



ROCKY MOUNTAIN PREP

# Rocky Mountain Prep FAQs

School Year 2021-2022

<a href="#">What is Rocky Mountain Prep?</a>	1
<a href="#">Curriculum</a>	1
<a href="#">Teacher Qualifications</a>	2
<a href="#">Teacher Evaluations</a>	3
<a href="#">Weekly Time Commitment and School Calendar</a>	4
<a href="#">Professional Development &amp; Support</a>	5
<a href="#">Salary, Benefits, and Paid-Time-Off</a>	8
<a href="#">Sample Daily Schedule</a>	10
<a href="#">Social Emotional Learning</a>	12

**Note: All information provided in this document is for the 2021-2022 school year and is subject to change.**



## **Vaccine Mandate**

The City & County of Denver issued a vaccine mandate requiring all public workers to be fully vaccinated against COVID-19 by September 30, 2021. Rocky Mountain Prep is a public employer and is required to comply with this vaccine mandate.

**This means that all Rocky Mountain Prep employees must be vaccinated and submit proof of vaccination. Failure to comply will result in termination of employment with Rocky Mountain Prep. If a staff member requests accommodation, they must submit the necessary paperwork. Rocky Mountain Prep cannot guarantee that accommodations will be granted.**

*If you have questions regarding this requirement, please contact Abby Worland at [aworland@rmp.org](mailto:aworland@rmp.org).*

## **What is Rocky Mountain Prep?**

Rocky Mountain Prep is a family of four tuition-free schools in the Denver Metro area. RMP currently serves **1,850 students** across grades **Pre-K through 5**, and currently has **250 staff members** across its schools and network support offices. Our scholars will spend their days in a supportive and inclusive environment where they will be treated with kindness and respect as they develop their social-emotional skills, experience a personalized approach to learning, learn from exceptional educators, and prepare themselves for long-term success.

## **Curriculum**

### **What curriculum does RMP use?**

#### Math

- [Cognitively Guided Instruction \(CGI\)](#)
- Math Workshop - Achievement First (largely based on TERC & FOSNOT curriculum)

#### Literacy

- [Core Knowledge Language Arts](#) - CKLA (Phonics for Lower Elementary and for scholars who need remediation in Upper Elementary)
- [EL Achieve](#) (for our scholars who are English Language Learners)
- [EL Education curriculum](#)
- [Wilson](#) - Literacy Intervention

#### Science

- [Amplify](#)

#### Social Studies

- Staff developed

#### Pre-Kindergarten

- [Creative Curriculum for Preschool](#)

## **Teacher Qualifications**

### **What qualifications or requirements are needed to be a teacher at RMP?**

*RMP has an approved induction program.*

### General Education Teacher

- Be able to provide an official transcript demonstrating graduation from an undergraduate institution
- Provide evidence of at least ONE of the following:
  - Passing the Praxis 5001 exam in or other Colorado Department of Education approved test
  - A Colorado teaching license
  - An undergraduate or graduate degree in Elementary Education
- Pass a background check
- Demonstrate eligibility to work in the United States

### Special Education Teacher

- Be able to provide an official transcript demonstrating graduation from an undergraduate institution
- Provide a copy of your Colorado Certification with Special Education endorsement (Elementary Generalist) OR be in the process of obtaining Special Education endorsement
- Special Education teachers **must be certified in Colorado**. If your license is from another state, you will need to have completed the transfer of your license before the first day of school
- Pass a background check
- Demonstrate eligibility to work in the United States

### Pre-K Teacher

**Must** meet one or more of the following criteria:

- Degree in Early Childhood Education (associate's, bachelor's, or master's)
- Meets [Level 3 certification](#) for ECE in the PDIS portal
- Pass a background check
- Demonstrate eligibility to work in the United States

NOTE: Pre-K teachers are also required to have their TRAILS background check completed and approved by the first day of school.

### Specials Teachers

- Be able to provide an official transcript demonstrating graduation from an undergraduate institution
- Provide evidence of at least ONE of the following:
  - Passing the Praxis 5001 exam in or other Colorado Department of Education approved test
  - A Colorado teaching license
  - An undergraduate or graduate degree in the subject area taught (music, physical education, etc.)
- Pass a background check
- Demonstrate eligibility to work in the United States

### Teaching Assistant

- Provide evidence of completing high school or a GED
- Pass a background check
- Demonstrate eligibility to work in the United States

### Associate Teacher

- Bachelor's and/or master's degree (any subject)
- Current CO teaching license with elementary education endorsement
  - Passing scores on the elementary PRAXIS test

- An official transcript demonstrating a degree (graduate or undergraduate) in elementary education
- An undergraduate or graduate degree in Elementary Education
- Pass a background check
- Demonstrate eligibility to work in the United States

Rocky Mountain Prep Fellowship Teachers

- Be able to provide an official transcript demonstrating graduation from an undergraduate institution with at least a 2.75 GPA by July 2022
- Be able to take and pass the Praxis 5001 exam
- Pass a background check
- Demonstrate eligibility to work in the United States

**NOTE:** Science teachers count as regular homeroom leads and need to follow the guidelines above for general education teachers.

