



Bergen County Special Services School District (03-0285)

2023-2024

County: Bergen

District: Bergen County Special Services School District

540 Farview Avenue
Paramus, NJ 07652

Superintendent: Dr. Howard Lerner

[District Website](#)

201-343-6000 x4005



722
Total Students



PK-12
Grades Offered

Overview & Resources

The School Performance Reports reflect the New Jersey Department of Education's (NJDOE) commitment to providing parents, students, and school communities with a large variety of information about each school and district. These reports can be used as a tool to help evaluate whether all students have equitable access to high quality education. We encourage you to use these reports to:

- **Learn more** about the school and the district
- **Start conversations** with school community members and ask questions
- **Engage** with school communities to identify where schools are doing well and where they can improve

Important Note for 2023-24 Reports: The NJDOE recommends caution in comparing data from year to year over the last several years.

School Performance Report Resources: The NJDOE has several resource documents that can help you understand and use the School Performance Reports, which can also be found under the "Resource Documents" link at the top of the page:

- One-page guides to help start conversations for [school board members](#), [administrators](#), [educators](#), [elementary](#), and [middle and high school families](#)
- [Reference Guide](#) with details on all the data in these reports
- [Frequently Asked Questions](#)
- [Understanding Adjusted Cohort Graduation Rates](#)
- [Understanding Student Growth Percentiles](#)
- [Data Privacy Rules](#) (why you see *s and N's in the reports)

Let the NJDOE know how we can improve future reports by taking our [feedback survey](#). Contact reportcard@doe.nj.gov with any questions about the reports

Overview & Resources

District Contact Information

This table contains contact information including superintendent name, address, phone number, email address, and social media information, if provided.

Type	Contact Information
County	Bergen
District	Bergen County Special Services School District
Superintendent Name	Dr. Howard Lerner
Address	540 Farview Avenue, Paramus, NJ 07652
Phone Number	201-343-6000 x4005
Email Address	howler@bergen.org
Website	bcss.bergen.org

Overview & Resources

Schools in this District

Click on a school name below to access the detailed school-level report for each school.

School Name	Grades Offered
Autistic Continuum	PK-12
Behavioral Continuum	PK-12
Deaf and Hard of Hearing Continuum	PK-12
Life Skills Continuum	PK-12
Multiple Disabilities Continuum	PK-12
N. A. Bleshman Regional Day School	PK-12

Demographics

Enrollment data reflects enrollment reported at the end of the school year and only includes students attending the school. Students who attend programs outside of the district are not included in enrollment counts and percentages.

Enrollment Trends by Grade

This table shows the number of students enrolled by grade for the past three school years. Any students enrolled outside of the grades offered will be included in the total enrollment.

Grade	2021-22	2022-23	2023-24
PK	61	52	52
KG	28	40	20
1	18	36	51
2	20	19	34
3	32	27	24
4	34	36	34
5	29	41	37
6	23	35	45
7	47	30	33
8	57	47	41
9	43	62	42
10	45	44	66
11	44	40	49
12	194	205	194
Total	675	714	722

Enrollment Trends by Student Group

This table shows the percentage of students by student group for the past three school years. To protect student and staff privacy, gender percentages may show a range, depending on the overall school population size.

Student Group	2021-22	2022-23	2023-24
Female	32.0%	32.0%	31.0%
Male	68.0%	68.0%	69.0%
Non-Binary/Undesignated Gender	≤1%	≤1%	≤1%
Economically Disadvantaged Students	18.2%	15.8%	18.8%
Students with Disabilities	99.7%	99.3%	99.3%
Multilingual Learners	1.3%	1.4%	1.2%
Students Experiencing Homelessness	0.4%	0.8%	1.0%
Students in Foster Care	0.6%	0.1%	0.1%
Military-Connected Students	0.0%	0.0%	0.0%
Migrant Students	0.0%	0.0%	0.0%

Enrollment by Racial and Ethnic Group

This table shows the percentage of students by racial and ethnic group for the past three school years.

Racial And Ethnic Group	2021-22	2022-23	2023-24
White	32.1%	32.4%	31.6%
Hispanic	42.4%	43.0%	44.0%
Black or African American	14.4%	14.4%	13.6%
Asian	8.6%	8.5%	8.3%
Native Hawaiian or Pacific Islander	0.3%	0.4%	0.4%
American Indian or Alaska Native	0.1%	0.1%	0.3%
Two Or More Races	2.1%	1.1%	1.8%

Demographics

Enrollment data reflects enrollment reported at the end of the school year and only includes students attending the school. Students who attend programs outside of the district are not included in enrollment counts and percentages.

Enrollment Trends by Full / Half Day PK and KG

This table shows number of students in full day and half day Pre-Kindergarten (PK) and Kindergarten (KG) for the past three school years.

Grade	2021-22	2022-23	2023-24
PK - Half Day	7	9	7
PK - Full Day	54	43	45
KG - Half Day	0	0	0
KG - Full Day	28	40	20

Enrollment Trends by Full and Shared Time Status

This table shows the number of full- and shared-time students for the last three years. The full-time equivalent is the number of full-time students plus half the number of shared-time students.

