Tuesday, May 11, 2021
Rocketship Public Schools Achievement Committee (2020-21 Q4)

Meeting Time: 1:00pm to 3:00pm
Webinar link: https://rocketshipschools.zoom.us/j/87489021976
Public Comment: Members of the public can make comment on off-agenda items at the start of the meeting, and on agenda items immediately preceding the board's discussion of each item. Please use the webinar's "raise hand" feature to indicate you would like to make a comment. You will be recognized once the public comment time begins, and will be unmuted by the host and permitted to make comment for a duration of up to 3 minutes.

1. Opening Items

A. Call to order

B. Public comment on off-agenda items

2. Consent Items

A. Approve minutes from the February 9, 2021 Achievement Committee meeting

3. Agenda Items

A. Mission moment: Schools Reopening

B. Reopening: Spring 2021 and 2021-22 school year

C. 2021-22 School year priorities

4. Adjourn

THE ORDER OF BUSINESS AND TIMINGS MAY BE CHANGED WITHOUT NOTICE: Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice, provided that the Board takes action to effectuate such change.

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If you would like to make a public comment in Spanish or Vietnamese and would like us to translate to English for the Board, please send a request to compliance@rsed.org at least 24 hours before the start of the meeting.

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Rocketship Public Schools Achievement Committee (2020-21 Q3) (Tuesday, February 9, 2021)
Generated by Apoorva Katikaneni on Friday, March 05, 2021

1. Opening Items

A. Call to order
At 1:03pm, took roll call. With a quorum of committee members present, Ms. Stiglitz called the meeting to order.
Present: Julia Stiglitz, Deborah McGriff, Daniel Velasco
Advisors: Malka Borrego, Melissa Martin, Kate Coxon, Maya Martin

B. Public comment on off-agenda items
At 1:05pm, Ms. Stiglitz called for public comment on off-agenda items. No comment was made.

2. Consent Items

A. Approve minutes from November 10, 2020 Achievement Committee meeting
At 1:07pm, Ms. Stiglitz called for a motion to approve the consent items. A motion was made by Ms. McGriff, seconded by Mr. Velasco, and carried unanimously by roll call vote.
Y: Julia Stiglitz, Deborah McGriff, Daniel Velasco
N: --
Abstain: --

3. Agenda Items

A. Reflections by Rocketeers
At 1:09pm, the committee discussed agenda item 3(A).

B. Staff satisfaction survey
At 1:20pm, the committee discussed agenda item 3(B).

C. School operations update
At 1:40pm, the committee discussed agenda item 3(C).

D. DEI: Representative leadership
At 2:00pm, the committee discussed agenda item 3(D).

E. DEI: Culturally responsive schools
At 2:30pm, the committee discussed agenda item 3(E).

4. Adjourn (3:00pm)

At 3:00 pm, Ms. Stiglitz called for a motion to adjourn. A motion was made by Mr. Velasco, seconded by Ms. McGriff, and carried unanimously by roll call vote.
Y: Julia Stiglitz, Deborah McGriff, Daniel Velasco
N: --
Abstain: --

Respectfully Submitted,
Apoorva Katikaneni
Senior Compliance Associate
Rocketship Public Schools

