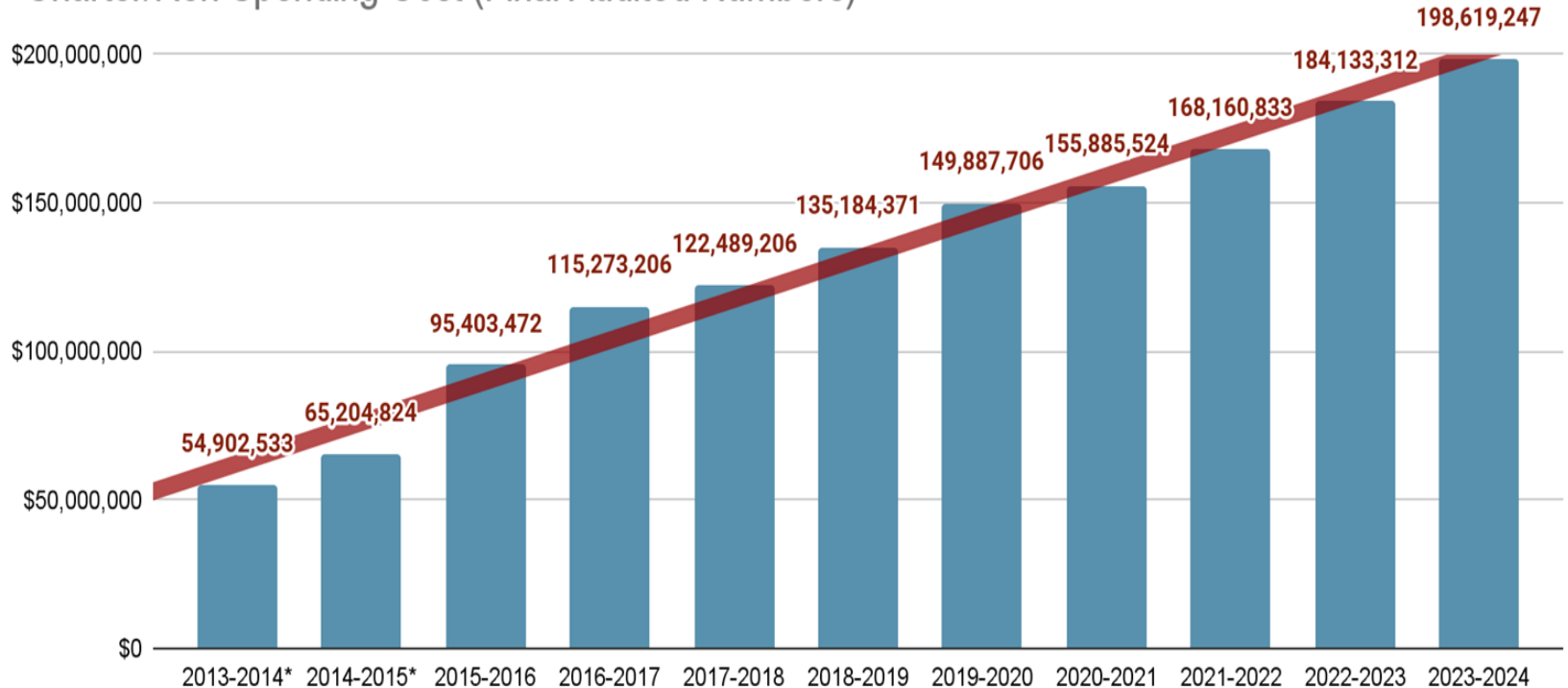
Expenditures - FY25





CAMDEN CITY SCHOOL DISTRICT

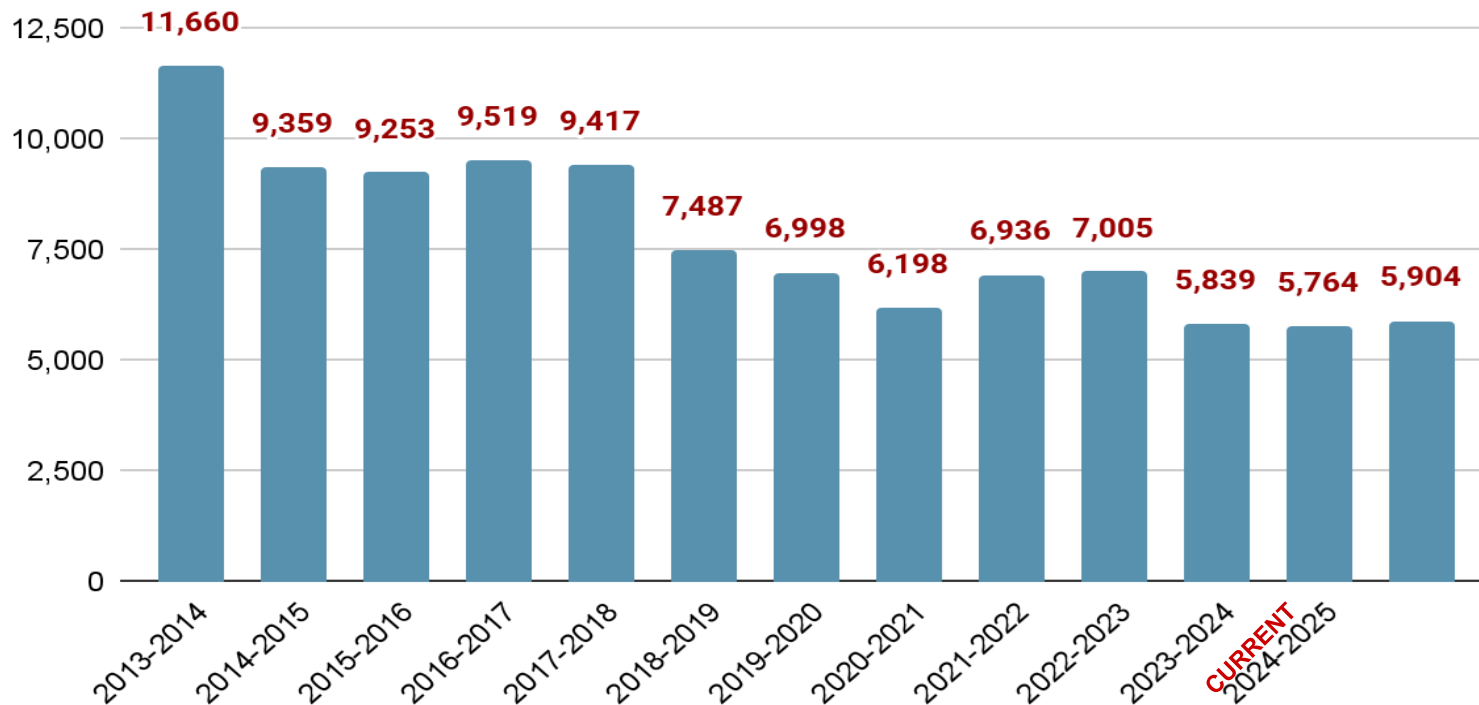
Charter/Ren Spending Cost (Final Audited Numbers)



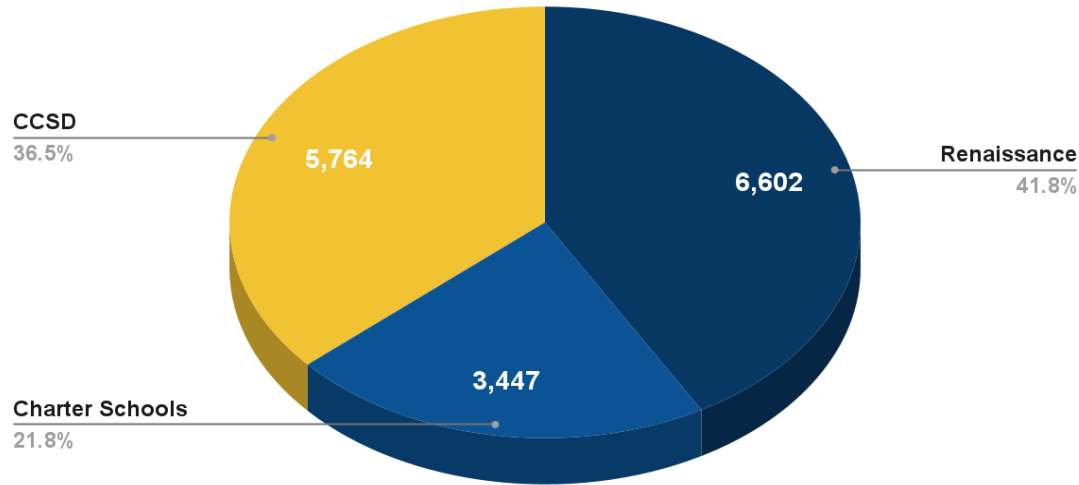


CAMDEN CITY SCHOOL DISTRICT

District Enrollment History



Enrollment and Budget Impact



FY 2026 Budget Preparation

- Impact of Renaissance & Charter School Tuition Projections on Budget
- Tuition costs are \$28 million higher than FY24 EOY & \$9 million higher than the FY25 Budget

