



# ROCKY MOUNTAIN PREP SUPPORTERS, FAMILIES, AND COMMUNITY MEMBERS:

# When I moved to Denver and became CEO last year,

I could not have imagined what a joyful and welcoming community I was joining. This year has taught me so much, and it has been a privilege to work alongside each and every one of you. We have so much to celebrate this year: for the first time in RMP's history, all of our campuses achieved a green rating on the statewide performance framework (SPF). We launched our PEAK Teacher program to recognize and retain our strongest educators. We rebranded and introduced our community to four wonderful mascots that represent the spirit of each of our schools. And we received unprecedented philanthropic support for the work happening in our community. The momentum in our schools is palpable, and I could not be more grateful and proud to be on this team doing this work with all of you.

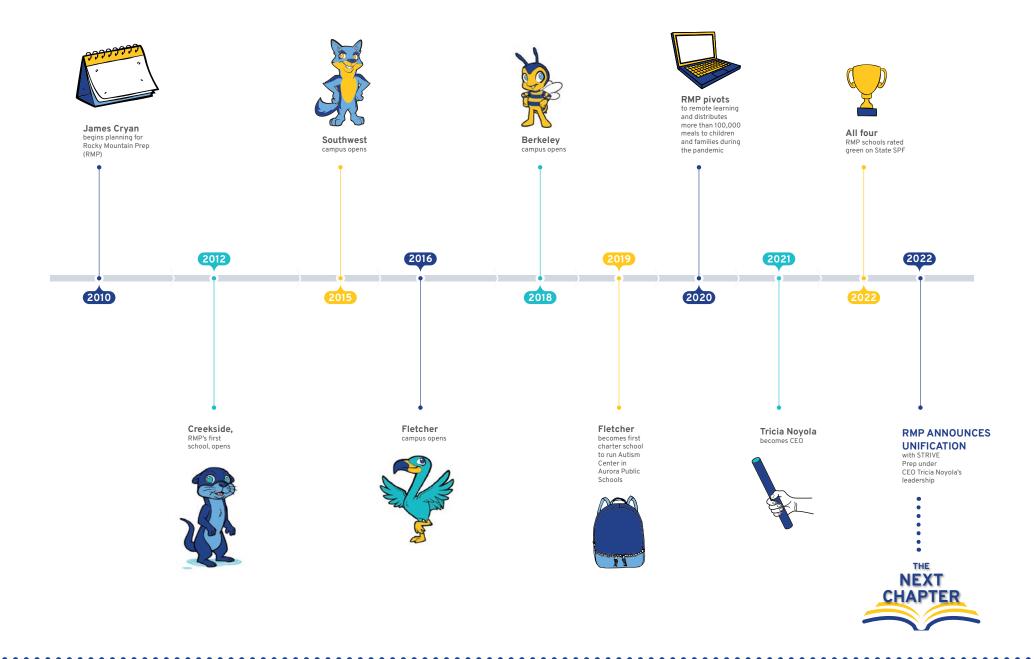
During the 2021-22 school year, our community engaged in a process to build a new strategic plan, which serves as our roadmap for the coming years. The pages that follow demonstrate how we have started to build toward that vision, and I hope the stories in here inspire you all as much as they have inspired me.

In July 2023, Rocky Mountain Prep will be joining forces with STRIVE Prep and become the only ECE-12th grade charter network in Denver and Aurora. There is so much more we will accomplish together, and I could not be more optimistic about our future.

Con Ganas

Tricia Noyola

# 12 YEARS OF RIGOR AND LOVE





# PRIORITY 1: Student reading proficiency and support for multi-language learners

One question underpins every decision made at RMP: how do we instill a lifelong love of reading in every scholar? For Ms.

Stroman, RMP Berkeley's art teacher, it goes far beyond a one-size-fits-all approach.

by RMP staff member Luzdivina Lozano, tells the story of a young girl learning to embrace who she is and celebrate her identity. After reading La Maleta during a training on supporting multilingual scholars, Ms. Stroman knew she had found a project that would allow scholars to freely and authentically share their lives with one another.

What began as a project to design suitcases of their own became an experience like no other. Scholars filled their suitcases with the stories of their families, their cultures, and their personal identities, and they shared those stories with their class. In Ms. Stroman's words. "When students share their stories, they are giving us gifts. And as a community, we accept those gifts with gratitude."

Camila, a third-grader at Berkeley, created a suitcase for her grandma who passed when she was five. She shared that diving into her feelings wasn't always easy.

"My grandma would tell me stories about when she was a kid and went to school. Sometimes I'm sad because I didn't have time to say goodbye, but I also felt proud of my suitcase. It felt good to share my story with my friends."