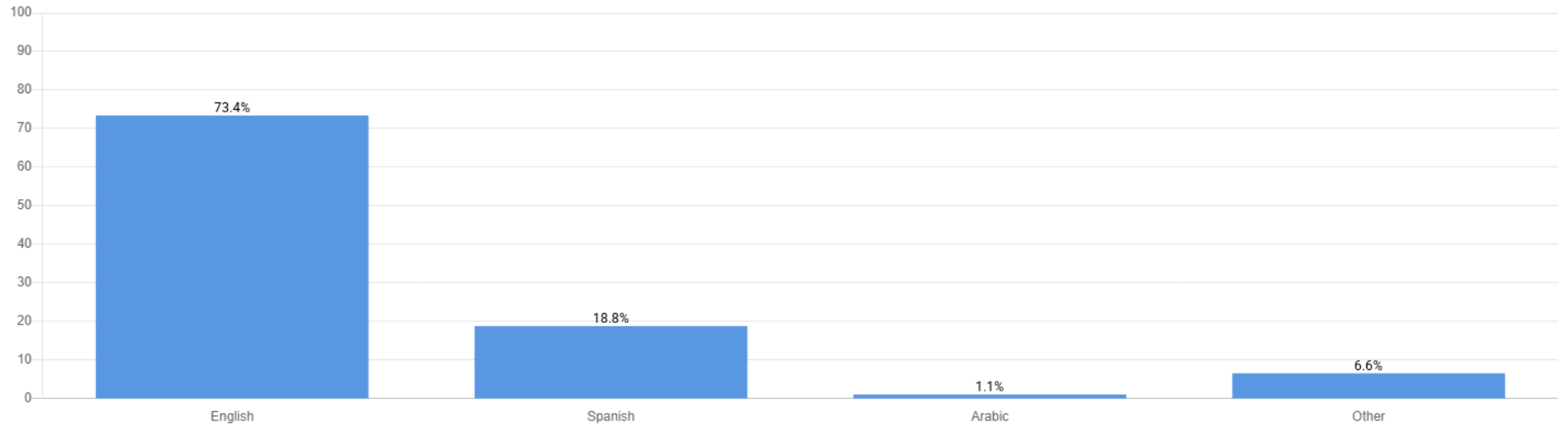
Enrollment Status	2021-22	2022-23	2023-24
Full Time Students	675	714	722
Shared Time Students	0	0	0
Full Time Equivalent	675	714	722

Demographics

Enrollment data reflects enrollment reported at the end of the school year and only includes students attending the school. Students who attend programs outside of the district are not included in enrollment counts and percentages.

Enrollment by Home Language

This table shows the percentage of students by primary home language. Only the top 5 languages with at least 1% of students are shown, and students with other home languages are included in the Other Languages total. To see this data in a table, click the Table View option below the chart.



Climate and Environment

The New Jersey Department of Education collects data through the Student Safety Data System (SSDS). In addition to the data below, NJDOE is required, under ESSA, to report on the most recent, publicly-available Civil Rights Data Collection (CRDC) data, which can be found on the [NJDOE School Performance webpage](#). Please note that prior to school year 2017-2018, the CRDC and the State collection system, EVVRS, did not collect the same data elements. In an effort to better align the State system with the CRDC, the new Student Safety Data System (SSDS) collects all the required CRDC data elements. NJDOE is in the process of developing a reporting function for the SSDS which will allow LEAs to use the same data for both submissions.

Violence, Vandalism, HIB, and Substance Offenses

This table shows the number of incidents reported by type. A single incident may be counted under multiple incident types. The total unique incidents row provides an unduplicated count of incidents. The last row shows the rate of incidents for every 100 students enrolled.

Incident Type	Number of Incidents
Violence	3
Weapons	1
Vandalism	0
Substances	0
Harassment, Intimidation, Bullying (HIB)	9
Total Unique Incidents	13
Incidents Per 100 Students Enrolled	1.80

Police Notifications

This table shows, by incident type, the number of cases where an incident led to police notification.

Incident Type	Incidents Reported to Police
Violence	1
Weapons	1
Vandalism	0
Substances	0
Harassment, Intimidation, Bullying (HIB)	0
Other Incidents Leading to Removal	1

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Harassment, Intimidation, and Bullying (HIB) Investigations

This table shows, by the nature of the incident, the number of alleged and confirmed Harassment, Intimidation, and Bullying (HIB) investigations. The nature of an incident is based on the protected categories listed below, and the nature of a single HIB investigation may include multiple categories. All confirmed incidents must have an identified nature.

HIB Nature (Protected Category)	HIB Alleged	HIB Confirmed	Total HIB Investigations
Race	0	3	3
Religion	0	0	0
Ancestry	0	0	0
Gender	1	1	2
Sexual Orientation	0	0	0
Disability	0	1	1
Other	0	4	4
No Identified Nature	4		4

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Student Disciplinary Removals: By Student Group

This table shows the number and percentage of students who received in-school suspensions, out-of-school suspensions, removals to other educational programs, and expulsions by student group. Information on disciplinary actions is reported by schools and districts to the NJDOE through the Student Safety Data System (SSDS). Only students who attended district schools are included in the disciplined student counts. The data used to determine student demographic information, and the enrollment totals used to calculate the percentages come from the fall and end-of-year NJ SMART SID Management snapshots. In some cases, a range, such as <5, is provided for groups of 10 or more students when between 1 and 4 students districtwide received a type of disciplinary action to protect student privacy.

