



ROCKY MOUNTAIN PREP

Agenda

Board of Directors Education Committee Meeting
Wednesday, January 26, 2018

Location

Please have a computer and access to your email and call the phone line below.
Phone Line: (720) 580-0193

Attendees

Board Members: Justin Fong (Chair), Sarah Bagley, Rich Billings
Committee Members: Melissa Browne, Ashley Piche, Charlotte Brantley (Absent)
Staff Members: James Cryan, Sara Taylor, Camilla Lopez
Special Presenter: Jill Tew

Time	Topic	Presenter	Goal	Action Needed
5:00	Welcome and Agenda	Rich	Clarity	None
5:05	Headlines for Math Priorities and Schools	Camilla	Clarity	Pre-Read One-Pager
5:30	Salary Discussion	Jill Tew	Presentation	None



ROCKY MOUNTAIN PREP

Education Committee: Academic Report - January

How are our schools doing?

Fletcher: Fletcher has continued to do well with having a solid student culture. Classes are consistently hitting at or around targets for culture goals. Adult culture has also continued to hold strong. Our biggest challenge continues to be ensuring strong literacy gains, given that most students are starting 1.5-2 levels below grade level. 2nd grade ANet increased 8%. In math overall percentage is low in K and 1st. However, growth for those grades for the year is high. 2nd grade growth is highest in the network. The school has a strong 6 week plan to launch Q3 to improve reading and math outcomes.

Southwest: Southwest continues to have the strongest student and adult cultures in the network. The work from the BOY continues to support outcomes in these areas. In 3rd grade math SW had 34% percent proficient. However, their overall percentage remains low as they are 29% behind CS in proficiency. In 2nd grade math they improved 30% YOY in proficiency. In ELA Anet Southwest is up 18% YOY. Reading outcomes in STEP continue to be an area of concern. Despite the growth with YOY overall percentages are low in both subjects in most grades. The school has a strong 6 week plan to launch Q3 to improve reading and math outcomes.

Creekside: CS continues to see struggles with 2nd grade. Growth stagnated in this grade in math. Improvement plans have continuously updated to see improved outcomes with culture, teaching and academic achievement. CS showed academic progress this quarter. In ELA Anet 3rd grade proficient increased 19% and 5th grade 12% YOY. In math 3rd grade proficient increased 38%, 4th 25% and 5th 15% YOY. STEP data across the school did not hit Q2 goals. There is a robust plan in place for GR. The school has a strong 6 week plan to launch Q3 to improve reading and math outcomes.

Math Priority

New curriculum and investment in intellectual preparation continuing to show wins across RMP particularly with YOY growth. There were quarter 3 plans to continue to support skill building and implementation for leaders and teachers.

Wins

- In YOY overall percentage increased in every grade 2nd - 5th (2nd grade with the highest at +15%)
- YOY percentage of kids scoring proficient at 65% or higher increased in 3rd, 2nd at SW, 4th and 5th by double digit growth between 15-38%
- Fletcher 6% above RMP Network 2nd

Grows

- K and 1st overall scoring 15% and 11% lower than AF Network
- Fletcher scoring 10% and 16% lower than the RMP network in K & 1 and SW 3rd grade math performed 29% lower than CS despite huge YOY grown in proficient (+38%)

Literacy

- There is some slight YOY growth and growth between IAs, however all schools are below target with STEP goals

DEI

- On January 9th, [Promise54](#) facilitated RMP's third network-wide DEI-focused PD session of the year as part of our Building Foundational Knowledge strand
- 6 total DEI sessions to date and rolled out RMP's [DEI statement](#) to the network

Talent Report - November

Investment in early process leading to early hires and competitive edge for high quality candidates.

- Retention at 92.42% for the year - loss of 2 teachers due to relocation, 1 teacher to personal reasons, 1 fellow due to commute and cost of living, and 1 teaching assistant due to desire to return to private school context.
- Applications up 330% in the first five months of the year as of December 31st.
- Immediate need positions closed on average in 13.1 days.
- All positions currently filled. 3 fellows and 1 TA hired for FY19, 6 offers currently out for FY19 teachers.

Salary Task Force Committee

- NST evaluation launch - James and Sara currently working to codify a salary structure for NST to tie to evals
- Salary presentation to education committee next week to build out philosophy around teacher salaries
- 2nd Leadership Study completed with 4.8/5 overall satisfaction