Staffing Right-Sizing

Staffing Impact Overview

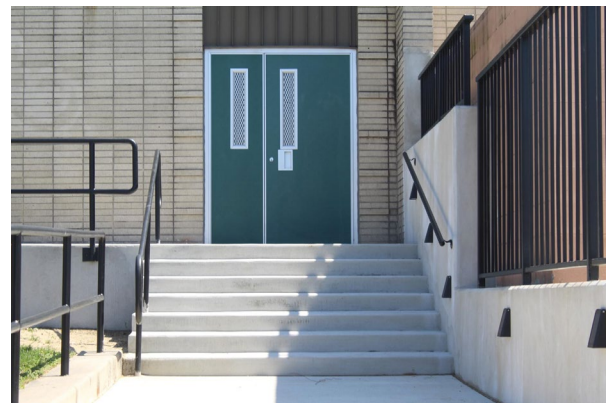
	2024–25	2025–26
Total FTE Count	1,618.5	1,331.5

- Total Reductions: 287 FTEs
 - 113 Reductions in Force (RIFs = Actual People Impact)
 - 32 Central Office employees or 16% of Central Office employees
 - 77 Non-Central Office employees or 6% of Non-Central Office employees
 - 4 Part-time employees or 28% of Part-time employees
 - 34 Bumped into Other Positions
 - 4 Non-Renewals for Performance
 - 97 Vacancies eliminated

Additional Actions

Restructure Camden High Campus	Four building principals consolidated into one, supported by four Lead Educators
Expanding Grade Offerings	Reintegrating our standalone middle school into its designated family schools.
Reduce contracted services	Scaling back external consultants and instructional coaching contracts
Reduce vacant positions	Freezing open roles not essential to daily operations
Reduce overtime expenses	Limiting non-critical after-school and weekend work
Changes in use of title funding	Shifting grant funding to cover core academic supports where allowable
Reexamining building usage fees	Charging external groups to use district facilities, with groups covering any required overtime costs

Facilities & Operations Update



TRANSPORTATION for *Every Eligible Student*



STATE BOARD VISIT OCT. 2024

All students eligible for transportation
have a seat on the bus

ROUTES

22
CCSD

22
First
Student

72
Holcomb

19
Maytav

Shuttle services available to students who
reside 1.5-2 miles from school

**\$1.8 million net reduction in
transportation costs by utilizing district
buses for displaced transportation**



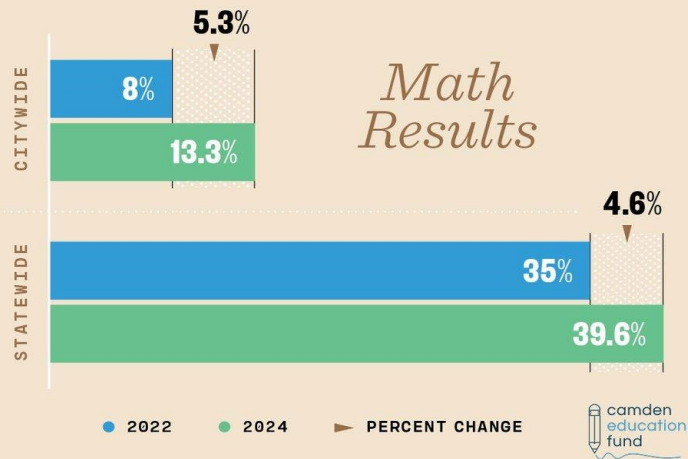
Instruction & Programming



NJSLA Performance Analysis

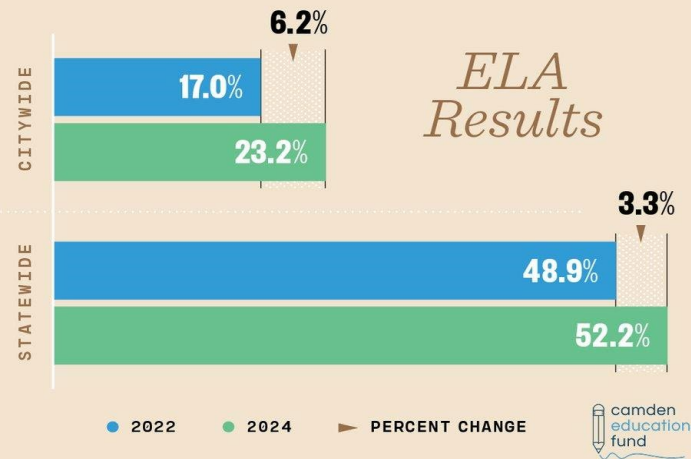
Catching Up

- ▶ Since 2022, Camden schools improved by 5.3 percentage points in Math — on a pace that exceeds the statewide average.



Catching Up

- ▶ Since 2022, Camden schools improved by 6.2 percentage points in English Language Arts — on a pace well above the statewide average.