Student Group	# of Students with at least one In-School Suspension	% of Students with at least one In-School Suspension	# of Students with at least one Out-of-School Suspension	% of Students with at least one Out-of-School Suspension	# of Students with Any Suspension	% of Students with Any Suspension	# of Students with a Removal to other education program	% of Students with a Removal to other education program	# of Students with an Expulsion	% of Students with an Expulsion
White	<5	<5.00%	1	0%	1	0%	0	0%	0	0%
Hispanic	<5	<5.00%	2	1%	3	1%	0	0%	0	0%
Black or African American	<5	<5.00%	3	3%	3	3%	0	0%	0	0%
Asian	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
Native Hawaiian or Pacific Islander	*	*	*	*	*	*	*	*	*	*
American Indian or Alaska Native	*	*	*	*	*	*	*	*	*	*
Two or more races	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
Female	*	<5.00%	*	0%	*	0%	*	0%	*	0%
Male	*	<5.00%	*	1%	*	1%	*	0%	*	0%
Non-Binary/Undesignated Gender	*	*	*	*	*	*	*	*	*	*
Economically Disadvantaged Students	<5	<5.00%	1	1%	1	1%	0	0%	0	0%
Students with disabilities	<5	<5.00%	6	1%	7	1%	0	0%	0	0%

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Student Disciplinary Removals: By Grade Level

This table shows the number and percentage of students who received in-school suspensions, out-of-school suspensions, removals to other educational programs, and expulsions by grade level. Information on disciplinary actions is reported by schools and districts to the NJDOE through the Student Safety Data System (SSDS). Only students who attended district schools are included in the disciplined student counts. The data used to determine student grade level, and the enrollment totals used to calculate the percentages come from the fall and end-of-year NJ SMART SID Management snapshots. In some cases, a range, such as <5, is provided for groups of 10 or more students when between 1 and 4 students districtwide received a type of disciplinary action to protect student privacy.

Grade	# of Students with at least one In-School Suspension	% of Students with at least one In-School Suspension	# of Students with at least one Out-of-School Suspension	% of Students with at least one Out-of-School Suspension	# of Students with Any Suspension	% of Students with Any Suspension	# of Students with a Removal to other education program	% of Students with a Removal to other education program	# of Students with an Expulsion	% of Students with an Expulsion
Districtwide	1	0%	6	1%	7	1%	0	0%	0	0%
PK	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
KG	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
1	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
2	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
3	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
4	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
5	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
6	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
7	<5	<5.00%	0	0%	0	0%	0	0%	0	0%
8	<5	<5.00%	1	2%	1	2%	0	0%	0	0%
9	<5	<5.00%	1	2%	1	2%	0	0%	0	0%
10	<5	<5.00%	1	1%	2	3%	0	0%	0	0%
11	<5	<5.00%	2	4%	2	4%	0	0%	0	0%
12	<5	<5.00%	1	0%	1	0%	0	0%	0	0%

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Students Involved in Police Notifications: By Student Group

This table shows the number and percentage of students who were involved in at least one incident that led to police notification by student group. Information on police notifications is reported by schools and districts to the NJDOE through the Student Safety Data System (SSDS). Only students who attended district schools are included in the counts of students involved in incidents leading to police notification. The data used to determine student demographic information, and the enrollment totals used to calculate the percentages come from the fall and end-of-year NJ SMART SID Management snapshots. In some cases, a range, such as <5, is provided for groups of 10 or more students when between 1 and 4 students districtwide were involved to protect student privacy.

Student Group	# of Students involved in at least one incident	% of Students involved in at least one incident	# of Students involved in at least one violent incident	% of Students involved in at least one violent incident	# of Students involved in at least one vandalism incident	% of Students involved in at least one vandalism incident	# of Students involved in at least one substance related incident	% of Students involved in at least one substance related incident	# of Students involved in at least one weapons related incident	% of Students involved in at least one weapons related incident	# of Students involved in at least one HIB incident	% of Students involved in at least one HIB incident	# of Students involved in at least one other incident type	% of Students involved in at least one other incident type
Districtwide	6	1%	3	0%	0	0%	0	0%	1	0%	0	0%	2	0%
White	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
Hispanic	4	1%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
Black or African American	2	2%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
Asian	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
Native Hawaiian or Pacific Islander	*	*	*	*	*	*	*	*	*	*	*	*	*	*
American Indian or Alaska Native	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Two or more races	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
Female	*	0%	*	<5.00%	*	0%	*	0%	*	<5.00%	*	0%	*	<5.00%
Male	*	1%	*	<5.00%	*	0%	*	0%	*	<5.00%	*	0%	*	<5.00%
Non-Binary/Undesignated Gender	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Economically Disadvantaged Students	1	1%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
Students with disabilities	6	1%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%

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Students Involved in Police Notifications: By Grade Level

This table shows the number and percentage of students who were involved in at least one incident that led to police notification by grade level. Information on disciplinary actions is reported by schools and districts to the NJDOE through the Student Safety Data System (SSDS). Only students who attended the school are included in the counts of students involved in incidents leading to police notification. The data used to determine student grade level, and the enrollment totals used to calculate the percentages come from the fall and end-of-year NJ SMART SID Management snapshots. In some cases, a range, such as <5, is provided for groups of 10 or more students when between 1 and 4 students districtwide were involved to protect student privacy.

