



## **CamdenPLUS+**

### *Developing Great Leaders for Camden City Public Schools*

**Project Abstract.** Following the NJ Department of Education’s recent decision to take over Camden City Public Schools, the low-performing district in the most impoverished city in the U.S. may be poised to put its 12,608 students on a new, positive trajectory. Without a priority on developing great school leaders, however, all CCPS’ turnaround efforts would likely come up short. Therefore, the district proposes to partner with TNTP, a national nonprofit that works to end educational inequality by ensuring all students have access to excellent teachers, to implement the Camden Pathway to Leadership in Urban Schools, or **Camden PLUS+**. Through a highly selective principal pipeline and residency program, the project’s aims to 1) supply leaders to fill critical principal and assistant principal vacancies, certifying only those who have demonstrated effective practices; 2) improve the effectiveness of current school leaders; and 3) build the knowledge and capacity to sustain and replicate the program. The project addresses both SLP Invitational Priorities by: 1) building leadership capacity among current CCPS school leaders; and 2) implementing strategies for which there is moderate evidence of effectiveness. TNTP will monitor progress on key outcomes, including (but not limited to):

- Candidates must meet rigorous standards to earn certification through the program;
- Up to 15 candidates will participate in residency per year; 38-50 during the grant period;
- CCPS will hire 90% of graduates for leadership roles, retaining 85% for two years;
- 75% of graduates’ schools will show positive changes in school outcomes by their second year post-residency, by which point graduates also will be rated “effective” or “highly effective” at higher rates than the district average.

Finally, TNTP will engage the RAND Corporation to conduct an independent evaluation of the project’s fidelity to implementation plan, program effectiveness and overall impact.

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