OUR SCHOOLS AT A GLANCE

- **3** Campuses
- **1,130** Scholars
- **84%** of Scholars are economically disadvantaged
- **35** Unique Languages spoken
- **138** Pre-K Scholars
- **57%** of Scholars are English Language learners
I believe that love and rigor have to co-exist in our schools. Scholars, families, and staff must feel included, respected, and loved - and scholars must be supported to develop socially and emotionally. At the same time, love is holding members of our community to the highest standards. These high expectations are needed for us all - scholars and staff - to become the best versions of ourselves.

For me, this was true growing up. When I was eleven, I came home with a terrible grade on my social studies test complaining about the teacher. I can still hear my mother’s voice in my ear that time, and every time I fell short, “A careless workman blames his tools. You can do better.” While at times frustrating, I know that she pushed me to hold myself to a high standard because she loved me.

That ethos underpins our culture of rigor and love at RMP. Walking into our buildings, I am immediately struck by our scholars engaged in the joy of learning and discovering new ideas. With smiling faces of students and kind tones from our teachers, sometimes you can miss the warm insistence and feedback for every scholar. “You can do it. What’s another strategy you could use? Can you build on your thinking?”

One of our parents told me yesterday, “It’s incredible to see how excited my son is when he comes home from school every day and shares how much he’s learning. That didn’t happen at our old school.”

In this year’s annual report, you’ll meet a variety of Rocky Mountain Prep community members who support our schools, our scholars, and everyone in our RMP family to be that best version of themselves, who exemplify this balance of rigor and love. Two teachers from the RMP fellowship program highlight how we work daily to find the balance of rigor and love for students and staff alike. You’ll also meet three parents from our Southwest campus who, born and raised in that same neighborhood, felt passionate about finding that balance for their sons.

I’m also excited to share that we are on a path to open our fourth school in Northwest Denver. RMP Berkeley will be located at 38th and Tennyson, and will enroll Pre-K through 5th grade students next year. Across the city, Northwest Denver has the smallest percentage of elementary scholars in high-quality seats, and we’re excited about our work to become a strong option for Northwest Denver families looking for a culture that balances love with rigor.

Jesse, an RMP Southwest student you’ll meet on page 7, said it better than I could: “My teachers… think I’m smart, and they’re proud of me that I work hard on everything to not give up.” Our scholars love being challenged because they know how much they are loved.

Thank you for your love and support,

James Cryan, Founder & CEO
OUR IMPACT

Our rigorous academic curriculum has supported Rocky Mountain Prep Creekside in being the top-performing Title 1 elementary school in Denver Public Schools (DPS) three years in a row.

MATH

Percentage of RMP scholars who met or exceeded expectations on the PARCC Math exam

- **RMP NETWORK**: 54%
- **DENVER**: 32%
- **AURORA**: 17%

READING

Percentage of RMP scholars who met or exceeded expectations on the PARCC English Language Arts exam

- **RMP NETWORK**: 46%
- **DENVER**: 40%
- **AURORA**: 24%

DPS PARENT SATISFACTION SURVEY

On the 2017 survey, both RMP Southwest and RMP Creekside were rated in the top five out of all schools in the district.

OUR LOVING ENVIRONMENT HELPED:

- RMP Southwest made the largest gains in early literacy proficiency of all DPS elementary schools.
- RMP Creekside ranked in the top 10% of all schools in Colorado for average PARCC growth.
THESE THREE MOMS EPITOMIZE A COMMITMENT TO RIGOR & LOVE.

RMP Southwest parents Laura Munoz, Brittany Muniz, and Maureen Vasquez know the importance of high quality schools and the impact they can have on our communities. When each of them were in school in Southwest Denver, their options were limited and they were forced to attend low-performing schools. No one talked to them about college or seemed to have high expectations for kids in their community.

When it came time to find a school for their own kids, they knew they wanted them to experience education differently. At Rocky Mountain Prep Southwest, they have found for each of their sons an experience where they are thriving - and access to a great school in their neighborhood.

Laura’s son Victor is already talking about the college he wants to go to one day, and the perseverance he will need to get there. Jarod, Brittany’s son, loves reading and is even helping his younger brother Jacob learn to read at home. And Jesse, Maureen’s son, loves going to school every day and talking to her about what he wants to be when he grows up.

These three moms are committed not only to providing a great education for their own scholars, but also to ensuring that their community has access to it as well. They play an active role in supporting this culture of rigor and love through their involvement in our Family Leadership Group, our CEO Advisory Council, and our enrollment support team. Their commitment to supporting the work of RMP stems from knowing that when our kids have access to great schools, our communities rise.