ROCKETSHIP
PUBLIC SCHOOLS

Achievement Committee Meeting

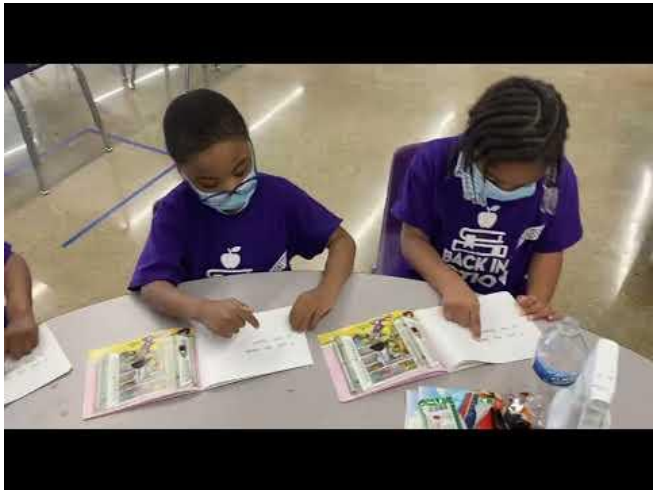
May 11, 2021

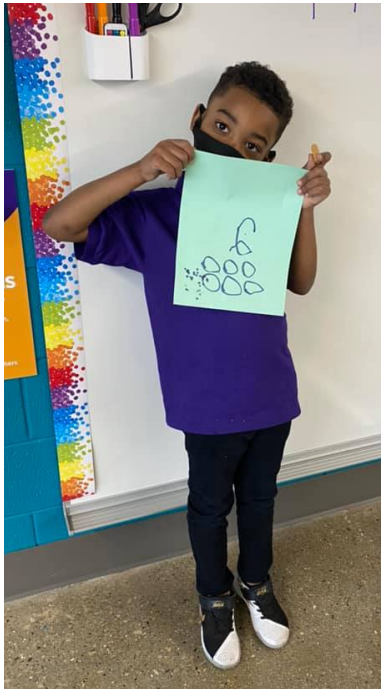
Agenda

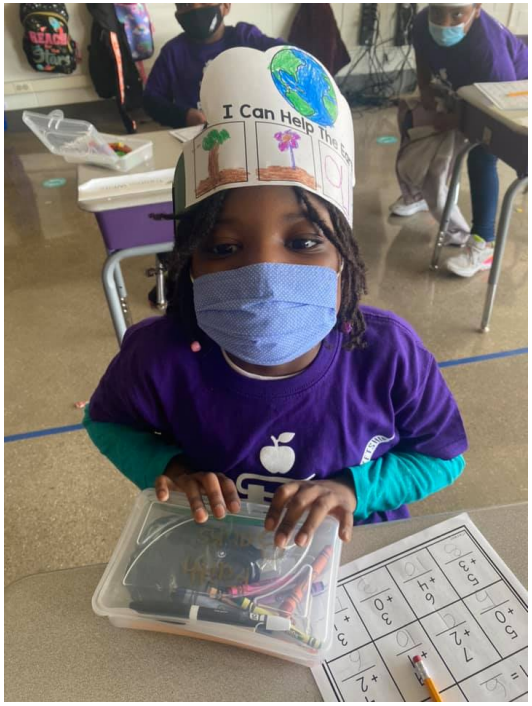
1. Mission Moment
2. *Reopening: Spring '21 and 21-22 SY (Pre-Reading)*
3. *21-22 SY Priorities (Pre-Reading Slides 10-16)*
    a. Resources & Investments to Address Unfinished Learning

Mission Moment

Mission Moment: MKE Reopening!







Reopening: Spring ‘21 and 21-22 SY

data as of 5/6/21

CDC Indicators and Thresholds

	CA					
	Santa Clara	San Mateo	Contra Costa	MKE	NSH	DC
CORE INDICATORS	orange tier	orange tier	orange tier			
Number of new cases per 100,000 persons within the last 14 days	4.7	3.4	5.8	13.8	11.6	10.3
% of tests that are positive during the last 14 days	0.9%	0.6%	1.7%	4.7%	3.2%	3.3%

Spring 2021 Instructional Offerings

Region	Progress in Weeks of 4/26-5/7
CA	• Schools are providing in person opportunities for all Rocketeers who opt in! • Campuses are having student engage in in-person learning, team building, and completing their EOY assessments • RFA: 350, RSA: 250, RDP: 250 • ROMO: 200, RSK: 215, RLS: 150 • RRWC: 243, RSSP: 150, RRS: 230, RBM: 218 • RMS: 210, RDL: 203, RFZ: 150 • Total of roughly 2,800 students (41%) receiving in-person learning in the Bay Area!
DC	• RLP, RISE, and RIC all expanded into phase 2 of reopening on April 26 with plans to bring back even more Rocketeers throughout May for end of year testing and celebrations.
MKE	• RTP and RSCP welcomed back 70-80% of students in person 4/13-4/19!
NSH	• RUA and RNNE have each had ~300 Rocketeers learning on campus since early April (roughly 50-70% at each campus receiving in-person learning)!

21-22 SY Opening Plans

- **Full return to in-person instruction in every region**
  - Possibly offering a small virtual option in regions (CA and DC) where allowed.
  - Staff will return to full-time in-person work.
- **Revised layers of protection to reflect updated health guidance**
  - Focus on the CDC's strategies to reduce transmission of COVID-19 in schools: universal and correct use of masks, physical distancing, handwashing, cleaning and maintaining healthy facilities, and contact tracing + isolation and quarantine.
  - Strongly encourage staff to be vaccinated--but not yet a requirement.
    - Vaccinations for children age 2-11 likely to be approved in September.
- **Adding several new positions at each campus to support increased student need and continuing constraints related to health and safety**
  - COVID relief funding will allow us to add roles targeting accelerating student academic growth, supporting student and family social-emotional needs, and relieving pressure due to staff isolation/quarantine.
- **Learning and continuing practices from 20-21 experience**
  - Continued regional ownership of operational approach to meet specific regional context, public health guidance, and operating constraints.
  - Extension of campus COVID Lead position through at least the first semester.