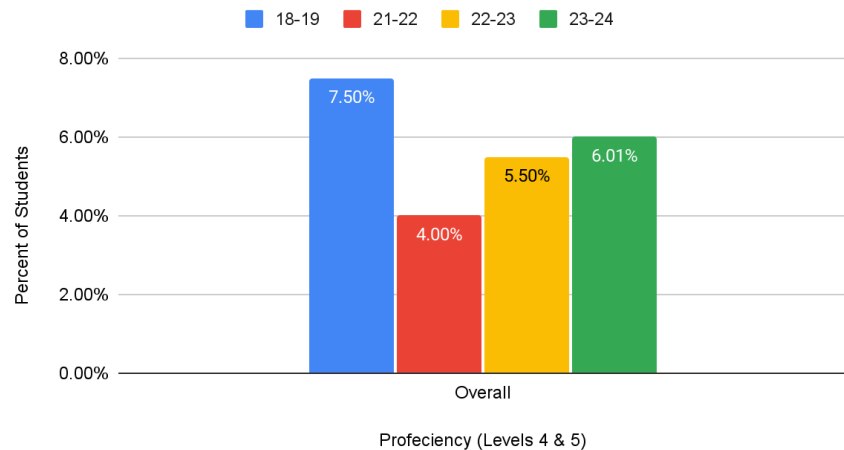


Citywide & Statewide Learning Recovery Comparison

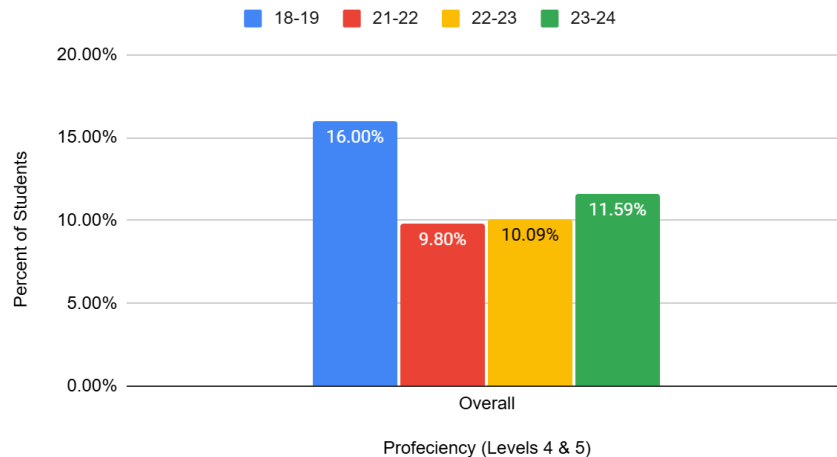
NJSLA Performance Analysis

District ELA/Math 4 Year District Comparison

Mathematics



English/Language Arts



NJSLA Results - Notable Improvements

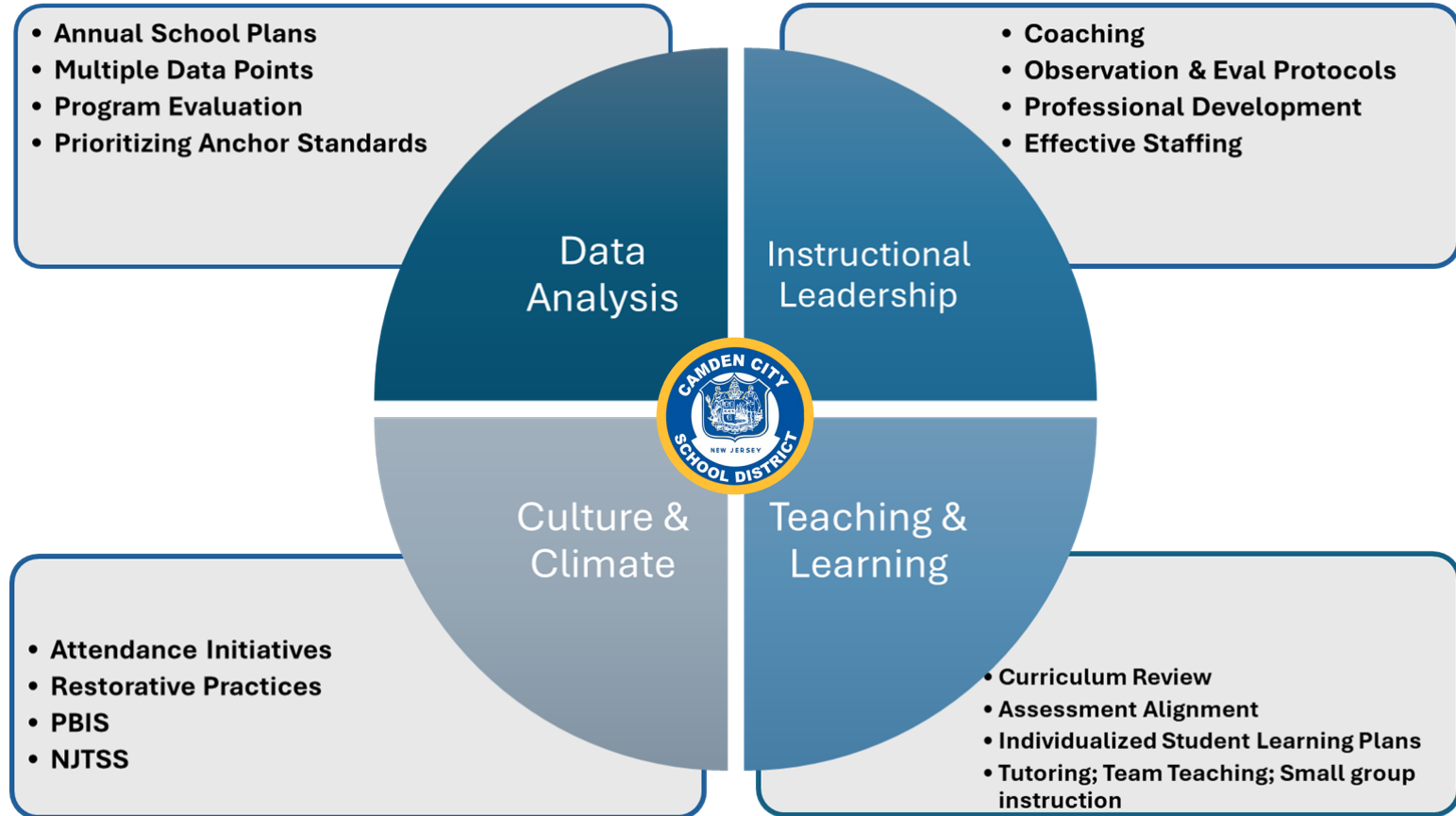
Notable Growth in ELA:

- Grade 3
 - Davis: 10.7% increase
 - HB Wilson: 18.4% increase
 - Yorkship: 9.9% increase
 - Forest Hill: 11.5% increase
- Grade 4
 - *Catto: 24.4% increase to 40% (exceeded the state)
 - Davis: 10.4% increase
 - Veterans: 13.30% increase
- Grade 5
 - Cooper's Poynt: 16.4% increase
 - HB Wilson: 11.30% increase
 - Yorkship: 8.3% increase
 - Forest Hill: 10.4% increase
- Grade 6
 - Dudley: 16.5% increase
- Grade 7
 - Cooper's Poynt: 6.70% increase
 - HB Wilson: 10.9% increase
- Grade 9
 - Eastside High: 7.6% increase
 - Brimm Medical Arts: 7.7% increase

Notable Growth in Math:

- Grade 3
 - Davis: 7.50% increase
 - HB Wilson: 10.5% increase
 - Yorkship: 10.3% increase
 - Forest Hill: 15.70% increase
 - Riletta T. Cream: 13.60% increase
- Grade 4
 - Davis: 7.7% increase
 - Catto: 14.4% increase
 - Veterans: 6.10% increase
 - Yorkship: 13.50% increase
- Grade 5
 - Forest Hill: 9.80% increase
 - Veterans: 7% increase
- Grade 6
 - Dudley: 9.30% increase
- Grade 7
 - Catto: 14.6% increase
- Grade 9
 - Eastside High: 3% increase in Algebra