“My husband and I are very strict with our boys when it comes to their education. It sets them up for the rest of their lives. Having a good foundation, like RMP has helped build, makes me know that sending them to this school was one of the best decisions I could’ve made as a parent.” - Brittany Muniz, Mother of Jarod (first grade scholar) and Jacob (kindergarten scholar)

“My teachers tell me I can persevere. They think I’m smart, and they’re proud of me that I work hard on everything to not give up.” - Jesse, First Grade Scholar
OUR THEORY OF ACTION

Lead with love.

Our scholars and staff must cultivate strong relationships, build strong character, and celebrate a love of learning to truly be successful.

We choose love to guide our work as educators, colleagues, and community members. When a scholar, team member, or family member walks into our building, we actively work to build relationships so we can partner to meet our shared goals. We constantly reinforce our PEAK values with both our scholars and team through many of our school’s rituals and traditions, and always spotlight those who model our values. For both scholars and staff, we celebrate the diversity of our community and explore together topics of identity, power, bias, race, and culture.

Inspire with rigor.

Great teaching and rigorous curricula are essential to creating transformative schools.

We hold high expectations to ensure all of our scholars graduate prepared to succeed in middle school, college, and life. Our scholars will be compassionate, curious, creative, and critical thinkers when they have a rich foundation in core content, learn to attack unfamiliar challenging problems, and receive regular, clear feedback.
Advocate for all.

Parents, students, schools, and community partners must advocate together for the resources and supports necessary for all students to receive the best possible education.

Too many students in Colorado are still not receiving the best possible education. Partnered with our staff, families, supporters, and other community members, our powerful community is our greatest lever for systems change. Our families are among the best advocates for change, and we know that when families are lifelong advocates for their children, our scholars will be more successful long-term.

Develop top talent.

Transformational schools must be led by outstanding educators and staff who love their work.

We know that the most important in-school determinant of a child’s success is their teacher and the adults that support their learning. We also believe that high-performing schools can - and should - be places where our educators bring their whole selves to work and can establish long-term sustainable careers.
The Fellowship will give you the tools and the background to be able to succeed and to be able to have your students succeed in the future.

– Daniel Simmons, Teaching Fellow
OUR COMMITMENT TO LOVE SHINES THROUGH IN STAFF SUPPORT.

During her senior year of college, Gaby Villeda’s work with a teen parent program in Oregon led her to consider education as a career path - a departure from the jobs in marketing she thought she would pursue with her communications degree. She found the Rocky Mountain Prep Fellowship program online and was excited by the opportunity to earn her Master’s degree and teaching license while working in a classroom at the same time.

Now Gaby is a fellow in a kindergarten class at the Rocky Mountain Prep Fletcher campus where she sees rigor and love play out not only with our kids, but also in the way staff interact. The building is full of exceptional teachers to observe and learn from - they exemplify the idea that great teaching can take many different forms. In addition, Gaby’s advisor is always in the wings while she teaches, providing real-time feedback, encouragement, and tips to make the next lesson go more smoothly. “It’s a lot of hours,” Gaby shares, “but I feel like I’ve grown every single day.”

“

You build such good relationships with your peers here [that] you know every time they are pushing you or telling you all the things you can improve it’s with love. It’s because they want you to be the best you can be.

– Gaby Villeda, Teaching Fellow
CHAMPIONS OF RMP

BOARD OF DIRECTORS (2016-17)
Lee White, Board Chair
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Jill Hamilton Anschutz, Vice Chair
INDEPENDENT CONSULTANT
Taggart Hansen, Treasurer
VICE PRESIDENT, LABOR AND EMPLOYMENT, JACOBS ENGINEERING GROUP INC.
Sarah Bagley, RMP Parent Representative
PRESIDENT OF PEAK GROUP - RMP CREEKSIDE
Rich Billings
PARTNER, CHARTER SCHOOL GROWTH FUND
Pat Donovan
VICE PRESIDENT, REVOLUTION FOODS
Rhonda Fields
STATE SENATOR, COLORADO 29TH DISTRICT - ARAPAHOE COUNTY
Justin Fong
CREATIVE DIRECTOR, FINANCIAL SERVICES FIRM
Evy Valencia Jackson
FELLOW, BLUE SCHOOLS PARTNERS

$25,000-$99,999
The Neumeyer Family
Temple Hoyne Buell Foundation
Fox Family Foundation

$10,000-$24,999
Carson Foundation
Climb Higher Colorado
Lee & Suzanne White (in memory of Lizbeth Stenmark)