21-22 School Year Priorities
Accelerating Achievement & Responding to COVID

Quality	Impact	Advocacy	DEI	Culture
Top 10% SED (~Top 25% ALL students)	14,000 Rocketeers Sustainability	100 Parent Power Meetings	60%+ leaders represent student racial & ethnic identities	Currently under revision with focus on inclusion

Opening the next frontier of excellence

through equity, collaboration, and agency

Re-open in-person learning with an elevated model of excellence.

- *Address the unique needs of our Rocketeers post-COVID*
  - Focus on health and wellness (i.e. additional SEL time)
  - Work to significantly mitigate or eliminate COVID learning loss by end of the SY (i.e. additional tutoring/intervention supports)
  - Rebuild relationships and community at our schools
- *Ensure Culturally Responsive Schools*
  - Pedagogy: Implement revised HUM and SEL curriculum
  - Inclusive Community: TBD (based on proposal from CRS Working Group)
- *Incorporate new learnings and best practices from distance learning*
  - JetPackED
  - CareCorps

Open the power structure of our network to create greater agency & accountability in regions and improve efficacy & focus of NeST.

- *Governance:* Create a strategy towards est. TN and CA regional gov. boards
- *Org Structure:*
  - Establish a clear Regional Leader in all regions
  - Clearly separate/distinguish National Teams (e.g. Schools) roles and resp. from Regional Teams
- *Decision-rights:*
  - Put IRDP (Input, Recommend, Decide, Perform) principles into action
  - Align on what is standardized across the network in instructional model/program
- *Coordination Structures:* Implement structures and processes for regional and national collaboration (TBD based on Attuned's work)
  - Inst. OHD as a key tool for tracking org health
  - Ritualize structures and processes to ensure teams are aligned and coordinated
- *Texas Opening:* Open TX through a Strategic Controller lens

Build a more open and inclusive culture that is a great place to be for all Rocketeers.

- Redefine Rocketship culture by redefining the "Rocketship Way" to be more explicit and inclusive
- Appropriate resourcing our DEI initiatives and work
- Partnering with the DEI Council in driving org-wide DEI strategy
- Develop robust recruitment and internal promo pipelines for Black and Latinx staff, especially in core gap areas like NeST, Organizational Leaders (Director and above), Milwaukee, Schools Team, and Bay Area Principals
- Team self-care & well-being

COVID Relief Priorities

“We will not go back to normal. Normal never was. Our pre-corona existence was never normal other than we normalized greed, inequity, exhaustion, depletion, extraction, disconnection, confusion, rage, hoarding, hate and lack. We should not long to return, My friends. We are being given the opportunity to stitch a new garment. One that fits all of humanity and nature.”

- Sonya Renee Taylor

“I echo those insisting we not go down an ineffective remediation path, but instead meet the moment with a combination of rigorous instruction, tutoring, mental health supports, and extra learning time”

-Elliot Haspel, EdNext

Thematic Goal

Adapt to Close the COVID Gap

Defining Objectives

Strong Start of a School and Beyond for All:
Safely return large majority of students and families back to campus with supporting COVID-19 precautions, systems, and precautions

Accelerate Achievement:
Students experience academic success by meeting or exceeding Fall of 19-20 absolute results by Fall of 22-23

Strong Student Culture:
Establish and maintain a strong student culture rooted in culturally responsive pedagogy and social-emotional learning

Build Strong Relationships:
Build Strong Relationships with students, families, and staff and culture where they feel safe, valued, and part of our larger community.

