



Tuesday, August 8, 2023
Rocketship Public Schools Achievement Committee (2023-24 Q1)

Meeting Time: 1:00pm

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.

Meeting Location: 2001 Gateway Place, Suite 230E San Jose, CA 95110

Teleconference locations:

683 Sylvandale Ave, San Jose, CA 95111
1700 Cavallo Rd, Antioch, CA 94509
2351 Olivera Rd, Concord, CA 94520
909 Roosevelt Ave, Redwood City, CA 94061
311 Plus Park Blvd Suite 130, Nashville, TN 37217
1221 Oriental Gardens Rd, Jacksonville, FL 32207
3290 N. 44th St., Milwaukee, WI 53216
1884 Pinecrest Dr, Altadena CA 91001
809 Pico Ln, Los Altos, CA 94022
2066 Cowden Ave, Memphis TN 38104

1. Opening Items

- A. Call to order
- B. Public comment on off-agenda items

2. Consent Items

- A. Approve minutes from May 9, 2023 Achievement Committee meeting

3. Agenda Items

- A. Mission Moment
- B. 22-23 School Achievement Data & Next Steps for 23-24
- C. Day 0-30 Discussion

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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Rocketship Public Schools Achievement Committee (2022-23 Q4) (Tuesday, May 9, 2023)

Generated by Cristina Vasquez on Monday, May 15, 2023

1. Opening Items

A. Call to order

At 1:03pm, Mr. Velasco took roll call. With a quorum of committee members present, Mr. Velasco called the meeting to order.

Present: Malka Borrego, Deborah McGriff, Michelle Mercado, Daniel Velasco

Absent: Rajen Sheth

B. Public comment on off-agenda items

At 1:04pm, Mr. Velasco called for public comment on off-agenda items. No members of the public were present, and no comment was made.

2. Consent Items

A. Approve minutes from November 8, 2022 Achievement Committee meeting

At 1:04pm, a motion to approve consent items was made by Ms. Borrego, seconded by Ms. McGriff, and carried unanimously by roll call vote.

Y: Malka Borrego, Deborah McGriff, Michelle Mercado, Daniel Velasco

N: --

Abstain: --

3. Agenda Items

A. Mission Moment

At 1:05pm, the committee discussed agenda item 3(A). No action was taken.

B. Curriculum Updates

At 1:12pm, the committee discussed agenda item 3(B). No action was taken.

At 1:12pm, Rajen Sheth joined the meeting.

C. Professional Learning Plan Update

At 1:45pm, the committee discussed agenda item 3(C). No action was taken.

4. Adjourn

At 2:18pm, a motion to adjourn was made by Ms. McGriff, seconded by Ms. Borrego, and carried unanimously by roll call vote.

Y: Malka Borrego, Deborah McGriff, Michelle Mercado, Daniel Velasco, Rajen Sheth

N: --

Abstain: --

Q1 Rocketship Achievement Committee Meeting

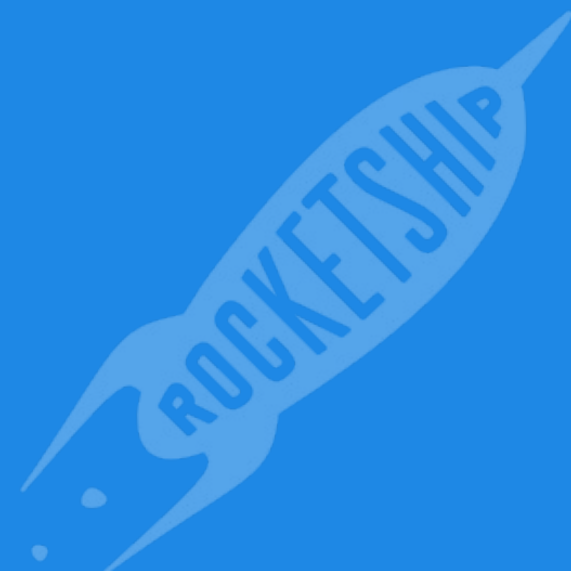
August 8, 2023



Agenda

- I. Administrative
- II. Consent Items
- III. Mission Moment
- IV. 22-23 School Achievement Data & Next Steps for 23-24
- V. Day 0-30
- VI. Adjourn

Mission Moment

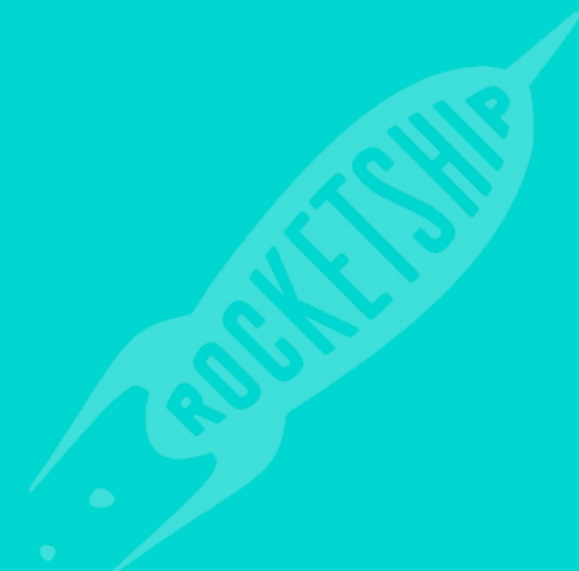


Launching the 23-24 School Year!

Insert picture of TX launch



22-23 School Achievement Data & Next Steps for 23-23



Executive Summary

Wins

- CA and NSH achieved growth ~1.2 years of growth
 - Strong first year at RDCP
- After all new regional leadership in the fall, MKE and TX had stronger 2nd semesters (but still not enough to make-up for 1st semester's slow start)
- Improvement in Math absolutes: +2 percentage points at/above 50th percentile; +3 pts at/above 67th percentile
- Promising results for Eureka pilot when taught with *fidelity* (w/in 2-3 weeks of pacing guide)

Challenges

- Growth rates and absolute achievement lower than historical and not high enough to eliminate COVID gaps (1.3+)
- Diverging growth trajectories for regions: DC, MKE and TX all had <1 year growth over the school year
- Eureka pilot schools with low-fidelity saw lower growth rates than comparison schools
 - Highlights need to train teachers and staff this summer and provide ongoing coaching throughout the year
- All regions will need to achieve higher YoY rates of absolute improvement over the next 5 years to reach 2028 goals