Fifth-grader **Daniel** designed his suitcase to capture his feelings. Each color represented a different emotion, and the inside of his suitcase held his family, his mentors, and his school.

"I wanted to express my emotions and myself," Daniel shared. "I was pretty stressed out while making it, but when I was finished, I was relieved and excited. I was proud of what I created."

When scholars presented their suitcases to Ms. Lozano and their class, the room became a place of vulnerability and safety. They treated each other's stories with respect and compassion, and no matter what feelings arose, each scholar was greeted with a hug from a classmate.

"Seeing this project come to life through Ms. Stroman's loving and purposeful preparation was a shining example of what is possible when we commit to building a culturally responsive and safe environment for students where they feel seen, included and valued," Ms. Lozano shared. "Listening to their stories, their connections with each other's experiences and witnessing, through tears, the multiple examples of empathy demonstrated by the students towards each other made my own passion and commitment to ensuring all students can have an experience like this strengthen even more."



## **PRIORITY 2:**

### **Student Social & Emotional Development**

For scholars, families, and teachers alike, Perseverance has a new meaning.

Since the 2019-20 school year, student mental health has been deeply impacted by unimaginable hardships and widespread uncertainty. Families and teachers at RMP Creekside are working together to combat that.

Once a month, the school's Family Advocacy and Support Team (FAST) hosts families at Creekside to discuss concerns, strategies, and advice for supporting their children in social-emotional learning (SEL) at home. The topics range from screen time and bedtime routines to behavior management and bullying.



Rachel Lacey, a social worker and FAST team member at RMP Creekside, shared that they have seen tremendous growth throughout the process.

"Our whole approach is restorative, not punitive," Rachel shared. "If families are worried that their children are misbehaving or getting into trouble, our idea is to support them and build them up, not punish or take things away from them. We give positive reinforcement at school, and we want to implement that at home."

The support groups — created in partnership with Shiloh House, a community organization

supporting youth mental health — are collaborative discussions. That means anyone who wants to share, raise concerns, or ask questions is welcome to do so. Childcare and dinner are provided during these sessions so that parents have space to speak freely.

Rachel shared that the groups help everyone gain perspective: educators can learn more about families' experiences, and families can learn strategies from SEL professionals.

"It can be really hard to be a parent sometimes — especially if you're a single parent, or you're working two jobs, or you're just struggling to make

ends meet. So it's really
validating for families to
hear from others in the
same positions who are
trying their best."



**PRIORITY 3:** 

Staff Proficiency,

Diversity, and

Retention

Allyssa Ross RMP Southwest At Rocky Mountain Prep, teachers do so much more than teach their subject.

In recent years, educators across the country have adapted to countless challenges by serving as counselors, confidents, and caregivers. That's why RMP teachers are the highest-paid teachers in the Denver-Metro area.

In Spring 2022, RMP announced the PEAK
Teacher program: a way to recognize and honor
the top-performing teachers across the network
based on both scholar achievement data and
observations. These teachers receive annual salaries
of \$80,000-\$110,000, along with professional
development budgets to use as they see fit for the
improvement of their school teams.

Jamison Williams, a Pre-K teacher at RMP
Berkeley, was selected for the first cohort of PEAK Teachers.
Over her five years at RMP, she has seen many incredible educators leave the profession. But she says that's changing.

"The PEAK Teacher program — and increased teacher pay in general — has reinvigorated our teachers. They feel that they are valued, and their hard work is appreciated. While we are currently experiencing a mass exodus of quality teachers from the field in general, RMP's decision to honor and compensate teachers has led to a huge increase in our network's staff retention over the past year."

PEAK Teachers represent what makes Rocky Mountain Prep so amazing: both the rigor that kids deserve to achieve at the highest levels possible in order to live choice-filled, liberated lives and the love kids need from adults who inspire them to do their best.

And we at RMP are dedicated to ensuring our teachers are seen, supported, and loved for going above and beyond every day for our scholars.

"It wasn't until I started at RMP that I began to feel effective as an educator. This is all due to the strong and consistent coaching I received here at RMP Creekside. I know the value of quality coaching, and I'm happy to pay it forward by supporting other RMP team members however I can."

Ryan Grove

First-Grade Teacher RMP Creekside



# PRIORITY 4:

Network Enrollment and Fiscal Support





### For the first time in two years, RMP families were able to engage in full-scale campus events and connect with their school community face-to-face.

Cultivating warm, responsive relationships at the beginning of the year was critical in building trust with new families and supporting continuing families so that those who started the year at RMP, stayed at RMP.