Standard Operating Objectives

- Student Achievement (NWEA MAP, state test)
- Student Experience (survey)
- Retention
- Enrollment
- Attendance
- Staff, Family Satisfaction

Strong Start of School for ALL

Priority (Defining Objectives)	Key Goals (Key Standard Operating Objectives)	Milestone Metrics (how will we measure the goal?)	Resources to elevate our work
Strong Start of School for All Safely return large majority or all of students and families back to campus with supporting COVID-19 precautions, systems, and precautions	• 90% - 95% of students/families opt for in-person option • 95% to BET Day 1 showrate • Operationalize and maintain COVID-19 precautions, systems, and structures with 100% fidelity • 80% positive responses on the student survey	• 80% positive responses on the beginning of the year family survey • 95% Week 2 enrollment • 90% of families engage in Parent Camp • 95% TK/Kinder/ G1 students attend Kinder Camp • 90% of families attend orientation/ parent camp	• Invest in PPE materials & follow all protocols at school. Covid tests, etc.. • Covid Leads continuation • Extra Operation staff to support with lunch, recess, arrival and dismissal • Upgrades wifi to allow 1:1 device use at school • 1:1 Chromebooks • Revised Unit Zero to balance academics and relationships

Accelerate Achievement

Priority (Defining Objectives)	Key Goals (Key Standard Operating Objectives)	Milestone Metrics (how will we measure the goal?)	Resources to elevate our work
Accelerate Achievement • Tier I Adjustments • Increased Interventions Students experience academic success by meeting or exceeding Fall of 19-20 absolute results by Winter 21-22 (with intervention having same results or better)	• 1.5 years of growth on NWEA • All schools percentage of students @ or above 67th percentile on NWEA (Greater than equal to Fall '19) by Fall '22 • All schools lead % of students @ or above 33rd percentile on NWEA (Less than equal to Fall '19) (Intervention focus) or reword as = Reduce % of student below the 33rd percentile on NWEA to meet or exceed Fall '19 absolutes • 100% of schools lead % of students @ or above proficiency on state assessment	• 80% of focus Ss moving 4 STEP levels • 50% PK-3 on STEP/F&P Target • Academic growth for students receiving interventions--whether interventions are academic, social/emotional, or behavioral--greater than or equal to all students growth on NWEA	**School** • Additional tutors/ interventionists for academic interventions to more deeply address unfinished learning • Extended time: Before/After-school Program, Saturday School, Summer school in 2022 • 3rd AP to manage/coach intervention program and MTSS **Regional** • Additional Achievement Managers (STEM & Humanities focus)

Establish and Maintain a Strong Student Culture

Priority (Defining Objectives)	Key Goals (Key Standard Operating Objectives)	Milestone Metrics (how will we measure the goal?)	Resources to elevate our work
Establish and maintain a strong student culture rooted in our Rocketship culturally responsive schools vision and social-emotional learning	• All school lead % of Ss on student survey (identify specific Qs) • <1% suspension rate	• 80% of Students in Social-Emotional and Behavior (SEB) interventions will have improved SEB scores	**School-Level** • Additional interventionists for social-emotional and behavior interventions • Additional mental Health providers and interns to more fully address trauma of COVID • Implementing even stronger culturally relevant curricula in HUM and SEL • Additional enrichment programs **Regional** • Board Certified Behavior Analyst: Support schools with plans and strategies for students with highest need behaviors • Mental Health Provider (MHP) Manager

Build Strong Relationships

Priority (Defining Objectives)	Key Goals (Key Standard Operating Objectives)	Milestone Metrics (how will we measure the goal?)	Resources to elevate our work
Build Strong Relationships with students, families, and staff and culture where they feel safe, valued, and part of our larger community.	**Families** • 90% of parent rate or higher on Parent Survey (identify specific Qs) • 95% of families retained through October 15 • All schools reach 100% Home Visits by December 1 **Staff** • 80 % on Staff Survey (identify specific Qs) • 95%+ of staff retained through November 1	**Families** • 95% of families on track to meet PPH • 70% attendance to Cafecitos, Community Meetings, etc. • **Staff** • 80% on Staff Survey (key questions) • 5.8 Manager Survey for school leaders	**Families** • Continue prioritizing whole family, specially most vulnerable families well being leveraging Care Corp (Care Corps Coordinator in each school)- Wrap around services • Parents feel as partners in the reopening process to strengthen reopening as a whole **Staff** • On-site teacher sub to provide planning coverage for teachers • Staff Wellness Partnership Funds • Additional Teacher Well-Being Funds • Burn in Mindset Program • Wellness days in School year calendar

Resources & Investments to Address Unfinished Learning

COVID related funding will boost student's strong return to the classroom

Covid Funding

- We are fortunate to have **substantial Covid funding support for students, families** and **staff,** coming from federal and state levels ~ **$59M** over multiple years
- **Funding is one-time and will generally expire** after ~ 2 -3years
  - Budget Projections for Covid funding: FY22 $20M FY 23 $17M, FY 24 $12M

Implications

- We are making investments closely tied to our four priorities for FY21-22--strong start to school, accelerate academic achievement, establish and maintain a strong student culture, and build strong relationships with students, families, and staff.
- 80% of funds are going towards investments in compensation and staffing.