Grade	# of Students involved in at least one incident	% involved in an incident	# of Students involved in at least one violent incident	% of Students involved in a violent incident	# of Students involved in at least one vandalism incident	% of Students involved in a vandalism incident that led to police notification	# of Students involved in at least one substance related incident	% of Students involved in a substance related incident	# of Students involved in at least one weapons related incident	% of Students involved in a weapons related incident	# of Students involved in at least one HIB incident	% of Students involved in an HIB incident that led to police notification	# of Students involved in at least one other incident	% of Students involved in an other incident
Districtwide	6	1%	3	0%	0	0%	0	0%	1	0%	0	0%	2	0%
PK	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
KG	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
1	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
2	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
3	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
4	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
5	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
6	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
7	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
8	1	2%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
9	0	0%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
10	2	3%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
11	1	2%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%
12	2	1%	<5	<5.00%	0	0%	0	0%	<5	<5.00%	0	0%	<5	<5.00%

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Students Arrested by Type of Incident Leading to Arrest: By Student Group

This table shows the number and percentage of students in select student groups who were involved in at least one incident that led to their arrest. Information on arrests is reported by schools and districts to the NJDOE through the Student Safety Data System (SSDS). Only students who attended district schools are included in the arrested student counts. The data used to determine student demographic information, and the enrollment totals used to calculate the percentages come from the fall and end-of-year NJ SMART SID Management snapshots. In some cases, a range, such as <5, is provided for groups of 10 or more students when between 1 and 4 students districtwide were involved to protect student privacy.

Student Group	# of Students Arrested	% of Students Arrested	# of students involved in at least one violent incident that led to arrest	% of students involved in a violent incident that led to arrest	# of students involved in at least one vandalism incident that led to arrest	% of students involved in a vandalism incident that led to arrest	# of students involved in at least one substance related incident that led to arrest	% of students involved in a substance related incident that led to arrest	# of students involved in at least one weapons related incident that led to arrest	% of students involved in a weapons related incident that led to arrest	# of students involved in at least one HIB incident that led to arrest	% of students involved in an HIB incident that led to arrest	# of students involved in at least one other type of incident that led to arrest	% of students involved in an other type of incident that led to arrest
Districtwide	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Black or African American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Native Hawaiian or Pacific Islander	*	*	*	*	*	*	*	*	*	*	*	*	*	*
American Indian or Alaska Native	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Two or more races	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Female	*	0%	*	0%	*	0%	*	0%	*	0%	*	0%	*	0%
Male	*	0%	*	0%	*	0%	*	0%	*	0%	*	0%	*	0%
Non- Binary/Undesignated Gender	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Economically Disadvantaged Students	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Students with disabilities	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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The New Jersey Department of Education collects data through the Student Safety Data System (SSDS). In addition to the data below, NJDOE is required, under ESSA, to report on the most recent, publicly-available Civil Rights Data Collection (CRDC) data, which can be found on the [NJDOE School Performance webpage](#). Please note that prior to school year 2017-2018, the CRDC and the State collection system, EVVRS, did not collect the same data elements. In an effort to better align the State system with the CRDC, the new Student Safety Data System (SSDS) collects all the required CRDC data elements. NJDOE is in the process of developing a reporting function for the SSDS which will allow LEAs to use the same data for both submissions.

Students Arrested by Type of Incident Leading to Arrest: By Grade Level

This table shows the number and percentage of students in each grade level who were involved in at least one incident that led to their arrest. Information on disciplinary actions is reported by schools and districts to the NJDOE through the Student Safety Data System (SSDS). Only students who attended district schools are included in the arrested student counts. The data used to determine student grade level, and the enrollment totals used to calculate the percentages come from the fall and end-of-year NJ SMART SID Management snapshots. In some cases, a range, such as <5, is provided for groups of 10 or more students when between 1 and 4 students districtwide were involved to protect student privacy.

Grade	# of Students Arrested	% of Students Arrested	# of Students involved in at least one violent incident that led to arrest	% involved in a violent incident that led to arrest	# of Students involved in at least one vandalism incident that led to arrest	% involved in a vandalism incident that led to arrest	# of Students involved in at least one substance related incident that led to arrest	% involved in a substance related incident that led to arrest	# of Students involved in at least one weapons related incident that led to arrest	% involved in a weapons related incident that led to arrest	# of Students involved in at least one HIB incident that led to arrest	% involved in an HIB incident that led to arrest	# of Students involved in at least one other type incident that led to arrest	% involved in an other type incident that led to arrest
Districtwide	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PK	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
KG	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
1	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
3	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
4	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
5	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
6	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
7	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
8	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
9	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
10	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
11	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
12	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Climate and Environment

The New Jersey Department of Education collects data through the Student Safety Data System (SSDS). In addition to the data below, NJDOE is required, under ESSA, to report on the most recent, publicly-available Civil Rights Data Collection (CRDC) data, which can be found on the [NJDOE School Performance webpage](#). Please note that prior to school year 2017-2018, the CRDC and the State collection system, EVVRS, did not collect the same data elements. In an effort to better align the State system with the CRDC, the new Student Safety Data System (SSDS) collects all the required CRDC data elements. NJDOE is in the process of developing a reporting function for the SSDS which will allow LEAs to use the same data for both submissions.