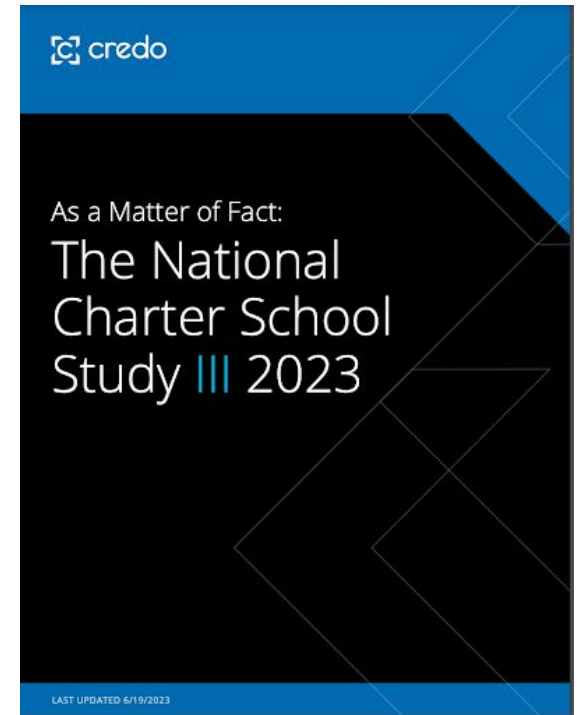


Major New Stanford Study Highlights Rocketship as “Gap Busting” Public Charter School

A June 2023 Stanford CREDO study of over 3 million public school students found students at public charter schools outperform traditional public school students.

And the study highlighted **Rocketship Public Schools as one of the charter sector’s “gap busting” networks** that are providing empirical proof that high-quality public education is possible anywhere.

The study found that our Rocketeers gained the equivalent of **96 additional days of learning in reading and 138 additional days of learning in math.** That is equivalent to five to seven months of additional learning in a single school year.