We saw a tremendous impact our first semester in how events fostered connection and welcomed families, paving the path to increased retention and opportunities for family partnership.

### August: Southwest Back to School Bash

August started with four Back to School Bashes across the network, where scholars and families came together to kick off the new school year with their teachers. At Southwest, the celebration focused on supporting their campus community by connecting families to resources. Families received discounted uniforms and learned that their school supplies would be covered in entirety by the campus — a surprise that many expressed would help offset the beginning-of-year costs and ensure their scholar started school equipped and ready to learn.



### September: Creekside Festival of **Nations**

Creekside partnered with families in September to celebrate their diverse heritage for its ninth annual Festival of Nations. This is one of the campus's largest events, and an opportunity for families and scholars to learn about the rich cultures of the Creekside community through authentic food, music, clothing, and cultural artifacts from around the world. The event featured over 30 countries, with family representatives heading each station.

### October - November: Berkeley & Fletcher Fall **Festivals**

With the change of seasons and leaves, campuses hosted their Fall Festival for families and community members to engage in. Berkeley's Trunk-or-Treat was the largest event in the network, with over 300 participants attending. Families came dressed in Halloween costumes to decorate rocks with kind messages for Berkeley's garden, connect with friends, and eat delicious food and candy.

At Fletcher, families gathered to experience a night of fun and connection with life-size games, dancing, face painting, and balloon animals. The festival provided opportunities for prospective scholars to learn about the school and engage with current scholars about their experience.

98.7% OF FAMILIES ENROLLED AT RMP HAVE STAYED AT **RMP** 

FOR THE 2022-2023 SCHOOL YEAR. THIS IS A

24%

**INCREASE IN THE PAST** TWO YEARS.

As of 12/2022, persistence is with families and create vibrant events to foster persistence,



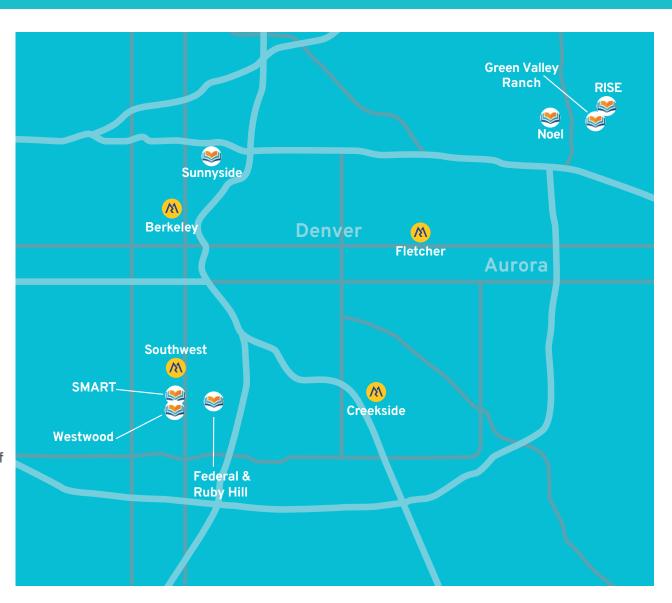
### **PRIORITY 5:**

## **Network Growth and Expansion**

On August 3, 2022, the Rocky Mountain Prep and STRIVE Prep boards voted to unite the two organizations and join together into a single, unified public charter school system beginning July 2023.

Families across both networks have shared for years their desire for more high-quality schools that they could attend for a student's entire academic experience, and we are excited to be able to respond to that need in the future.

Tricia Noyola, Rocky Mountain Prep's current CEO, will serve as the CEO of the united early childhood (ECE) through 12th-grade public network of schools. The unification, which takes effect for the 2023-24 school year, will provide a continuous and cohesive ECE-12 education experience for families with some of the best-performing schools in Metro Denver.



# **OUR SCHOOLS AT A GLANCE**



4 campuses

**1,797** students

**74%** of scholars are economically disadvantaged

**39%** of scholars are multilingual learners

14% of scholars receive special education services

204 Pre-K scholars



### **CHAMPIONS OF RMP**

#### **BOARD OF DIRECTORS**

Pat Donovan Board Chair, Treasurer, and Business Committee Chair Managing Partner, RootED

Charlotte Brantley Education Committee Chair Former President & CEO, Clayton Early Learning

Jessica Thwaites Vice Chair & RMP Berkeley Family Representative Managing Partner and Owner, Coda Coffee Company