**For all other roles, please check with the talent team during your application process to confirm whether you need to take a test or not.**

**If I’m a teacher from out of state, how do I transfer my license to Colorado?**

All teachers, regardless of the organization through which they received their license and training, need to go through the [reciprocity process](#) when they move to a new state.

**Teacher Evaluations**

**What do evaluations look like?**

The best way to evaluate staff is through student outcomes. All RMP teachers are evaluated twice per year and will be evaluated on the following five core areas and be held accountable for driving 2-3 of RMP’s big five network goals.

<b>Culture of Learning</b>	Are all students engaged in the work of the lesson from start to finish?
<b>Essential Content</b>	Are all students working with content aligned to the appropriate standards for their subject and grade?
<b>Academic Ownership</b>	Are all students responsible for doing the thinking in this classroom?
<b>Demonstration of Learning</b>	Do all students demonstrate that they are learning?
<b>Student Agency</b>	Do all students demonstrate ownership over the process of their learning and the progress of their learning?

During the 2021-2022 school year, RMP is driving after five big goals:

1. Kindergarten through second-grade students will grow, on average, 1.5 years in math and reading.

2. Students receiving interventions will, on average, grow 2 years in reading.
3. Third- through fifth-grade students taking CMAS will score an average of 45% on track for the next grade level with 10% scoring exceeds expectations.
4. Average Daily Attendance at each RMP school will be at least 96%.
5. At least 90% of students who start at RMP, stay at RMP. (We call this the Persistence Goal.)

Each member of the organization plays a part in achieving these goals. School-based staff members will work towards 2 or 3 metrics that are aligned to both their individual roles AND the Big 5. These metrics vary by position and the metrics are subject to change.

## Weekly Time Commitment and School Calendar

### **What is the weekly time commitment for lead teachers?**

There will be before and after school commitments throughout the year such as arrival and dismissal duties, professional development sessions and parent teacher conferences.

### **School calendar**

We have an extended school year that is separate from the calendars set out by Denver Public Schools and Aurora Public Schools. Here is a high-level overview of our calendar—the calendar is subject to change.

- Returning teachers return in late July and work through mid-June. (Fellows also attend graduate school classes during the summers before and after their fellowship year.) We are still working on the calendar, but teachers should plan to be in Denver by mid-to late July. More details to come.
- Scholars return to school in mid-August and finish in mid-June.
- We have standing breaks for teachers and scholars throughout the year: Thanksgiving, Winter break, and Spring break.

### **Bell Times , Work Hours, Professional Development (PD)**

Campus	Scholar Arrival	Scholar Dismissal	Staff Arrive	Staff Leave	PD Time
Berkeley	8:00-8:15a	3:30-3:50p	7:50a (M-Th) 7:20a (Fri)	3:55p	Tuesdays until 5:00p
Creekside	8:05-8:20a	3:40-4:05p	8:00a	4:10p	Tuesdays until 5:00p
Fletcher	7:30-7:45a	3:00-3:15p	7:20a	3:15p	Tuesdays until 4:15p Thursdays are optional*
Southwest	8:00-8:15a	3:30 - 3:50p	7:50a	3:55p	Wednesdays until 5:00p

### **What are your class sizes?**

Our Kindergarten - 5th Grade classrooms generally have 25-30 scholars depending on campus and grade level. Pre-K classes are capped at 16 scholars for licensing requirements.

### **Does RMP have self-contained or departmentalized classrooms?**

RMP has a mix of self-contained classrooms (the teacher is responsible for the instruction of all academic content) and departmentalized classrooms (teachers who specialize in one subject) across the network. We've included a breakdown below.