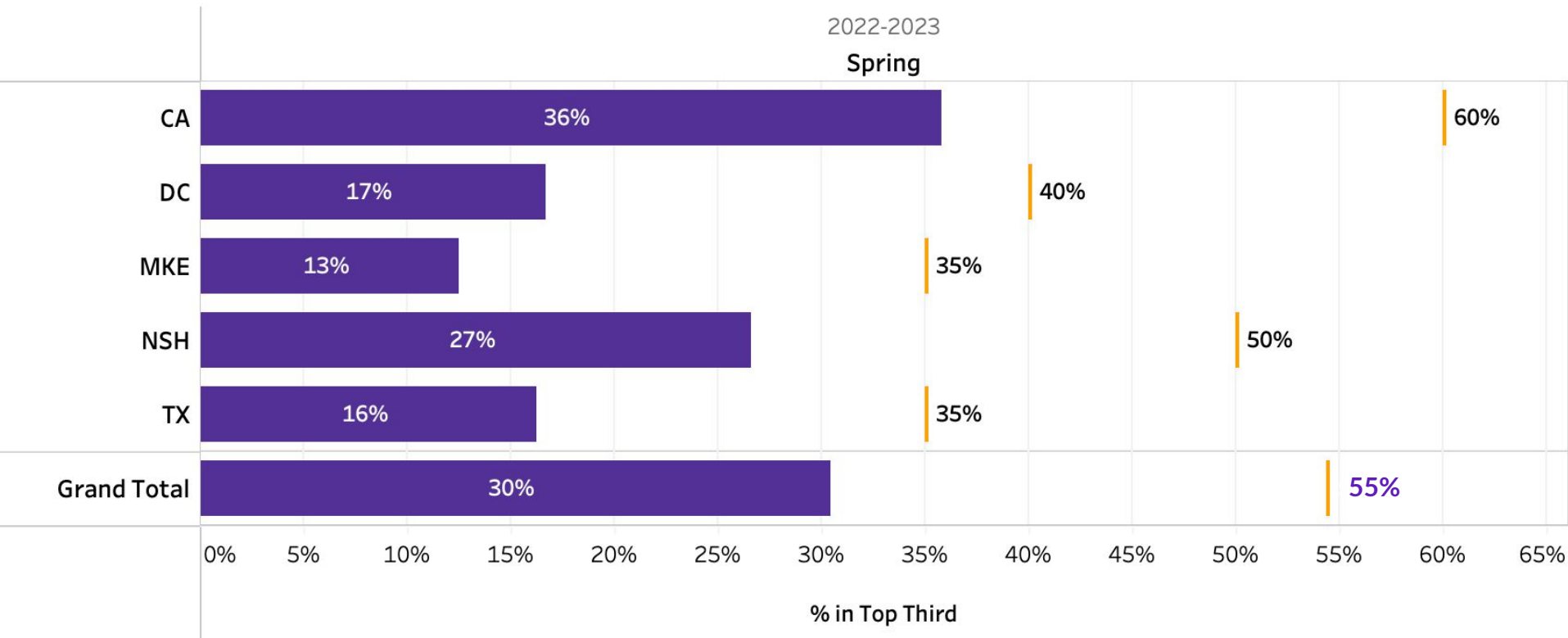
+5 months reading
+7 months math



Came short of gap busting academic results in SY 22.23

5 Year 2028 Goal: **55% of Rocketeers in Top Third (to and through college)**

2023 Spring NWEA MAP % At/Above 67th Percentile and 2028 Goal

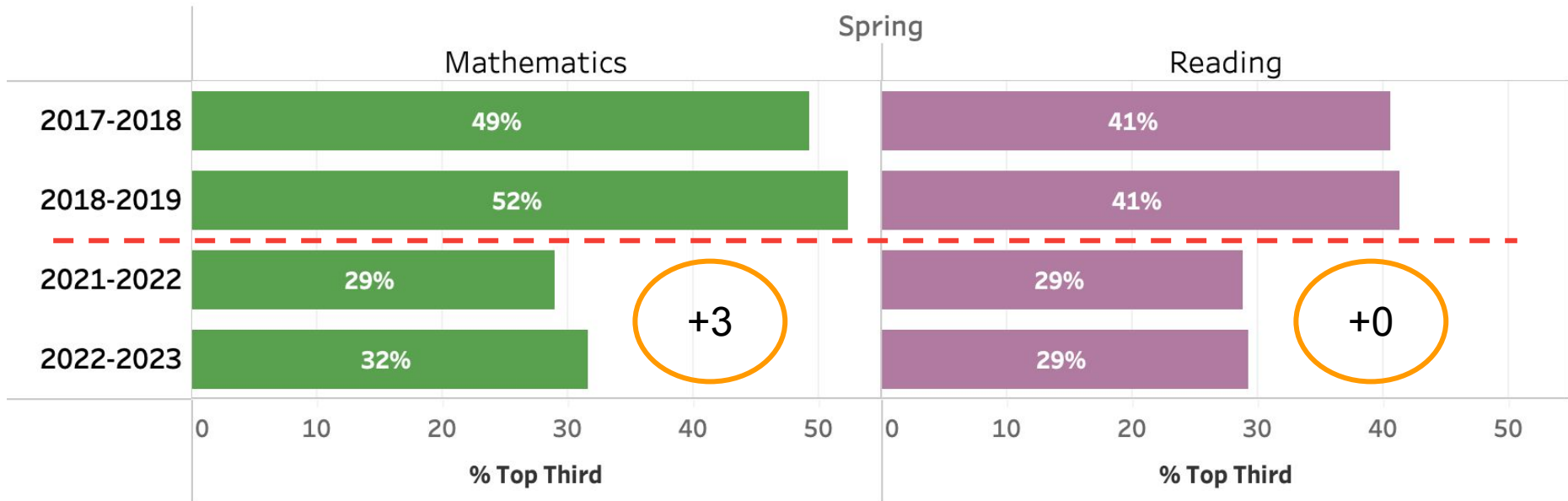


- Fell short of our high expectations
- Aim for 67th percentile because it is predictive of to *and through* college
- In order to reach 2028 goal, regions need to increase Top Third by ~20 percentage points in 5 years => ~4 pts per year, and grow by ~1.3 yrs, YoY
- CA, DC and MKE were 2-3 pts lower than mid-year projections and overall network needs to increase by 25 percentage points to achieve goal



Historical Performance and Gains - Top Third

RPS Network: Spring NWEA MAP % At/Above 67th Percentile

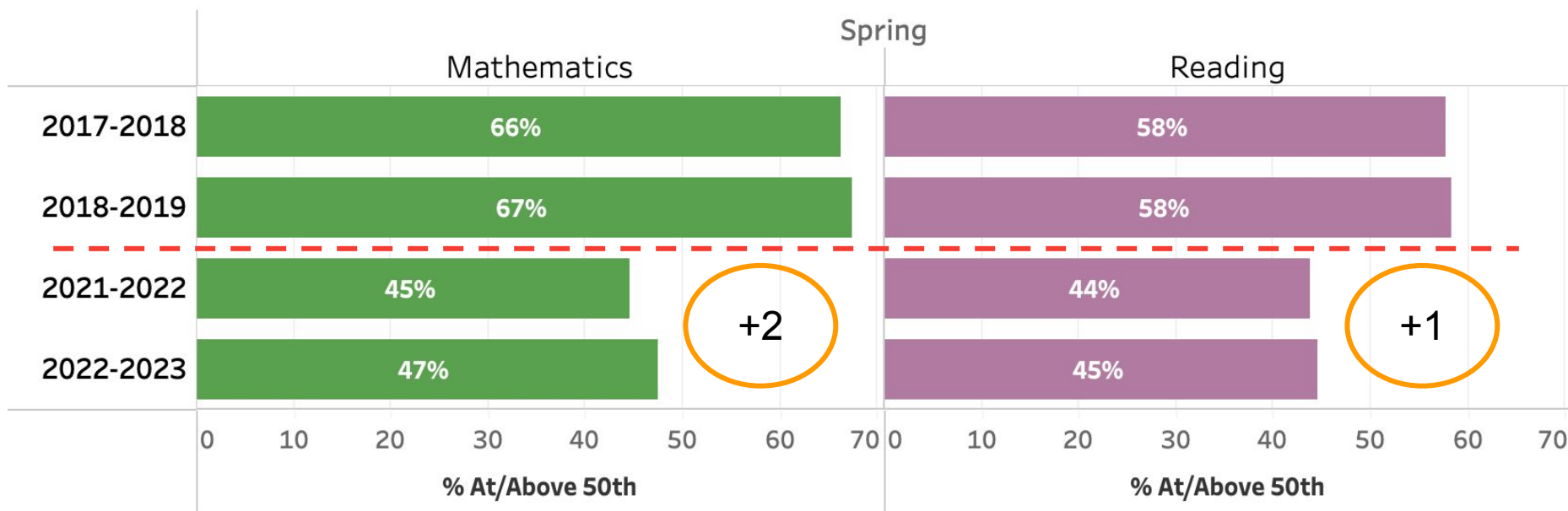


Dotted red line represents 2019-20 and 2020-21 when Spring testing was disrupted.

- Across the network, Math increased but Reading did not see any movement
- Need 4%+ increase, YoY for 5 consecutive years, to achieve 2028 SY goal