$1,000-$9,999
Anonymous (1)
Jill & Christian Anschutz
Jenny & Greg Baldwin
Barb & Fred Baumann (in honor of Lee White)
The Barton Family Foundation
Rich Billings (in honor of Henry Clark)
Ken Croney
Fredrica Cryan
James Cryan & Elizabeth Coogan
Justin Fong
The Foundation for Sustainable Urban Communities
Michael & Connie Gill
The Hernandez Family
Bob & Judy Rawson
Harsha Sekar & Caitlin Vaughan
Twelve Consulting Group on Behalf of Revolution Foods
Rachel & Brad Van Brocklin

$500-$999
Anonymous (1)
Kendra & Eric Black
Gail Donovan
Taggart & Stefanie Hansen
Dorothy & Steve Higgs
Bruce Hoyt
Scott & Renée Laband
Josh Scott

UP TO $499
Wanda Allen
Devy Allman & Bob Maulitz (in honor of Lee White)
Ashley & Dave Andersen
Amy Anderson
Lindsay Andrews & Frederic Marangone
Anonymous (8)
Peggy & Carter Bacon
The Bagley Family
Charlotte M. Brantley
Fulton Breen
Chris & Kerry Brown
Kayla Bylund
Carolyn Crockett
Clint Crockett
Denver Kickball League - Kick In For A Cause (KIFAC)
Kim Dolan
Pat & Marcy Donovan
Emily Dorn & Ryan Kockler
Lesley Gibson
Sara & Gavin Goodall
Penelope Gonzalez
Alan Gottlieb
Thomas Gougeon & Donna Middlebrooks
Kris & Mike Haller
Laura Harney
Pamela Harris
Alex Harrison
Naomi Jozovich
Suelle & Larry Kadis (in honor of Samantha Kadis)
JK & Geneva Kearns
Natalie Klem
Ryan Ko
Mimi & Lucas Lagos
Camilla Lopez
Susan Mallison & David Vaughan (in honor of Caitlin Vaughan)
Marguerite Martin
John Mietus
David Miller (in honor of Lee White)
Rob & Annie O’Brien
Matt Olson
Christina Ortiz
Kimberly & Scott Proch
Dals & Diane Ramonas (in honor of Alexandra Ramonas)
Taryn & Greg Rawson
Salesforce
Carol Samuels & David Taylor
Zachary H. Snyder
Alison Taylor
The Taylor Family
Angelin Thompson
Susan Tompkins
Shawn Troedson
Michael Turner & Claire Brownell
Felipe Veyra
Emily White
Tim & Libby White (in memory of Carle Stenmark)
Amy Zhu
Zuckerman Family (in memory of Philip Zuckerman)

IN-KIND GIFTS
Piano for the RMP Fletcher music program courtesy of Caryl Buckstein
Professional photography provided by Elizabeth Cryan Photography
Prekindergarten, kindergarten and first grade scholars, along with teachers and leadership, participated in the Starcatchers experience by invitation of Trish M. Nagel

Includes all donations made between July 1, 2016 and December 31, 2017
## Financial Data

### Enrollment

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<th>2013-14</th>
<th>2014-15</th>
<th>2015-16</th>
<th>2016-17</th>
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<tbody>
<tr>
<td>Public Revenues</td>
<td>2,600,430</td>
<td>3,532,779</td>
<td>5,483,895</td>
<td>8,256,596</td>
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<tr>
<td>Grants and Donations</td>
<td>863,273</td>
<td>1,444,290</td>
<td>1,879,043</td>
<td>2,594,674</td>
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<td><strong>Total Revenues</strong></td>
<td>3,463,703</td>
<td>4,977,069</td>
<td>7,362,938</td>
<td>10,851,270</td>
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### Expense Overview

<table>
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<tr>
<th>Expense Category</th>
<th>FY16-17</th>
<th>2016-17</th>
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<tbody>
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<td>3,463,703</td>
<td>10,851,270</td>
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</tbody>
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### Expense Split

<table>
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<th>Expense Category</th>
<th>FY16-17 Expense Split</th>
<th>2016-17 Expense Split</th>
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<tbody>
<tr>
<td>People</td>
<td>5,605</td>
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<tr>
<td>Facilities &amp; Maintenance</td>
<td>533</td>
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<tr>
<td>Books, Supplies &amp; Equipment</td>
<td>1,246</td>
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<tr>
<td>Services &amp; Other Operating Expenses</td>
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<tr>
<td><strong>Total</strong></td>
<td>9,452</td>
<td>100%</td>
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* Expenses do not include capital outlay or pension liability adjustments.
† Liabilities do not include state retirement pension liabilities.