Discussion Focus: How should we approach adding significant numbers of new positions (+16%), keeping in mind this supplemental funding will sunset?

Increasing Compensation and Benefits for Returning Staff

- Prioritizing annual staff compensation increases for all roles in all regions. Outpacing FY21 increases of 2-5% on average per region.
- Ensuring that salary scales remain competitive in every region as we work to continually elevate and honor our educators and the profession of teaching.
- Rising hourly pay scales for school staff so we can both retain staff over time and bring in new staff at competitive rates.
- Fully covering benefits premium increase for 2nd year in a row ($500/employee)

Annual % inc, or $/hr inc	**CA**	**MKE**	**NSH**	**DC**
Teachers	4-10%*	2%	3%	3%
School Leaders	7.5-10%	2%	6.5-10%	7.5-10%
Hourly	+$2/hr	+$3.40 - +$4/hr	+3%	+$1/hr
Nest	Average 6% increase including promotions (was 2% in FY21) Scale changes TBD based on benchmarking and CA minimum wage.			

*California minimum wage increasing from $58,240 (current) to $62,400 as of 1/1/2022; drives salary scale change and level of increase

Proposed staffing changes - May update

Across 20 Schools Nationally: 124 new roles (100% covered by Covid funding)

Across 6 Regions: 30 new roles (46% covered by Covid funding); increase in regional teams aligned to focus on building Regional ownership and capacity

National: 16 new roles (50% dependent on Texas approval, term limited, delayed start)

	NTL	CA	MKE	NSH	DC	TX	TOTAL
Current NeST Active	104	65	9	16	25	4	223
Proposed NeST Base Additional	16	4	1	3	1	7	32
Proposed NeST Covid Additional		10			4		14
Total Estimated NeST	**120**	**79**	**10**	**19**	**30**	**11**	**269**
Current School Active		601	69	86	138		894
Proposed School Additional - COVID		88	6	18	12		124
Proposed School - Base Budget		8					8
Total Estimated Schools	**0**	**697**	**75**	**104**	**150**	**0**	**1026**
Total	**120**	**776**	**85**	**123**	**180**	**11**	**1295**
Change	15%	17%	9%	21%	10%		16%

New staff addressing unfinished learning and trauma from pandemic

School Staff

~6 additional staff per school to support programming based on needs of their Rocketeers and families

- Student small group instruction and intervention : Humanities, STEM, EL, SEL
- Classroom coverage (teachers in training)
- 3rd AP for added management capacity especially of additional tutoring (and added leadership pipeline)
- Family supports

Nashville - exception as several new hires in the Relay program will seed the new staff at NSH3 in FY2023 opening

Network Staff

Regional Staff

- Achievement managers
- Special education
- Wellness
- Bilingual/EL
- Families: Care Corps, Education Organizers
- IT Support (bringing in-house)
- Texas team to launch region and prepare for school start-up

National Staff

- DEI
- Professional Development and NeST talent development
- Content Teams: Humanities, STEM, Social Emotional Learning (SEL)

Focus areas to maintain strong culture and support efficacy of new staff

Key Staff Shifts FY 21-22

- All schools fully back in person
- 16% new positions; most term-limited 2-3 years
- ⅓ of staff new to Rocketship
- ~40% staff new in role

Spring to Fall Response

- Appreciating current staff
- Hiring well
- Supporting strong entry and management
- Investing in development pipelines to support advancement/retention
- Committing to/re-instituting culture rituals

Are we focused on the right areas to ramp up staffing effectively?
What risks or opportunities to staff culture should we anticipate?

Staff Hiring: Focus areas for starting strong in 2021-22 with 35% staff as new to Rocketship

Workforce Planning	Recruitment	Selection	Training
School and team-driven role planning (short & long term)	Generating candidate pipelines	Transparent & equitable processes	Onboarding
Clear and equitable job descriptions, pay, and evaluations	Prioritizing representative leadership goals	Ensuring smooth school to NeST transitions & school stability	New manager support & development

Recruitment & Selection of Staff for Added Positions

- Existing recruitment team prepared for school staff hiring with a few new supports
- NeST hiring has historically been fully run by NeST hiring managers
- ~50% Increase in NeST hiring from typical year requires more substantial supports

Temporary Investments in Recruitment Capacity

- On track for original 21-22 school hiring
- Adding 4-5 month temporary recruiter and search supports for select roles
- Extending referral bonuses
- Increasing paid advertising