Historical Performance and Gains - At/Above 50th from last year

RPS Network: Spring NWEA MAP % At/Above 50th Percentile



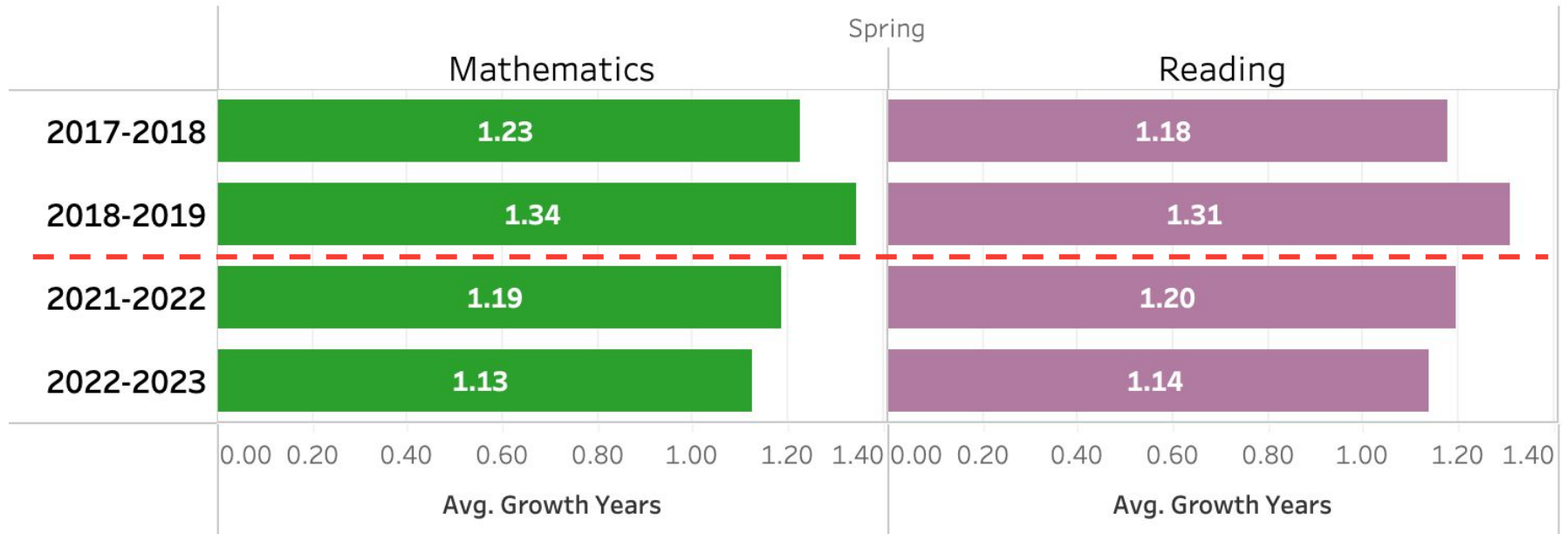
Dotted red line represents 2019-20 and 2020-21 when Spring testing was disrupted.

- Gains mostly due to CA and NSH
- Increasing performance at 50th percentile will contribute to increased performance in top third
- Need 4%+ increase YOY, 5 consecutive years, to achieve 2028 SY goal



To attain absolute 5 year goal, need to experience 1.3+ years of growth Rocketeers

RPS Network: Fall-to-Spring Avg Growth Years



Dotted red line represents pandemic school disruption when Fall-to-Spring growth was unavailable.

- Rocketeers grew >1.1, but growth is lower than historical and divergent by region
- Current growth rates are not enough to close the COVID achievement gap

Interventions, small group reading and math instruction, OLPs critical to moving students from tier to tier, and consequently, into 50th percentile or above

Avg Growth Years by Starting Tier

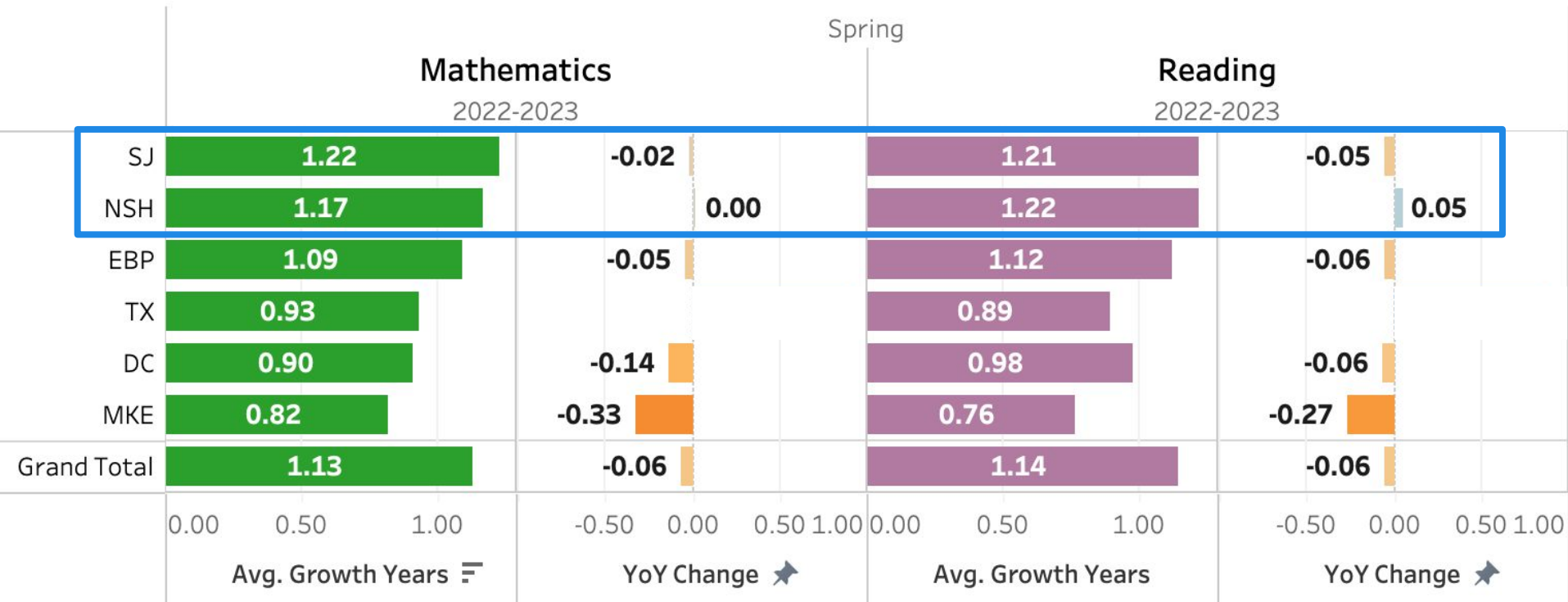
		K	1st	2nd	3rd	4th	5th	Grand Total
Mathematics	Bottom Third	1.26	1.17	1.10	1.16	1.11	1.01	1.14
	Lower Inner Third	1.21	1.11	1.09	1.03	1.01	1.08	1.10
	Upper Inner Third	1.28	1.16	1.01	1.15	0.99	0.93	1.12
	Top Third	1.29	1.24	0.91	1.11	1.11	0.93	1.13
Grand Total		1.26	1.18	1.04	1.13	1.08	1.00	1.13

		K	1st	2nd	3rd	4th	5th	Grand Total
Reading	Bottom Third	1.16	1.04	1.04	1.18	1.34	1.32	1.16
	Lower Inner Third	1.07	1.01	1.10	1.29	1.30	1.27	1.15
	Upper Inner Third	1.21	1.05	1.15	1.25	1.15	1.04	1.15
	Top Third	1.30	1.02	1.01	1.08	1.05	1.04	1.08
Grand Total		1.17	1.03	1.05	1.18	1.23	1.20	1.14