<b>Campus</b>	<b>Self-Contained</b>	<b>Departmentalized</b>
Creekside	Kindergarten - 3rd Grade	4th and 5th Grade
Berkeley	Kindergarten - 2nd Grade	3rd, 4th, 5th Grade
Fletcher	Kindergarten - 2nd Grade	5th Grade (fully departmentalized)
Southwest	Kindergarten - 2nd Grade	3rd, 4th, 5th Grade

### **Professional Development & Support**

#### **What kind of support and/or professional development is offered at RMP?**

As a lead, you will meet regularly with your instructional coach for coaching debriefs. You will also receive live-coaching from your instructional coach and school administrators throughout the year. You will attend RMP-specific professional development sessions to receive training on our academic curriculum, classroom management, and other topics throughout the year.

#### **Teacher Resources**

All RMP campuses have a teacher's lounge and a fully stocked work room. All homeroom and specials teachers will be given a classroom budget to use to purchase additional items throughout the year. The budget is usually between \$300-\$500, varies by campus, and is subject to change.

## Before & After School Care

Full-time staff with children who attend RMP are eligible for a \$100 per month reimbursement for our internal RMP before and after care program. If both parents work for RMP, the benefit remains at \$100 per month. To take advantage of this benefit, the staff member must register their child(ren) for the appropriate program, pay the monthly fees up front, and submit receipts for reimbursement through RMP's expense reimbursement procedure.

RMP will not offer reimbursement for external before and after care programs held off-site.

Creekside & Fletcher Info		Berkeley & Southwest Info													
<b>Leading Edge Afterschool Program</b> <b>OPERATING HOURS:</b> Before School: 6:30am – 8:15am After School: 3:45pm – 6:00pm Program Grades: Pre-K – 5th Grade (Students must be 4 as of October 1, 2021)		<b>Kids Smart Afterschool Program</b> <b>OPERATING HOURS:</b> Hours of our Program Operation: Before Care: 6:30am-8:35am After Care: 2:35pm-6:00pm Friday After Care: 12:00am-6:00pm (Students must be 4 as of October 1, 2021)													
<table border="1"> <thead> <tr> <th>Options</th> <th>Full-time 5 Days Per Week</th> <th>Part-time 2-4 Days Per Week</th> <th>Calendar/ Drop In</th> </tr> </thead> <tbody> <tr> <td><b>Before School</b></td> <td>\$7.99</td> <td>\$9.49</td> <td>\$10.99</td> </tr> <tr> <td><b>After School</b></td> <td>\$12.99</td> <td>\$13.74</td> <td>\$15.24</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>• Registration fee of \$59.99 per family per academic year</li> <li>• Discounts for siblings and school employees</li> <li>• Registration fee waived for families eligible for CCAP</li> </ul>				Options	Full-time 5 Days Per Week	Part-time 2-4 Days Per Week	Calendar/ Drop In	<b>Before School</b>	\$7.99	\$9.49	\$10.99	<b>After School</b>	\$12.99	\$13.74	\$15.24
Options	Full-time 5 Days Per Week	Part-time 2-4 Days Per Week	Calendar/ Drop In												
<b>Before School</b>	\$7.99	\$9.49	\$10.99												
<b>After School</b>	\$12.99	\$13.74	\$15.24												

## Salary, Benefits, and Paid-Time-Off

### Salary

The salary range for teachers at RMP is between **\$47,250 - \$64,750** and is based on years of experience. Years count as full years spent lead teaching in American public K-12 schools and public Pre-K programs. We define a “lead teacher” as the primary teacher in the classroom who was responsible for all academic instruction.

Teacher Salary Schedule	
Years of PK-12 Experience	Salary
0	\$47,250
1	\$49,000
2	\$50,750
3	\$52,500
4	\$54,250
5	\$56,000
6	\$57,750
7	\$59,500
8	\$61,250
9	\$63,000
10+	\$64,750

## Additional Stipends

Teachers will have the option to apply for additional leadership roles if they wish. These leadership roles come with stipends ranging from \$1,000 - \$3,000. Also, every school based staff member (TA, Teacher, Operations) are eligible for performance pay up to \$1,500 - \$3,000 if you meet the data metrics (goals) for your role.

Current Stipend Amounts (Instruction based)	
Grade Level Chair	\$3,000
Fellow Advisor	\$1,500
ELA Trainer	\$1,500
Bilingual	\$1,000
Self-Contained Special Education	\$3,000
Mild/Moderate Special Education	\$1,000
Social Worker	\$3,000
Specials (Dance, Art, Music, PE, Science)	\$1,000
Diversity, Equity, Inclusion Lead	\$1,500
Affinity Group Leader	\$500
Accelerated Reader Champion	\$500

## Benefits

Our benefits package includes:

- Health Insurance (medical, dental, vision)
- Disability Insurance (RMP covers short term disability coverage at no cost to the employee. Staff members can also select optional long-term coverage.)
- Life Insurance (optional up to \$100k - additional options through PERA)
- Retirement (PERA 401k - RMP does not match contributions at this time)
- Paid-Time-Off (Personal/Sick leave)
- Yearly \$500 wellness benefit for full-time staff

## PERA (Retirement)

Besides taxes, all RMP employees are required to contribute to PERA, the retirement program for public employees in the state of CO. It is 10.5% of your pre-tax wages. There is an optional 401k that employees can take advantage of but that is not required.