 - Catto: 2.7% increase in Geometry

Intervention Strategies to Accelerate Learning





Eastside High School Project Update



Eastside High at Cramer School

Exterior Repairs & Upgrades

- New main entrance doors (exterior and interior) with windows above
- Roof repairs/coating – ensure roof is sealed
- Repointing of bricks on the exterior, to eliminate leaking
- Gutter and downspout repairs
- Remove playground
- Repair sidewalks around the exterior
- Pressure wash exterior
- Installation of modulares for use as kitchen and cafeteria
- Installation of modulares to use as classrooms
- Install access card reader and Aiphone at front entrance
- Install new surveillance cameras

Interior Repairs & Upgrades

- Renovate teacher's lounge
- Repairs to ceiling grids and replace ceiling tiles in various locations (classrooms, restrooms, offices)
- Renovate classroom for cosmetology classroom (install sinks and workstations)
- Remove bathrooms in old Pre-K classrooms and convert to washrooms for art
- Bathroom upgrades and repairs
- Repair walls and ceilings with water damage
- New SmartBoards installed in classrooms
- Install kitchen equipment
- Evaluate and repair HVAC equipment as needed
- Replace lighting throughout the building
- Install new security surveillance system
- Move PA system from EHS to Cramer (purchased in 2021)
- Floor repairs
- Deep clean interior