To attain absolute 5 year goal, each region should achieve 1.3+ years of growth

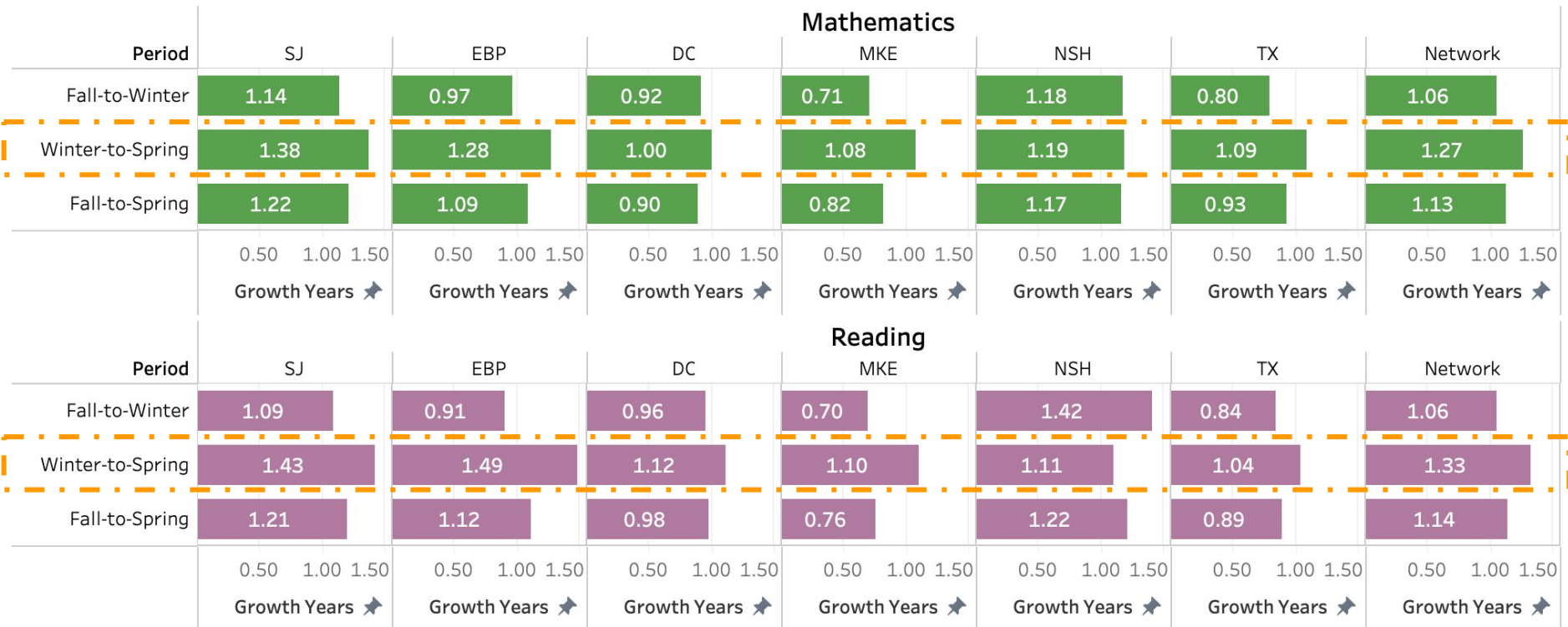
RPS Fall-to-Spring Average Growth Years and Change from 2021-22



- Different growth results across regions
- Strongest growth in SJ and NSH
- NSH Reading is the only region with higher growth compared to last year

Most regions achieved higher 2nd Semester Growth, but were not necessarily able to make up for slower 1st term growth

2022-2023 Avg Growth Years by Term

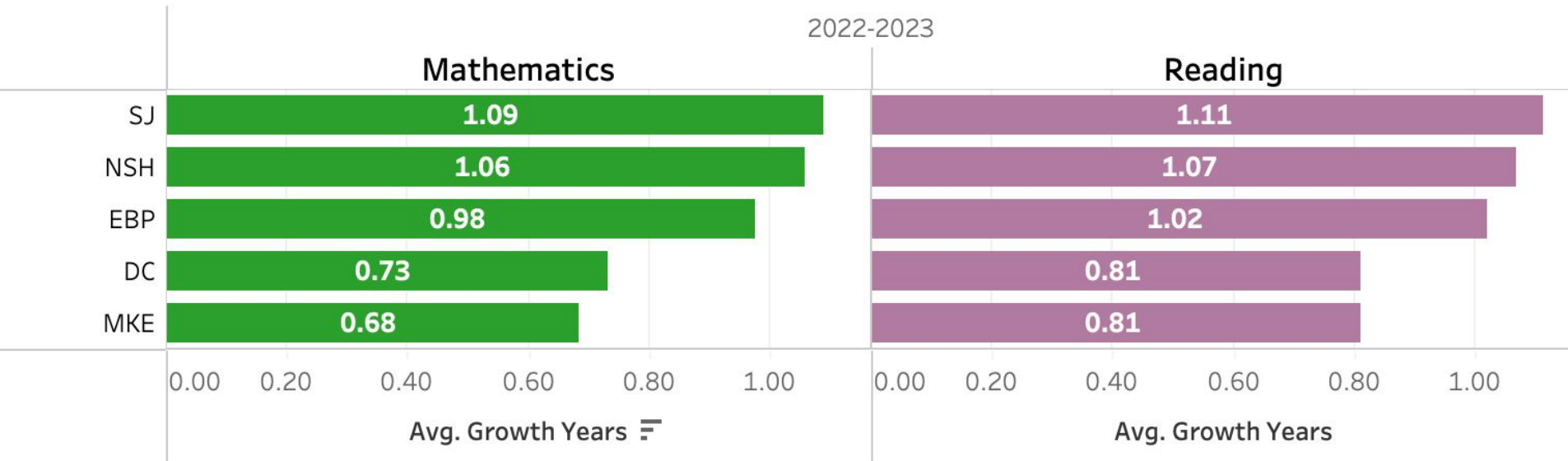


- Growth from F-W and W-S are predictions
- By 2nd semester, more stabilized regional and national teams
- Key vacancies hired for in 2nd semester
- Stronger coaching and data management practices put into place



Spring-to-Spring Growth Years

Spring-to-Spring Growth Metrics
Spring 2022 to Spring 2023

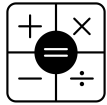


- Includes students who tested as K-G4 in Spring 2022 and returned for full SY 22-23 in G1-G5.