Promoting Internal Hiring & Pathways

- New internal job board & outreach
- Common timelines & priority round of hiring for roles that may involve school staff transitions
- 11/1 transition date for Schools-->NeST hires

Increase in NeST Hiring Manager Support & Structure

- New hiring manager tools and resources
- Added trainings on recruitment practices and Unconscious Bias/Equity in hiring
- Batch processing recruitment & hiring in 3-4 rounds (May-January)

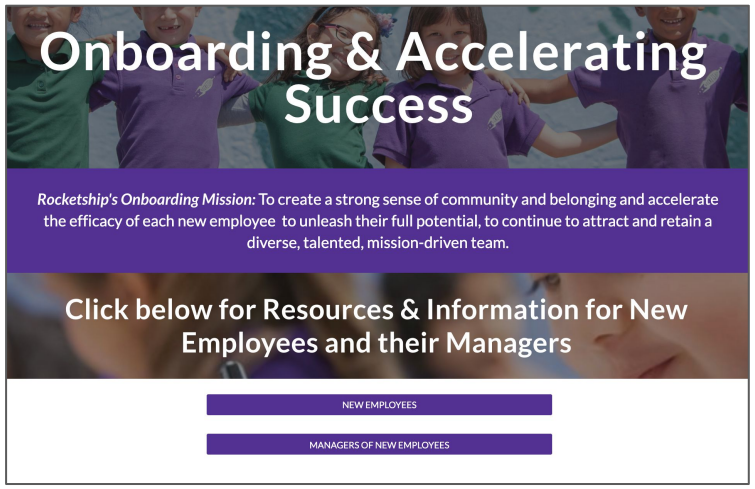
Onboarding

Continuing 100% participation in network onboarding

- Monthly New Employee Orientation sessions
- New hires assigned an ambassador to provide 1:1 support
- Effective execution of operational onboarding

New or Increasing:

- Manager supports for successfully onboarding new hires
- Opportunities for new hires to meet informally with regional leaders
- School staff to NeST onboarding supports
- Continue to strengthen onboarding tools and resources available to staff and managers on internal website (Mission Control)



Year 1 Manager Support & Development

35 New School-Based Managers & 20 New NeST people managers/leaders
Approximately 30% of Rocketship managers will be new in 21-22

New Manager Training

- Building on Existing 5 Part Series (Focus on setting expectations, performance management, feedback, coaching, building relationships & culture)
- Adding DEI/Inclusive Leadership strand for all managers

Increasing Frequency of Manager Feedback

- Current Manager Feedback Survey 1-2x year --> Adding pulse check surveys
- Follow up tools, resources for all and 1:1 support when needed

1:1 & Small Group New Manager Support

- Focus on accessible tools and resources (e.g. manager portal)
- Considering small groups of managers in similar roles/contexts with experienced manager facilitator to follow up on training content and consultancies

Building Capacity in Leadership at Schools

Principal Support & Development

- Aligning development to Rocketship Leadership Competencies
- Providing both technical and adaptive leadership professional development
- Differentiating professional development by both region and skill
- Providing direct school leader coaching via additional staffing of achievement managers
- Investing in external partnerships (Latinos for Education)

Director of Schools (DoS) Support & Development

- Aligning development to Rocketship Leadership Competencies and regional vision
- Partnering with Executive Directors on Director of Schools (DoS) specific needs to create scope of both technical and adaptive development
- Creating national cohort of DoS partnership, collaboration and innovation
- Creating comprehensive DoS onboarding plan

Investing in Our Long Term Talent Pipeline with COVID Relief Funding

- Growing our pool of future teacher and school leader candidates with added positions
- Adding NeST positions that invest in pipelines and representative leadership

Instructional Hourly Staff /Associate Teacher--> Teacher Pipeline
70% of Added School Staff Roles (80 positions)

Support & Coaching in Role

- Adding 1 AP or coach on many campuses to keep management caseloads low

Transparent & Accessible Career Pathways

- Resources and information sessions on pathways
- Credential testing counseling and support
  - $1K/new teacher in reimbursement
  - Test Prep Program

BA & Credential Completion Supports

- $2K/teacher for credentials
- Existing residencies in DC, NSH
- Intern credential partner in CA (National U)
- Rivet School BA completion program (scholarships for 60 staff members in 21-22)

Assistant Principal --> Principal Pipeline

Up to 10 APs joining new Aspiring Principals Program in 2021-22

Added NeST Positions to Invest in Pipelines & Representative Leadership

- Associate Director of DEI
- Associate Director of NeST Talent
- Associate Director of PD

Questions for Discussion

- What other short term recruitment and hiring supports have you seen support periods of high growth?
- What high leverage onboarding or new manager supports have you seen in other organizations?
- Are there other issues in recruitment, selection, or onboarding that you think we should be thinking about more?
- Are there other opportunities or priorities that we should be considering with COVID funding?