- [PERA for new members](#)
- [PERA Benefits Overview](#)
- [PERA 401k Enrollment Guide](#)

## Paid-Time-Off

In order to have operational schools that are safe and productive learning environments, we must have as many instructional staff members as possible in attendance each day that school is in session. We also realize that life happens and staff members may need to take time off outside of school vacation periods. This policy is an effort to balance those two realities. Please note that these policies are subject to change. If any changes are made, we will do our best to communicate in a timely and clear manner.

Full-time instructional staff have **6 sick days and 4 personal days** in addition to school breaks.

## If hired, when does training start for new RMP teachers?

All RMP teaching staff report to work in mid-July for professional development. Students return in mid-August.

## When will I receive my first paycheck?

You will receive a partial paycheck for attending summer training and professional development in July 2022. You will receive your first full paycheck on the last business day of each month, starting in August 2022.

## Sample Daily Schedule

Teaching staff have two 30-40 minute planning periods each day (Monday-Friday). A portion of these planning periods will be used for meetings, i.e. coaching meetings. We have included a few sample schedules you could expect to have if you were to teach at RMP.

### Southwest - Dance (Specials)

8-8:15a	Arrival
8:35 - 9:15a	Block 1 - 2nd Grade
10:05 - 10:45a	Block 2 - 3rd Grade
10:50 - 11:30a	Block 3 - 1st Grade
11:35a - 12:15p	Block 4 - Kindergarten
12:35 - 1:15p	Block 5 - 5th Grade
1:15 - 1:50p	Block 6 - PreK
2:00 - 2:40p	Block 7 - 4th Grade

### Berkeley - 3rd Grade

8:00-8:20a	Arrival/Breakfast
8:20-8:40a	Morning Meeting
8:40-9:40a	ELA
9:40-10:10a	<a href="#">ALL Block</a>
10:10 - 10:50a	Music - Specials
10:50 - 11:40a	Math Workshop
11:40a - 12:20p	Cognitively Guided Instruction (CGI)
12:25-12:45p	Recess
12:45-1:05p	Lunch
1:10-1:50p	Science (Specials)
1:50 -2:35p	ALL Block
2:25-3:20p	English Language Development/Intervention
3:20-3:30p	Pack Up
3:30-3:55	Dismissal

### Fletcher - Autism Center

7:30 - 8:00a	Arrival/Breakfast
8:00-8:45a	Morning Meeting
8:45-9:45a	Reading Centers
9:45-10:15a	Read Aloud
10:15-11:00a	Specials
11:00-11:30a	Recess
11:30a-12:00p	Lunch
12:00-12:30p	Social Emotional Learning
12:30-1:30p	Math Centers
1:30-2:00p	Recess
2:00-2:40p	English Language Development (ELD)
2:30-2:50p	Pack Up
2:50-3:00p	Dismissal

## Social Emotional Learning

### Compass Circle

In the 2020-2021 school year, we wanted to strengthen our academic program and teaching practices to better support scholar understanding, while also deepening our relationships with scholars and adults throughout our buildings by adopting the Compass Circle Model.

The Compass Model, developed by Valor Collegiate Academies in Nashville TN, is a program that focuses on the growth of both the heart and mind and our abilities to deeply understand ourselves and connect with others so that we may understand and have empathy for all members of our community.

The Compass Model is made up of commitments, habits, and a practice called Compass Circle. Circle is the heart of this model. It is where the community comes together to support themselves and each other. Student Circle takes place weekly in small groups led by a staff mentor.

RMP scholars in 3-5th grades are participating in working the Compass Model and engaging in practices that support their personal development in self-discipline, self-regulation, and building healthy relationships with others. For our lower elementary scholars, we have incorporated components of Circle as a part of community meetings.

Different RMP campuses and grade levels implement circles with various degrees of fidelity. We wanted to conclude this information as you might be asked to participate in and support this work.

#### **Video Resources to view:**

- [RMP Compass Circle Intro Video](#)
- [News Coverage of RMP Circle](#)