School Days Missed due to Out-of-School Suspensions

This table shows the total number of days missed due to out-of-school suspension for all students during the school year.

School Days Missed due to Out-of-School Suspensions

18

Staff

Staff data reflects teachers and administrators reported by districts at the beginning of the school year.

Key terms for staff data:

Teachers: All classroom teachers

Administrators: Principals, assistant principals, supervisors, coordinators, directors, and other central-office administrators, as well as superintendents and other district-level administrators

Experience: Experience is based on information submitted by districts on all their staff members. For purposes of this report, the ESSA Educator Equity and federal reporting requirements, NJDOE has defined teachers as "inexperienced" if they have fewer than four years of prior experience in a given district. The tables below report on "experienced" teachers and administrators for federal reporting purposes.

Out-of-Field: A teacher is labeled "out-of-field" if they are potentially teaching outside their area of certification. This could occur if the teacher cannot be found in the NJDOE's certification system, if their job code does not match their certification, or if the teacher has an expired certificate.

Provisional Teacher: A teacher with provisional certifications is a fully certified novice teacher of record who must meet further requirements of evaluation and mentoring during their induction into the profession before being granted "standard" or permanent certification.

Teachers – Experience

This table shows information about the experience and professional qualifications of teachers. Out-of-field teachers are teachers who are potentially teaching outside of their area of certification. Teachers with provisional certifications are fully certified novice teachers of record who must meet further requirements of evaluation and mentoring during their induction into the profession before being granted "standard" or permanent certification. The New Jersey Department of Education does not issue emergency instructional certificates for teachers. Additional data on the professional qualifications of teachers and administrators, broken down by schools with high or low economically disadvantaged populations, is available on the [School Performance Staff page](#).

Category	Teachers in District	Teachers in State
Total Number of teachers	231	119,239
Average years experience in public schools	15.1	12.6
Average years experience in district	12.2	11.3
Number of Teachers with 4 or more years experience in the district	179	87,243
Percentage of Teachers with 4 or more years experience in the district	77.5%	73.6%
Number of out-of-field teachers	11	2,931
Percentage of out-of-field teachers	4.8%	2.5%
Number of Teachers with Provisional Credentials	15	9,065
Percentage of Teachers with Provisional Credentials	6.5%	7.6%

Administrators – Experience

This table shows information about the experience of administrators assigned to this district and across the state.

Category	Admin. in District	Admin. in State
Total Number of administrators	19	10,170
Average years experience in public schools	21.7	16.2
Average years experience in district	18.3	12.5
Number of Administrators with 4 or more years experience in the district	16	7,734
Percentage of Administrators with 4 or more years experience in the district	84.2%	76.8%

Staff Counts

This table shows the number of staff members assigned to the district and state across several staff categories. The staff counts in this table reflect data submitted by districts to NJ SMART and reflect any teachers assigned and are not based on full-time equivalent (FTE). Additionally, some staff members may be assigned to the district only, but work in multiple schools in the district. In these cases, the table may show 0 staff members assigned to the school, even though there are district staff members working in the school. The School Safety Specialists data is based on data submitted by districts in the CDS system.

Staff Category	District: Total Staff Members	State: Total Staff Members
Teachers	231	119,239
Administrators	19	10,170
Librarians/Media Specialists	N	1,160
Nurses	5	3,025
School Counselors	1	4,673
Child Study Team Members	91	9,654
School Psychologists	8	2,185
School Social Workers	13	2,750
Student Assistance Coordinators	1	400
School Safety Specialists	1	681

Staff

Staff data reflects teachers and administrators reported by districts at the beginning of the school year.

Key terms for staff data:

Teachers: All classroom teachers

Administrators: Principals, assistant principals, supervisors, coordinators, directors, and other central-office administrators, as well as superintendents and other district-level administrators

Experience: Experience is based on information submitted by districts on all their staff members. For purposes of this report, the ESSA Educator Equity and federal reporting requirements, NJDOE has defined teachers as "inexperienced" if they have fewer than four years of prior experience in a given district. The tables below report on "experienced" teachers and administrators for federal reporting purposes.

Out-of-Field: A teacher is labeled "out-of-field" if they are potentially teaching outside their area of certification. This could occur if the teacher cannot be found in the NJDOE's certification system, if their job code does not match their certification, or if the teacher has an expired certificate.

Provisional Teacher: A teacher with provisional certifications is a fully certified novice teacher of record who must meet further requirements of evaluation and mentoring during their induction into the profession before being granted "standard" or permanent certification.