Eastside High at Cramer School



Eastside High School New Construction Process

Phase I: Pre-Planning (2 months)

- Formation of Planning Committee
- Needs Assessment
- Budgeting and Funding
- Site Selection

Phase II: Planning (6-8 months)

- Architectural Concept Design
- Community Engagement
- Environmental Assessment
- Regulatory Approvals

Phase 3: Design (12-16 months)

- Schematic & Bridging Design
- Community Engagement
- Design Build Contract Bidding
- Build Design Notice to Proceed

Phase 4: Construction (18-24 months)

- Groundbreaking Ceremony
- Construction Oversight
- Regular Updates to community on construction progress

New Eastside High scheduled to open September 2029

Target Space Program for the New Eastside High School

General Education Spaces (~37,000 NSF)	CTE Pathways (~24,000 NSF)
<ul style="list-style-type: none">● Gen Ed + Bilingual Classrooms: 25● Special Education Classrooms: 2● Science Labs: 6● Art Classrooms: 2● Music: 2 (1 Vocals + 1 Band)● Life Skills Lab: 1● Small Group Instruction: 4	<ul style="list-style-type: none">● Existing Programs:<ul style="list-style-type: none">○ Cosmetology○ Automotive○ Computer Aided Design (CAD)○ Graphic Arts○ Business Entrepreneurship○ Educational Pathways○ JROTC○ JAG● New Programs:<ul style="list-style-type: none">○ Advanced Manufacturing○ Welding○ Emergency Management Services○ Marine Biology○ Culinary Arts

Target Space Program for the New Eastside High School

Shared Spaces (~44,000 NSF)	Administrative and Student Support Offices (~8,000 NSF)
<ul style="list-style-type: none">● Media Center: includes classroom, computer lab, meeting rooms, stacks and reading area● Auditorium● Cafeteria/Kitchen● Auxiliary Gym: includes weight room and trainers room● Locker Rooms: separate areas for teams and PE classes● Main Gym	<ul style="list-style-type: none">● Main Office Suite● Guidance Counselor Offices● Nurse's Suite● Bilingual Welcome Center● Climate and Culture Offices and Calming Room● School Based Youth Services and Tiger's Lair● Faculty Lounge● Parent Center



Career & Technical Education



Career & Technical Education (CTE) Partnerships

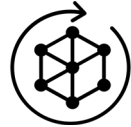
January
2020
ONLY ONE
approved
CTE Program



February 2024
12 programs approved
Programs of Study



CAMDEN COMMUNITY
PARTNERSHIP
DRIVEN BY PROGRESS | FOCUSED ON EQUITY



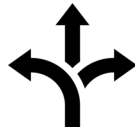
Augmented Pathways
Early College, CTE
Pathways and Liberal
Arts



**Middle School
Exposure**
Amazon three year
computer science
program, CPR



CAMDEN
EDUCATION
ASSOCIATION
"Part of the solution"

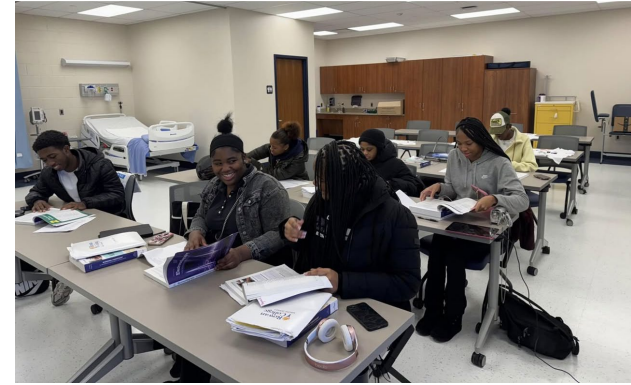


First in the State
Pharmacy
Technician course
offered to seniors



AMERICAN WATER

Career & Technical Education Programs (CPR & AED)



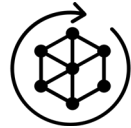
Dual Credit Partnerships

January
2020
There were
no Dual
Credit
Courses in
CTE.



May 2025

There are 20 dual credit classes attached to our CTE Programs

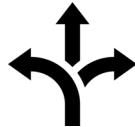


Early College

Students have the opportunity to earn 24 college credits from Rowan University



100% of the CTE pathways offer students the opportunity to earn either college credits or industry-recognized credentials.



Dual Credit

25% of students enrolled



Early College

Started with 6 students in 2021, now there are 35 enrolled in the program.



