



ROCKY MOUNTAIN PREP

Agenda

Board of Directors Education Committee Meeting
Thursday, November 16th from 7:30-9:00 am MST

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 - Absent), Sarah Bagley, Rich Billings
Committee Members: Melissa Browne, Ashley Piche, Charlotte Brantley (Absent)
Staff Members: James Cryan, Sara Taylor, Camilla Lopez

Time	Topic	Presenter	Goal	Action Needed
7:30	Welcome and Agenda	Rich	Clarity	None
7:35	Headlines from Staff	Camilla	Clarity	Pre-Read One-Pager
7:50	End of Year Data <ul style="list-style-type: none">• SPF	Sara	Good Governance	Presentation
8:05	Creekside Academics and Culture	Camilla/Rich	Good Governance	Discussion
8:45	Organizational Priorities <ul style="list-style-type: none">• Process• Math Update	Sara/Camilla	Good Governance	Presentation and Discussion
9:00	SAC and Salary Task Force Update	Ashley/Camilla	Good Governance	Presentation



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Education Committee

Academic Report - November

On the 2016-2017 SPF ratings, Creekside went from green to blue status and Southwest achieved green on the limited early SPF (we don't put too much stock into the early rating). This is critically important to ensuring strong retention of scholars and enrollment and huge congratulations to the teams at both campuses.

How are our schools doing?

Fletcher: Fletcher has had a super strong start to the year with a deep focus on establishing a structured and loving culture. On MAP, we saw that scholars are comparable to founding scholars at other campuses, allowing us to maximize on successes at Southwest and Creekside in their founding years. NPS at Fletcher was highest in the network at 59%. Our biggest challenge is ensuring strong literacy gains, given that most students are starting 1.5-2 levels below grade level and will need thoughtful interventions to show rapid growth. The integration of the new math curriculum has shown early and promising results.

Southwest: Southwest has also had a strong start to the year. Most noticeably, through Jenni's strong coaching of her staff, common language and school-wide weekly goals are evident in every classroom, leading to strong outcomes for both scholars and staff. The facility continues to be a challenge, leading to additional needs for front office support, which will likely be solved through hiring a full time Operations Coordinator for a January start date. Staff engagement at SW remains steady, with a NPS of 44.4 with the strongest score in the network in answer of the question "I find the SY18 priorities to be relevant to my day-to-day work."

Creekside: Facing the dual challenges of a leadership shift and many new staff members, Creekside has had a rocky start to the year, with scholar culture straining our administration and team. By increasing behavior support through the addition of teaching assistant, a Child Study Team, and a thoughtful school-wide reset, we believe we will see stronger results in Q2. We are already seeing improvements. Creekside's NPS was the lowest in the network (2), which wasn't a surprise, and the Cabinet and administration are working thoughtfully to implement initiatives to support teachers and admin, which we believe will also translate to student achievement.

Math Priority

New curriculum and investment in intellectual preparation showing early wins across RMP. There were quarter 1 and 2 plans to support skill building and implementation.

Wins

- G2 Fletcher meeting math targets!
- G2 Network average is 59%, outperforming the ANet Network
- G3 Network +9% for RMP YoY
- G5 +10% for RMP YoY

Grows

- G2 at CS needs additional support
- G4 No significant improvement

Literacy Headlines

No significant data shifts for BOY.

- Start of year literacy results similar to FY17
- STEP misalignment to MAP/ANet may suggest need to increase exposure to informational text

DEI Headlines

- Our DEI statement is in final revision and will be shared soon
- First DEI Steering Committee met with excitement

Talent Report - November

Strong BOY and investment in tools in our talent management system leading to early improvements in recruitment.

- Retention at 97.8% for the year
- Applications up 1187% in the first three months of the year
- Immediate need positions closed on average in 13.7 days
- Currently, 5 open positions: Executive Assistant (immediate), Bilingual Enrollment Coordinator (immediate), Director of Student Supports (immediate), Bilingual Operations Coordinator (Jan. start), Teacher (Jan. start)

Salary Task Force Committee

- NST evaluation and competencies created
- Salary research for teacher salaries (comparatives with DPS and APS) started
- Leadership Study (Teacher leader pipeline) launched - playbook to be presented for feedback in January