NETWORK OVERVIEW

State test results are still embargoed or haven't been provided yet

CA: CAASPP

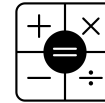


+2%
proficient



+0%
proficient

TN: TN Ready

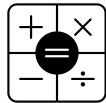


+5%
proficient



+5%
proficient

WI: Forward



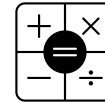
-5%
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-2%
proficient

DC: PARCC &

TX: STAAR



TBD



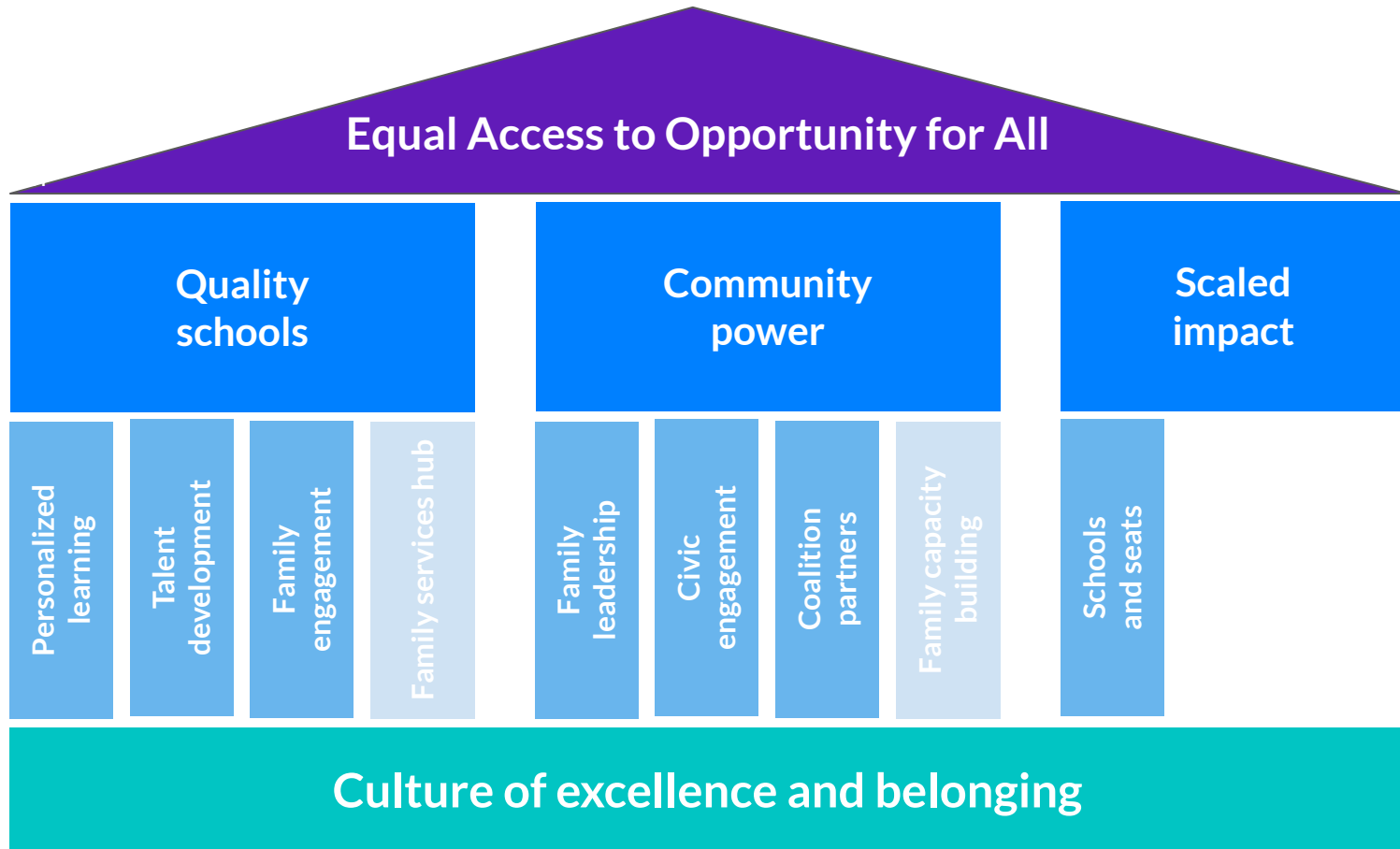
TBD

SY 23.24 Academic Reflections

- **Goal Orientation, Roles, Processes and Shared Commitments**
 - Goals: Lacked alignment on goals, what is core to the model, process to engage in ongoing review, pivot/ action planning processes
 - Roles: vacant and/or new roles on both program and region; unclear responsibilities
 - Processes: lacked discipline around key rituals and tools (i.e., Multi Metric Dashboard–MMD, Organizational Health Dashboard–OHD, Regional Health Dashboard–RHD)
 - Interpersonal Skills: required additional clarity on shared commitments, timelines, follow up, etc
- **Professional Learning**
 - Much stronger onboarding in 22.23 *but* still missed key components critical to overall RPS culture (model, launch, bell schedule, best practices around coaching, data tools)
 - Lacked systematic ongoing development, especially for new to Rocketship leaders
 - Lacked development on adaptive leadership and management, resulting in more focus on reactive crisis management (and less time on instructional coaching)
- **National Curriculum Rollout**
 - Soft-roll outs helpful and validated anecdotal beliefs
 - Open questions remain around utility of internal RPS curriculum
 - NSH and CA continued w/ RPS internal curricula; effectiveness of new curricula often felt in Year 2-3 of implementation



Goals, Roles, Processes and Interpersonal Skills



- Goals: Aligned on network 5 year quality goals w/ each executive director
- Roles: Synchronized support across regional and national teams, with predictable review of data, outcomes and deliverables
- Process: In partnership with strategy team, created aligned data tools, for regional and organizational health dashboards
- Interpersonal Skills: Started with norms, behaviors, ritualistic practices



SY23-24 Growth Targets were set to ensure that regions will be on-track for 5 year absolute goals