Rowan Early College Program



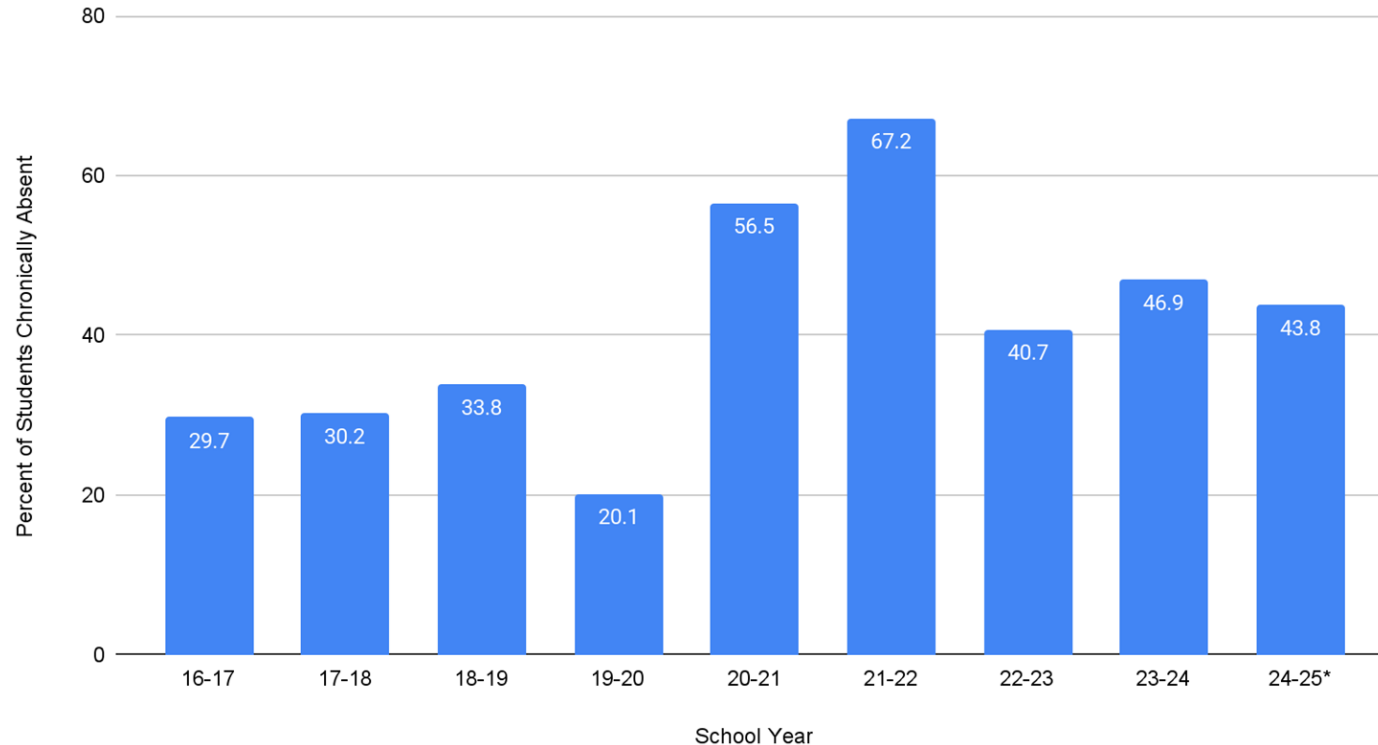


Student Engagement



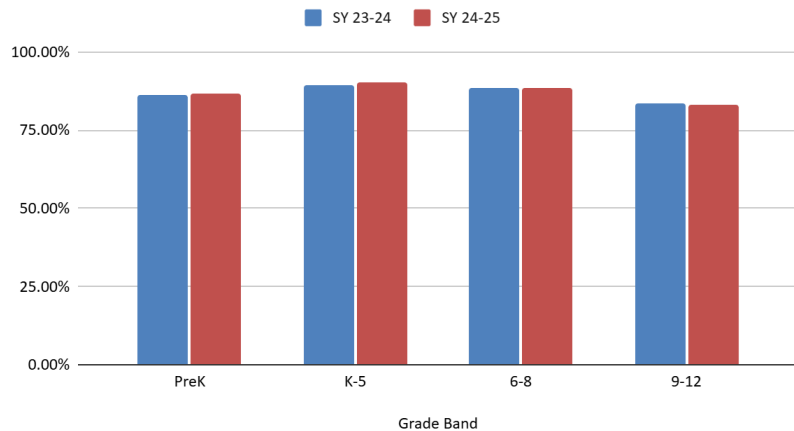
Student Chronic Absenteeism Percentage 7 Year Analysis