Student and Staff Ratios

This table shows ratios of students and staff members in the district. The ratios are based on data submitted by districts to NJ SMART and are not based on staff full-time equivalent (FTE). The School Safety Specialists data is based on data submitted by districts in the CDS system.

Ratio	District Ratio
Students to Teachers	3:1
Students to Administrators	38:1
Teachers to Administrators	12:1
Students to Librarians/Media Specialists †	N
Students to Nurses †	144:1
Students to Counselors †	722:1
Students to Child Study Team Members †,††	8:1
Students to School Psychologists †	90:1
Students to School Social Workers †	56:1
Students to Student Assistance Coordinators †	722:1
Students to School Safety Specialists †	722:1

† In some districts, staff members in these roles who work in multiple schools may be assigned only to the district and not to individual schools. As a result, a School Ratio may show N, but there may be district assigned staff working in the school

†† Child Study Team members include school psychologists, school social workers, and learning disabilities teacher consultants, also note that the ratio compares Students with Disabilities instead of all students.

Teachers and Administrators – Demographics

This table compares the percentage of students, teachers, and administrators by gender and by racial and ethnic group. To protect student and staff privacy, gender percentages may show a range, depending on the overall school population size.

Category	Students in District	Teachers in District	Administrators in District	Students in State	Teachers in State	Administrators in State
Female	31.0%	85-90%	60-80%	48.0%	77.0%	57.0%
Male	69.0%	10-15%	20-40%	52.0%	23.0%	43.0%
Non-Binary/Undesignated Gender	≤1%	≤5%	≤20%	≤1%	≤1%	≤1%
White	31.6%	86.1%	89.5%	38.2%	81.8%	74.5%
Hispanic	44.0%	5.2%	5.3%	34.0%	8.6%	8.6%
Black or African American	13.6%	3.5%	5.3%	14.2%	6.4%	14.4%
Asian	8.3%	4.8%	0.0%	10.1%	2.5%	1.6%
American Indian or Alaska Native	0.3%	0.4%	0.0%	0.2%	0.1%	0.0%
Native Hawaiian or Pacific Islander	0.4%	0.0%	0.0%	0.2%	0.4%	0.5%
Two or More Races	1.8%	0.0%	0.0%	3.1%	0.3%	0.4%

Staff

Staff data reflects teachers and administrators reported by districts at the beginning of the school year.

Key terms for staff data:

Teachers: All classroom teachers

Administrators: Principals, assistant principals, supervisors, coordinators, directors, and other central-office administrators, as well as superintendents and other district-level administrators

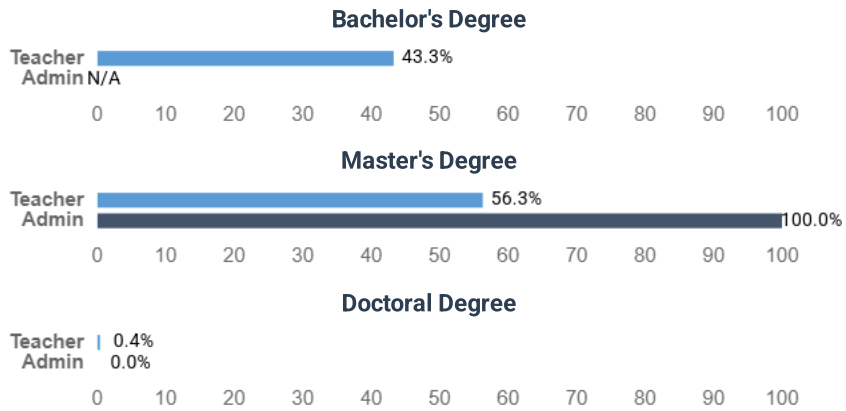
Experience: Experience is based on information submitted by districts on all their staff members. For purposes of this report, the ESSA Educator Equity and federal reporting requirements, NJDOE has defined teachers as "inexperienced" if they have fewer than four years of prior experience in a given district. The tables below report on "experienced" teachers and administrators for federal reporting purposes.

Out-of-Field: A teacher is labeled "out-of-field" if they are potentially teaching outside their area of certification. This could occur if the teacher cannot be found in the NJDOE's certification system, if their job code does not match their certification, or if the teacher has an expired certificate.

Provisional Teacher: A teacher with provisional certifications is a fully certified novice teacher of record who must meet further requirements of evaluation and mentoring during their induction into the profession before being granted "standard" or permanent certification.

Teachers and Administrators - Level of Education

This chart shows the highest level of education attained by teachers and administrators. The Bachelor's degree category may include other degrees/certificates such as a Specialist's degree. Administrators are required to have a Master's degree or higher.



Teachers and Administrators - One-Year Retention (District Level)

This table shows the percentage of teachers and administrators assigned to this district in 2022-23 that were still assigned to this district in 2023-24. Staff who were not retained may have changed districts or no longer work for the state (including retirements).

Job Type	District	State
2022-23 Teachers: Same district 2023-24	94.5%	89.5%
2022-23 Administrators: Same district 2023-24	100.0%	87.9%

Staff

Staff data reflects teachers and administrators reported by districts at the beginning of the school year.