2023-24 Growth Targets

	Avg. Growth Year Target		% Met Tiered Growth Target	
	Mathematics	Reading	Mathematics	Reading
CA	1.25	1.34	50%	50%
DC	1.25	1.32	44%	51%
MKE	1.26	1.33	42%	48%
NSH	1.25	1.30	47%	51%
TX	1.28	1.32	45%	48%
Network	1.25	1.33	48%	50%

- Using historical student growth trajectories and the Spring 2023 baselines, the RPS Analytics team ran a model simulating growth needed for each of the next 5 school years to achieve the 2028 Goals
- If 23-24 growth targets are achieved, regions are projected to be on track for 5 year goals
- School growth goals are within ranges that RPS schools achieved pre-pandemic



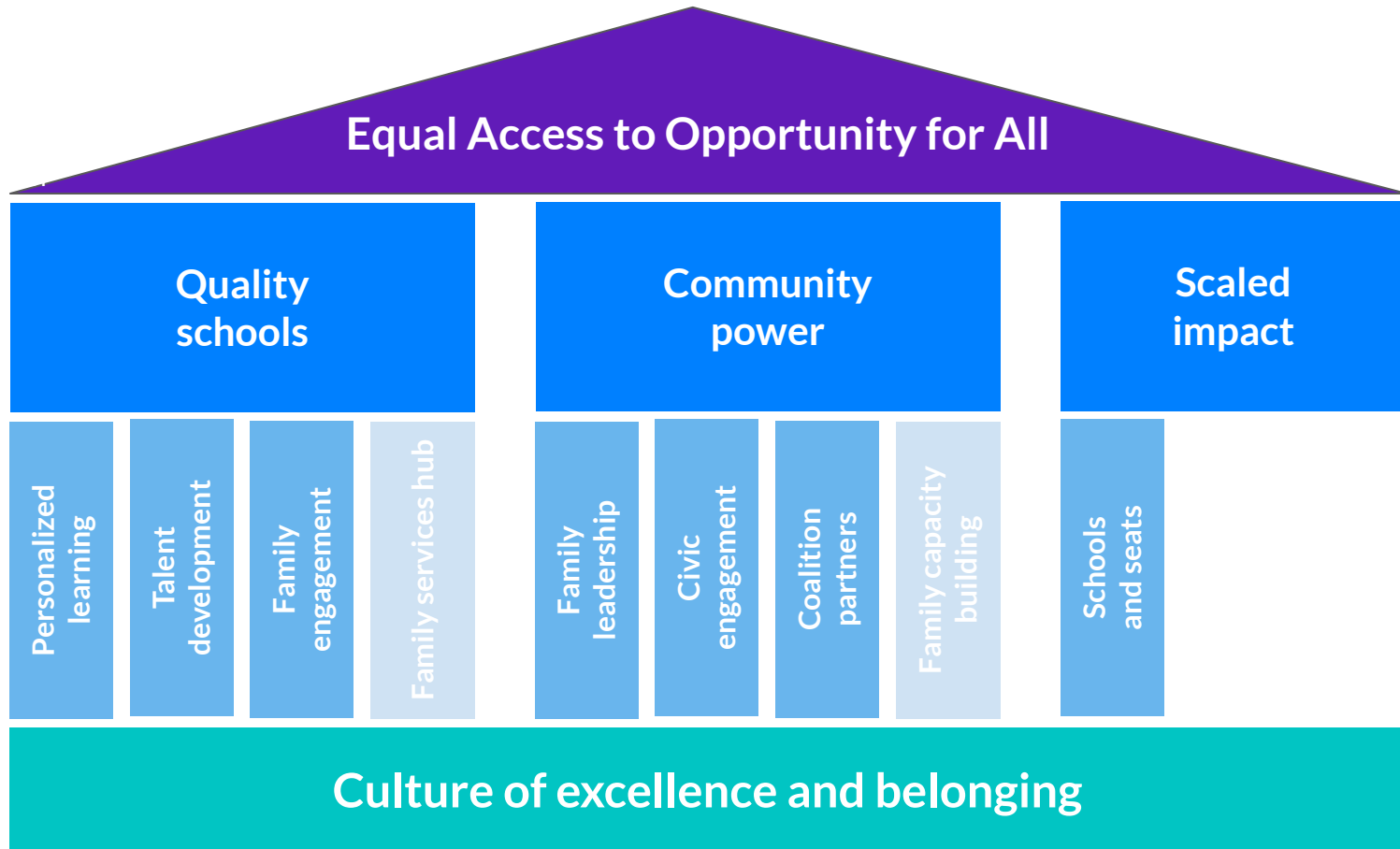
Snapshot of Multimetric Dashboard

School Metrics

		CKLA Knowledge	CKLA Skills	DIBELS BM % At..	Reading NWEA %..	Math Topic Qu..	Math Module..	Math NWEA %..	OLP 5 Weeks	PPH On Track	Home Visits	Chronic Absenteei..	YTD Attendance
CA East B..	RDL	19%	23%	53%	23%	37%	36%	19%	43%	71%	0%	47%	88%
	RFA	34%	34%	63%	34%	35%	62%	34%	45%	96%	51%	39%	90%
	RRWC	18%	16%	37%	16%		41%	18%	52%	95%	4%	38%	90%
CA San Jose	RBM	37%	34%	66%	34%	37%	65%	37%	79%	95%	55%	26%	91%
	RDP	32%	30%	50%	30%	30%	45%	32%	56%	65%	0%	43%	88%
	RFZ	29%	30%	47%	30%	57%	66%	29%	73%	82%	33%	29%	91%
	RLS	34%	29%	69%	29%	0%	61%	34%	58%	95%	80%	30%	92%
	RMS	36%	37%	35%	37%	55%	62%	36%	61%	81%	52%	34%	91%
	ROMO	53%	47%	58%	47%	37%	80%	53%	70%	93%	100%	17%	94%
	RRS	58%	46%	56%	46%	33%	65%	58%	85%	83%	39%	30%	91%
	RSA	39%	31%	51%	31%	46%	37%	39%	65%	99%	20%	34%	91%
	RSK	49%	44%	56%	44%	64%	68%	49%	72%	96%	68%	23%	93%
	RSSP	35%	20%	43%	20%	28%	49%	35%	69%	85%	19%	30%	91%
DC	RIC	12%	16%	37%	16%		30%	12%	48%	84%		54%	83%
	RISE	10%	14%	24%	14%		17%	10%	45%	2%		75%	79%
	RLP	21%	22%	48%	22%		37%	21%	53%	94%		68%	81%
TN	RDCP	42%	33%	55%	33%	73%	50%	42%	37%	87%	100%	31%	92%
	RNNE	13%	18%	47%	18%	63%	48%	13%	47%	93%	33%	54%	87%
	RUA	30%	31%	51%	31%	52%	48%	30%	25%	80%	17%	31%	92%