CCSD Percent of Total Students Chronically Absent

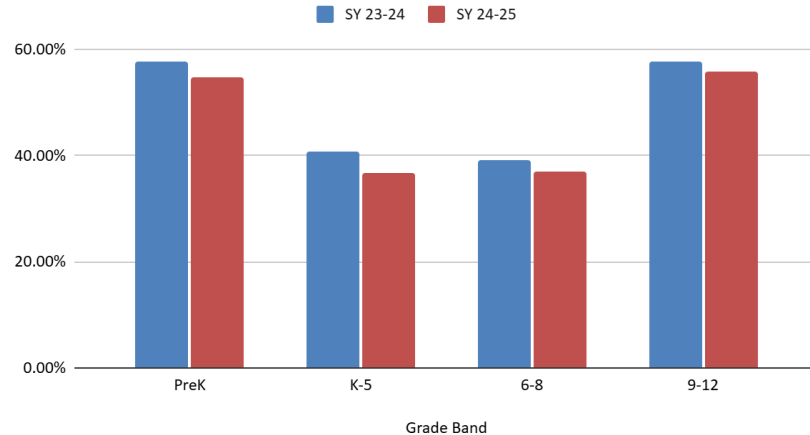


Student Attendance

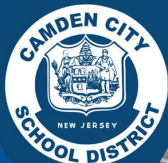
Average Daily Attendance (ADA)



Chronic Absenteeism Comparison



School Climate & Student Engagement



CULTIVATING INVINCIBILITY

IMPLEMENTATION GUIDE

Building Relationships through Integrating Restorative Justice, Social-Emotional Learning, a Trauma-Informed Lens and NJTSS in the Camden City School District.



WIN from WITHIN



CCSD K-8 ATHLETICS

COMPREHENSIVE OFFERINGS

All CCSD middle school students have the opportunity to participate in a wide array of sports: soccer, cross country, basketball, cheerleading, flag football, volleyball, track and field and softball.



STRONG PARTICIPATION

Over 40% of our CCSD middle school students, or over 400 students, participate in at least one sport throughout the academic year. Additionally, our athletic leagues invite the participation of charter and renaisance schools, ultimately serving over 1000 middle school student athletes annually.

IMPROVING OUTCOMES

Win from Within stresses the importance of developing strong character and building habits that lead to success beyond the field. Students participating in middle school athletics have seen improvements in academics, attendance and behavior.



COMMUNITY INVOLVEMENT

Community support is vital to the success of our students, which is why we partner with various community organizations to help support our initiatives and support our students. Additionally, we invite our community and families out to our events to cheer our young people on!

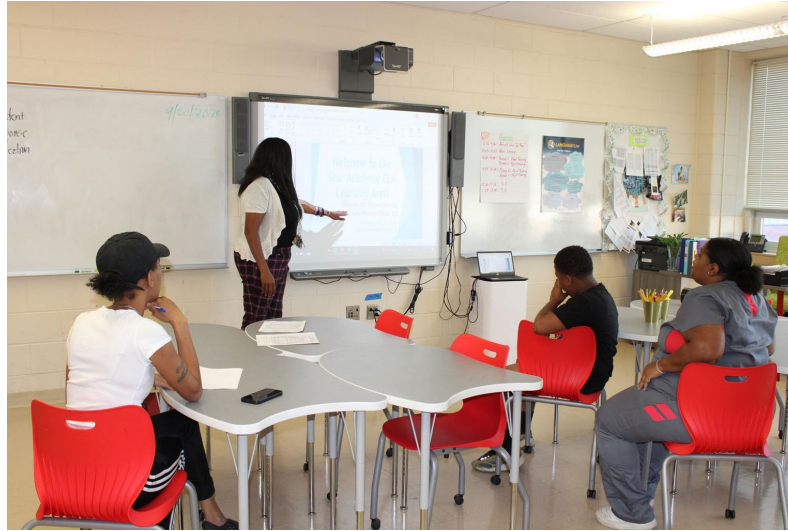
 @WinWithinCCSD

Innovator Academy Presentation



Video link: <https://youtu.be/waOj3e-ZLOA?si=8XULC21t63loG1ZS>

Innovator Academy



Student Enrollment 23-24

20 students

Student Enrollment 24-25

37 students

Anticipated Student Enrollment 25-26

40 students



Teach Camden



Teach Camden

CCSD in partnership with Rowan University and the NJDOE announced the Teach Camden initiative.

Program Objectives



- Increase representation of licensed teachers from racially and ethnically diverse backgrounds in teacher education within the Camden City School District
- Implement a pilot program utilizing alternative pathways to certification for current Paraprofessionals in CCSD who hold bachelor degrees
- Qualified Paraprofessionals will complete an intense 18 month program and achieve either a CE or Limited CE



Questions & Comments