Marlon Marshall External Relations Committee Chair Partner, City Fund

Jill Hamilton Anschutz Independent Consultant

Russell Hedman Senior Associate, Hogan Lovells

Jemal Takele RMP Creekside Family Representative United States Postal Service

### \$250,000+

Charter School Growth Fund MacKenzie Scott

### \$100,000 TO \$249,000

Early Milestones Colorado Rentschler Family Foundation Sturm Family Foundation

### \$25,000 TO \$99,999

RootED

### \$10,000 TO \$24,999

Anonymous (1)
Anschutz Foundation
Carson Foundation

### \$1,000 TO \$9,999

Charlotte Brantley

Colorado League Of Charter Schools Denver Pre-School Program

Gail Donovan

**Gary Community Ventures** 

Jessica & Tim Thwaites

Marlon Marshall & Stacy Berger

MidFirst Bank

Patrick & Marcy Donovan

Relay Graduate School

Russell Hedman

Stephanie Sponder

### \$500 TO \$999

**David Schlichter** 

Frances L Held

Lee & Suzanne White

Omnia Fitness Collective

The Casanova Family

### **UPTO\$499**

Anonymous (2)

Abby Hagstrom

Amazon Smile

Antara Kanth

Barb & Fred Baumann

Candie Powell

Carmen Davis

Carrie Morgridge

Caryl Buckstein

Christina Castro

Clarence Burton

Corrine Holck

Community First

David Ostrowski

Edward Krankowski

Emily Dorn & Ryan Kockler

**Emily Gottenborg** 

Eric Cipra

Fecha Taleso

**GENYOUth** 

Greg & Taryn Rawson

Hannah Marck

Indrina Kanth & Eric Chan

James Cryan & Elizabeth Coogan

Jenn Stevenson

Jennifer Dahlgren

Jessica Elliott

Jessica Zamorski

Jill Henderson

Justine Vasquez

Kevin Hall

Laura Haller

Lidiane Mocko

Luzdivina Lozano

Mary Ann Mahoney

Miller Farmer Law

Molly Berger

Rachel Van Brocklin

Rosa Maldonado

Silvia Vicente de Garcia

Tara J. Haskell

Tashay Green-Meeks

The Marinos Family

TR Straub

Vachon Brackett

Yona Porat

#### **IN-KIND GIFTS**

Children's Museum of Denver

Clyfford Still Museum

Custom Ink Designs

Denver Art Museum

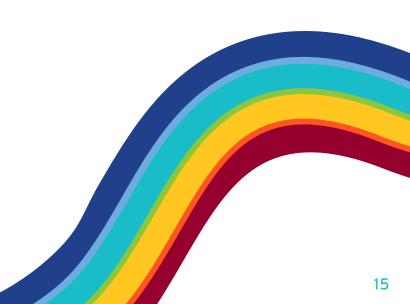
Guiry's

Meow Wolf

Patsy Tankersley

**Tuchman Foundation** 

**SMJ Communications** 



# FINANCIAL DATA

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
SCHOLARS	955	1,278	1,786	1,940	1,845	1,860
K-5 ENROLLMENT	811	1,134	1,567	1,786	1,739	1661
PUBLIC REVENUES	8,256,596	11,401,405	19,566,654	25,178,479	26,934,147	33,906,452
PRIVATE GRANTS AND REVENUES	2,594,674	4,227,139	2,312,929	1,627,374	1,462,778	1,193,143
TOTAL REVENUES	10,851,270	15,628,544	21,879,583	26,805,853	28,396,925	35,099,595
PROGRAM EXPENSES	5,630,833	8,356,830	14,759,486	20,371,863	20,293,837	23,095,249
SUPPORT EXPENSES	3,820,772	4,880,404	5,453,045	4,087,848	7,876,566	11,140,679
TOTAL EXPENSES*	9,451,605	13,237,234	20,212,531	24,459,711	28,200,403	34,235,928
TOTAL ASSETS†	4,637,579	6,730,123	8,384,666	12,210,065	17,133,279	17,852,204
TOTAL LIABILITIES‡	575,888	277,122	364,613	1,543,870	654,447	899,705
TOTAL NET ASSETS	4,061,691	6,453,001	8,020,053	10,666,195	16,478,832	16,952,499

<sup>\*</sup> Expenses do not include pension liability accruals or other capital expenses.

People*	\$18,943
Books, supplies & equipment	\$2,931
Facilities, furniture & maintenance	\$1,370

\$ in 000's

\$34,236

**FY21-22 EXPENSE SPLIT** 

Services, fees & other \$10,992 operating expenses

\* Includes professional development, nurses, and counselors

#### **2022-22 EXPENSE OVERVIEW**



**Total** 

 $<sup>\,\</sup>dagger\,$  Assets do not include facilities, fixtures and other capital assets.

<sup>‡</sup> Liabilities do not include state pension plan liabilities and facility borrowings.