Key terms for staff data:

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Experience: Experience is based on information submitted by districts on all their staff members. For purposes of this report, the ESSA Educator Equity and federal reporting requirements, NJDOE has defined teachers as "inexperienced" if they have fewer than four years of prior experience in a given district. The tables below report on "experienced" teachers and administrators for federal reporting purposes.

Out-of-Field: A teacher is labeled "out-of-field" if they are potentially teaching outside their area of certification. This could occur if the teacher cannot be found in the NJDOE's certification system, if their job code does not match their certification, or if the teacher has an expired certificate.

Provisional Teacher: A teacher with provisional certifications is a fully certified novice teacher of record who must meet further requirements of evaluation and mentoring during their induction into the profession before being granted "standard" or permanent certification.

Teachers by Subject Area

This table shows the counts of teachers by subject area with gender breakdown, experience, and level of education. The staff counts in this table reflect staff assignments as submitted by districts to NJ SMART and reflect any teachers assigned and are not based on full-time equivalent (FTE). Note that some teachers may teach in multiple subject areas and may be counted more than once in this table, or they may only be counted in their primary subject area. Additionally, in many elementary schools, teachers are not assigned to specific subject areas, so they will appear in the Elementary (Not Subject Specific) category and not in the other subject areas, but that does not mean those subjects are not being taught in the school. Special Education and Bilingual teachers are generally assigned to a subject area and also either special education or bilingual, so those teachers will be counted in multiple subject areas.

Subject Area	Total Number of Teachers	% Female	% Male	% Non-binary or Undesignated Gender	% White	% Hispanic	% Black or African American	% Asian	% Native Hawaiian, Pacific Islander	% American Indian or Native American	% Two or More Races	% 4 or more years experience in the district	% Bachelor's Degree(Highest Degree)	% Master's Degree(Highest Degree)	% Doctoral Degree(Highest Degree)
Elementary (Not Subject Specific)	123	90-95%	5-10%	≤5%	83.7%	5.7%	4.1%	6.5%	0.0%	0.0%	0.0%	73.2%	42.3%	56.9%	0.8%
English/Language Arts/Literacy	7	*	*	*	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	42.9%	57.1%	0.0%
English to Speakers of Other Languages	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Mathematics	8	*	*	*	87.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	75.0%	37.5%	62.5%	0.0%
Science	4	*	*	*	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Social Studies/History	4	*	*	*	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	25.0%	0.0%
World Language	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Visual and Performing Arts	8	*	*	*	87.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	87.5%	75.0%	25.0%	0.0%
Health/Physical Education	7	*	*	*	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	85.7%	14.3%	0.0%
Family & Consumer Sciences	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Financial Literacy	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Business	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Computer Science/IT	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Industrial Arts	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Career and Technical Education	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Special Education	143	85-90%	10-15%	≤5%	85.3%	4.2%	4.9%	5.6%	0.0%	0.0%	0.0%	75.5%	46.2%	53.1%	0.7%
Bilingual	0	N	N	N	N	N	N	N	N	N	N	N	N	N	N

Per-Pupil Expenditures

Per-Pupil Expenditures by Source

The table below summarizes the most recently available expenses for regular and special education students taught at schools in the district. The amounts include both actual personnel and actual non-personnel expenditures and include expenditures for instruction, support services, administration, operations and maintenance, and extra-curricular activities. An overall cost per pupil for a given school can be calculated by adding the Central Expenditures and the Expenditures Not Assigned to a School to the School Level Expenditures reported for that school. The Average Daily Enrollment (ADE**) comes from the 2023-24 School Registry Summary (SRS).

For more information regarding this table please refer to the guidance for school level reporting, which is available on the NJDOE webpage [NJDOE webpage ESSA School Level Reporting Information](#). More in-depth information about district and charter school spending can be found in the [User Friendly Budget](#) and the [Annual Comprehensive Financial Report \(ACFR\) and Auditor Management Reports \(AMRs\)](#).

Please be aware that the total district expenditures represented in these reports are taken from audited district financial data, but the subsequent allocation of these resources to specific schools is not audited or otherwise verified by the New Jersey Department of Education. If you have specific questions about the assignment (or lack of assignment) of school-level amounts, please contact the district for additional information.

[Link to District Summary of 2023-24 School-Level Per Pupil Expenditures by Source](#)

An option to [download all school-level summaries by district](#) in one spreadsheet is also available. However, because districts have flexibility in how certain costs are allocated to individual schools, school-level costs should not be compared between schools in different districts.

Bergen Co Special Service	Federal	State & Local	Total	ADE**
District Level Total Expenditures	\$1,381	\$95,385	\$96,767	596.4
District Level Central Expenditures	\$747	\$5,211	\$5,958	596.4
Deaf And Hard of Hearing Continuum		\$88,600	\$88,600	147.0
Multiple Disabilities Continuum		\$96,331	\$96,331	31.8
Behavioral Continuum	\$428	\$87,439	\$87,867	147.2
Life Skills Continuum		\$82,558	\$82,558	61.7
Autistic Continuum		\$94,528	\$94,528	208.7
-				

Narrative

This section allows schools and districts to share highlights, achievements, and other important information about programs, activities, and services that are offered in their own words. Please note that the narrative is optional, so only categories in which the district chose to share information will be displayed. If there are questions about the information provided in the narrative section, please contact the school or district directly.