Appendix

COVID Relief Priorities

- Safe and Healthy Schools
- Effectively Address Learning Loss
- Address students increased social-emotional and mental health needs
- Deepen wraparound support for students and families
- Support staff to be successful in a full-time return to daily in-person instruction
- Meet the operational needs to open the 21-22 SY
- Continue to evolve and improve RPS school model

COVID Relief Key Investments

1. 1:1 Devices/JetPackED/Homework/OLPs (All Regions)
2. Facility and Air Filtration Elevation
3. Increased Dosage of Tutoring (All Regions)
4. Talent Pipeline (All Regions)
5. Intensified EL Supports (National/CA/DC)
6. Fully implement rotational model (MKE)
7. CareCorp/Community Schools (CA)
8. Staff sustainability: On-site Campus Sub (CA + DC)
9. Aftercare Expansion (CA)

CA proposed additions support organizational structure changes

Role	Covid relief
AD Virtual Academy	100%
Mgr Community (CareCorps)	100%
Mgr Achvmt ELA	100%
Mgr Achvmt Stem	100%
BCBA (behavior analyst)	100%
AD Related Svc Covid	100%
Mgr School Support Covid	100%
Sr Assoc Student Records	100%
Social Work/Integrated Special Education Intern Mgr	
Education Organizer South Bay	
Manager ELD	
Family Engagement Specialist	
Chief of Staff	

- 8 roles identified as Covid relief related, therefore not long term
- 5 roles proposed as permanent adds
- Annualized financial impact
  - $700K Covid, one time
  - $400K not one time
- Future sustainability of roles will link to enrollment and per pupil levels in CA

20-21 Teacher Hiring Progress to Date (As of 5/6/21)

Region	Total Teacher Vacancies +1	Total Hires Made	% Hired (Vacancies +1)
CA - East Bay	15	13	87%
CA - South Bay	49	50	102%
DC	13	14	108%
MKE	5	5	100%
NSH	6	7	117%
Network	88	89	101%

Notes

- Includes any added STEM, HUM, or ISE Specialist roles from COVID relief funding
- Does not include added Associate Teachers or Overhires (26)
  - 50% hired for these added ESSER-funded positions
- Some additional resignations expected in May-July (as in any year)
- +1 added to assumed vacancies to account for May-July resignations

20-21 Teacher Hiring
External Hiring to Date Compared to Historical Hiring

	South Bay	East Bay	TN	WI	DC
17-18	59	32	16	8	19
18-19	84	21	15	10	16
19-20	35	10	6	5	12
20-21 to date	29	7	6	1	7

Notes

- Only includes external candidates
- 39 additional internal teacher hires made this year for 21-22 school year

20-21 AP Hiring to Date

	South Bay	East Bay	MKE	NSH	DC
Confirmed Vacancies*	12	2	2	2	3
Total Possible Vacancies	13	3	2	2	5
Hires	12		1	2	3
Pending Offers	0		1	0	0
Possible Offers	3		0	0	0
Interviews held	27		5	6	11
Remaining confirmed vacancies	2		1	0	0

*Includes all 9 additional 3rd/Extra APs approved in March-April

Principal Hiring

- All principal positions for 2021-22 filled
- 3 new principals hired and currently onboarding:
  - Bobby Miles, RNNE
  - Jason Colon (veteran Rocketship principal), RSSP
  - Jazmin Quiroz, RDP