Mission, Vision, Theme:

The mission of the Bergen County Special Services School District is to effectively address the unique social, emotional, physical, intellectual, and career needs of students by creating positive, stimulating, and encouraging learning environments in schools, homes, and communities. We focus on enabling students to become reach their highest potential and become contributing members of society.



Awards, Recognition, Accomplishments:

Several of our schools have received the Innovations in Special Education Award. This award recognizes exemplary programs in special education



Courses, Curriculum, Instruction:

BCSS has an approved leveled curriculum in place. It is aligned to the NJ Student Learning Standards and Essential Elements. The Curriculum consists of academic content objectives, recommended methods of instruction and assessment and texts & supplementary resources. it reflects an awareness of the unique nature of each learner and accommodates differences, creating learning experiences that suit the learner and maximize his or her ability to progress.

Narrative

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Before and After School Programs:

We have afterschool programs in several of our schools: Springboard Plus (18-21 yrs), S.A.M (16 - 21yrs.) at Transition Center, GUTS (16 - 21yrs) at Blesham Regional Day School, Leisure Bridges (14-21 yrs) at New Bridges High/Middle School. After school coordinators run the programs with recreational facilitators assisting and supervising students.



Staff and Professional Learning:

BCSS supports school and district level PLCs on an ongoing basis in developing goals and action plans as part of our strategic plans with the goal of increasing student achievement and outcomes. The professional development provided utilizes job-embedded, collaborative learning practices to enhance instruction and assessment. This is accomplished during collaborative planning time, staff & administrator meetings and two full professional development days.



Postsecondary Information:

Given our focus on preparing our students for adult life, BCSS provides an array of transition services for our students as well as for students in local districts. The Transition Dept. assists students in making a successful transition from to adult life including employment, post-secondary education options, and community living. Students may participate in structured learning experiences, community-based instruction and/or post secondary guidance.

Narrative

This section allows schools and districts to share highlights, achievements, and other important information about programs, activities, and services that are offered in their own words. Please note that the narrative is optional, so only categories in which the district chose to share information will be displayed. If there are questions about the information provided in the narrative section, please contact the school or district directly.



Student Supports and Services:

BCSS serves only students with disabilities as such we provide all of the academic, therapeutic, & transition services required as per each student's IEP.



Student Health and Wellness:

BCSS offers both breakfast and lunch programs to all students. We participate in the National School Lunch Program. Our student participate in Adaptive Physical Education (APE) which is an adapted, or modified, physical education program designed to meet the individualized gross motor needs, or other disability-related challenges, of an identified student.



Parent and Community Involvement:

BCSS has a Parent Advisory Group which meets 3X per year which consists of parent representatives from each of our schools. We discuss district initiatives and encourage parent feedback about our programs & services. We ask for suggestions in terms of improvements needed in our schools. Each school as thier own either PTO or PTA. These groups meet monthly and provide support for special events and activities planned for the school.

Narrative

This section allows schools and districts to share highlights, achievements, and other important information about programs, activities, and services that are offered in their own words. Please note that the narrative is optional, so only categories in which the district chose to share information will be displayed. If there are questions about the information provided in the narrative section, please contact the school or district directly.



Facilities:

BCSS facilities are of varying ages. Our newest building was just completed two years ago and is located in Paramus. This building hosts our administrative offices and our New Bridges Middle/High School. This is a state of the art facility for students with autism. Several of our schools are in the process of or developing a "Makerspace" room where project & inquiry based instruction will be implemented.



Attendance:

Bergen County Special Services mostly used ESSAR funds to update and purchase technology to enhance instruction. As a special services school district servicing students with disabilities, we work with our local districts to ensure that all required services as per the IEP are fully implemented in order to address any learning loss that may have occurred. We run extensive extended year programs for students that are eligible via IEP. For mental health services, we have school social workers and school psychologists in our schools. They provide both individual and small group counseling as needed. This year, as a district, we have an SEL initiative to ensure that SEL activities and lessons are being provided in all of our classrooms and other learning environments.

Report Key:

- * Data is not displayed in order to protect student privacy
- ** Accountability calculations require 20 or more students
- N** No Data is available to display
- † This indicates a table specific note, see note below table

Narrative

This section allows schools and districts to share highlights, achievements, and other important information about programs, activities, and services that are offered in their own words. Please note that the narrative is optional, so only categories in which the district chose to share information will be displayed. If there are questions about the information provided in the narrative section, please contact the school or district directly.



Other Information:

Bergen County Special Services offers the most innovative, cutting edge programs and services for students with special needs. We provide programs and services for students with autism, multiple disabilities, behavioral challenges and for students who are deaf and hard of hearing. We utilize a team approach with our parents, staff and professional support system as we strive to address each student's individual learning needs. BCSS has worked diligently to ensure that we built the capacity of our educators to utilize technology within instruction thus supporting integrated curriculum across core subject areas. This has been accomplished through targeted, collaborative professional development and has led to enhanced instruction and assessment in our classrooms.