ROCKETSHIP
PUBLIC SCHOOLS

Board meeting glossary of terms

Snapshot of Rocketship Schools by Region

SAN JOSE	EAST BAY & PENINSULA	MILWAUKEE	NASHVILLE	DC
Interim Executive Director (Bay Area): Maricela Guerrero **Directors of Schools (DOS):** Kylie Alsoform, Danny Etchverry, Sam Turner, Juan Mateos **Regional Director (RD), South Bay:** Janine Ramirez **Regional Director (RD), East Bay and Peninsula:** Marie Alvarado-Gil		**Milwaukee Executive Director:** Brittany Kinser	**Nashville Interim Executive Director of Schools:** James Robinson	**DC Executive Director: Candice Bobo** **DOS:** Joshua Pacos **RD:** Joyanna Smith
Rocketship Mateo Sheedy Elementary (RMS) 2007; TK-5th	Rocketship Si Se Puede Academy (RSSP) 2009; TK-5th	Rocketship Redwood City Prep (RRWC) 2015; TK-5th	Rocketship Southside Comm. Prep (RCSP) 2013; K4-5th	Rocketship Nashville Northeast Elementary (RNNE) 2014; K5-4th	Rocketship Rise Academy (RISE) 2016; PreK3-5th
Rocketship Los Suenos Academy (RLS) 2010; TK-5th	Rocketship Mosaic Elementary (ROMO) 2011; K-5th	Rocketship Futuro Academy (RFA) 2016; TK-5th	Rocketship Transformation Prep (RTP) 2018; K4-5th	Rocketship United Academy (RUA) 2015; K5-4th	Rocketship Legacy Prep (RLP) 2017; PreK3-5th
Rocketship Discovery Prep (RDP) 2011; TK-5th	Rocketship Brilliant Minds (RBM) 2012; TK-5th	Rocketship Delta Prep (RDL) 2018; TK-5th			Rocketship Infinity Community Prep (RIC) 2020; PreK3-2nd
Rocketship Alma Academy (RSA) 2012; TK-5th	Rocketship Spark Academy (RSK) 2013; TK-5th				
Rocketship Fuerza Community Prep (RFZ) 2014; TK-5th	Rocketship Rising Stars Academy (RRS) 2016; TK-4th				

Acronyms & Commonly used terms (Page 1)

AP	Assistant Principal
ARUSD	Alum Rock Union Elementary School District
AUSD	Antioch Unified School District (Authorizer for RDL)
BET	Budgeted Enrollment Target
BOM	Business Operations Manager
BOY	Beginning of Year
CAASPP	California Assessment of Student Performance and Progress
CALPADS	This is the California state student information system. We use this to get state student numbers for our student state demographic reporting.
CDE	California Department of Education
DOS	Director of Schools
ECC	Enrichment Center Coordinator
ELA	English Language
ELL	English Language Learner, a student who is still learning English and therefore guaranteed legally-mandated supports in the academic setting
ELPAC	English Language Proficiencies for California
EOY	End of Year

Acronyms & Commonly used terms (Page 2)

FMSD	Franklin McKinley School District (Authorizer for ROMO and RSK)
HUM	Humanities Block
IEP	Individualized Education Program: A written plan created for a student with disabilities by the student's teachers, parents or guardians, the school administrator, and other interested parties.
ILS	Individualized Learning Specialist (tutors in our learning labs)
ISE	Integrated Special Education
LL	Learning Lab
LLI	Leveled Literacy Intervention (guided reading intervention curricula used by our ILS)
MAP (NWEA)	Measures of Academic Progress; The online, norm referenced assessment that measures student growth throughout the year made by Northwest Evaluation Association. An assessment with grade level content that measures students proficiency level within the grade level
MDUSD	Mt. Diablo Unified School District
MKE Forward	Wisconsin State Assessment

Acronyms & Commonly used terms (Page 3)

MNPS	Metro Nashville Public Schools (Rocketship School Nashville School's Authorizer)
MPS	Milwaukee Public Schools
MTSS	Multi-Tiered Systems of Support; the process by which academic and behavioral interventions for students in need of support are documented and implemented
NWEA (MAP)	Northwest Evaluation Association; The organization that creates MAP (an online, norm referenced assessment that measures student growth throughout the year)
OLP	Online Learning Program
OM	Office Manager
P	Principal
PARCC	DC State Assessment
PBIS	Positive Behavioural Interventions and Support
PBL	Project Based Learning
PCSB	DC Public School Charter Board
RCSD	Redwood City School District

Acronyms & Commonly used terms (Page 4)

RD	Regional Director
SBAC	Smart Balanced Assessment Consortium
SCCOE	Santa Clara County of Education
SED	Socioeconomically Disadvantaged
SEL	Social Emotional Learning Disadvantage
SJUSD	San Jose Unified School District
SL	School Leader
STEM	STEM Block
STEP	An assessment used to monitor student reading levels; stands for Strategic Teaching and Evaluation of Progress.
T	Teacher
TFA	Teach for America
TN Ready	Tennessee State Assessment
TVASS	Tennessee Value-Added Assessment System; This measures the student progress measures student growth year over year
UVW	University of Wisconsin Milwaukee (Rocketship Milwaukee Schools Authorizer)

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Rocketship Public Schools
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