- Data in above snapshot is not representative data; snapshot is intended to provide a visual representation
- Multimetric dashboard created with input from each ED, VP of Academics
- Accounts for leading and lagging indicators that will drive towards annual NWEA growth and absolute goals

Talent Development: Ongoing Professional Learning



- In partnership with Talent, set goals related to Tier 1-3 teacher movement and Tier 3/4 teacher retention
- Created scope and sequence mastery maps and suggested professional development (for both technical and adaptive skills) for each role
- Providing direct PL support

Snapshot of Professional Learning

August 2023					September 2023					October 2023					November 2023				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
	1	2	3	4					1	2	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
December 2023					January 2024					February 2024					March 2024				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
				1	1	2	3	4	5				1	2					1
4	5	6	7	8	8	9	10	11	12	5	6	7	8	9	4	5	6	7	8
11	12	13	14	15	15	16	17	18	19	12	13	14	15	16	11	12	13	14	15
18	19	20	21	22	22	23	24	25	26	19	20	21	22	23	18	19	20	21	22
25	26	27	28	29	29	30	31			26	27	28	29		25	26	27	28	29
April 2024					May 2024					June 2024									
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F					
1	2	3	4	5			1	2	3	3	4	5	6	7	Holiday				
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	New Principal Development				
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	Principal Team Meeting & MY Achievement Summit				
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	National Development Clinics				
29	30				27	28	29	30	31						BOM Team Meeting				
															OM Team Meeting				

- Scope and sequence for each role, and differentiated by tiers
- New structures will include:
 - National development clinics for Principals and APs
 - New Principal quarterly off-sites, followed by on the ground coaching and mentoring
 - Year long, regionalized, in-person OM development
- Continuing: BOM development, quarterly principal development, mid-year achievement summit



School Leader Development Scope and Sequence Map

Month	ALL Principal Development	New Principal Development	All School Leader Development	BOM Development	OM Development
SEPTEMBER	8/29 - Principal Team Mtg #1 Data Day Preparation > Review data day central resources > Collaboration/thought partnership on data day planning	9/6 & 9/7 - New P Develop > Observe high performing principal(s) > Refine instructional management & progress monitoring systems > Practice coaching across content areas > School budget review & planning > Talent Group Coaching session	9/8 - Development Clinic #1 > Leading family coffees and school community meetings > Crafting effective CFS for lesson IP > Leading a high quality 1:1 > Working with data tools to analyse BOY data	9/6 & 9/13 - WOW 9/27 - BTM > Preparing for school ops walkthroughs > BOM & OS Evals > ITMC Reflections & Planning > Action Planning from Feedback	9/7, 9/21, 9/28 - OM Huddle 9/21 - OMTM > Back to School Night planning > Using Attendance Plans and Addressing Absenteeism > Administering the BOY Family Survey > Effective Communication & Customer Service - Scenario Practice
OCTOBER	n/a	10/25 & 10/26 - New P Develop #2 > Practice real-time-coaching > Data rituals and habits - looking at key student data with your Instructional Leadership Team > Collecting staff feedback & scenario practice > Talent Group Coaching session	10/6 - Development Clinic #2 > Facilitate high quality IEP Meetings > Responding to Ops Walkthrough Feedback > Video Analysis Using Key Lookfors	10/4 & 10/18 - WOW 10/25 - BTM > Preparing for Fall Academy > Coaching Ops Specialists: Goal Setting	10/5, 10/12 & 10/26 - OM Huddle 10/19 - OMTM > Monitoring Immunization Records & CUM Files > Preparing Report Cards > Using Powerschool to pull reports > Managing your OA > Responding to BOY Family Survey Results
NOVEMBER	11/7 - Principal Team Mtg #2 Manager Feedback Survey Planning > Review/prepare for manager feedback survey data > Collaboration on feedback survey response planning	n/a	11/3 - Development Clinic #3 > Leading a data analysis meeting > Coaching Tler 3 curriculum > High quality lesson plan feedback	11/1, 11/8 & 11/15 - WOW 11/29 - BTM > Preparing for January Academy > Winter NWEA Prep & Planning > Winter iAuditor Preparation > Preparing for break - building check-list	11/2, 11/9, 11/30 - Huddle 11/16 - OMTM > Planning a Literacy Night > Planning a Winter Celebration > Effective Communication & Customer Service - Scenario Practice
DECEMBER	12/12, 12/13 - MY Achievement Summit > Analyze mid-year data & identify priorities for semester 2	12/14 - New P Develop #3 (TN) > Staff culture deep dive > Coaching a Data Analysis Meeting	12/1 - Development Clinic #4 > Progress Monitoring & OLPs > Video Analysis Using Key Lookfors	12/6, 12/14 - WOW > Preparing for January Academy	12/7, 12/14 - Huddle > Checking in on Attendance Plans

- Topics scoped for both coherence over the year as well as coherence across roles.
- Materials reviewed in advance with regional partners for additional feedback and alignment
- Focus on in-person development, with additional differentiation opportunities



New Principal Pathway: Coaching Cohort

“If you want to go fast go alone, if you want to go far, go together.” - African Proverb

Onboarding	Mentoring	Development
<ul style="list-style-type: none">• New Principal Cohort• Regular coaching sessions as a team• 1:1s with functional teams• In-person meetings & professional development• New Leader Norming (within first 90 days)• Mentorship assignments for high risk group• Peer shadowing with high-performing Principal	<ul style="list-style-type: none">• Retention of Black Female Principals• 1 - hour monthly commitment for mentor/mentee• Mentor previously held Principal role• Strengthen inclusion & belonging• Serves as a sounding board and advocate• Resources & tools provided	<ul style="list-style-type: none">• LinkedIn Learning & Vector Training Solutions (asynchronous/on-demand)• Adaptive Leadership Skills<ul style="list-style-type: none">◦ Conflict Management◦ General Ethics◦ Challenging Behaviors• Instructor-Led Training<ul style="list-style-type: none">◦ Diversity, Equity, Inclusion & Belonging◦ Direct Relationships◦ Selecting Talent• National Development Clinics



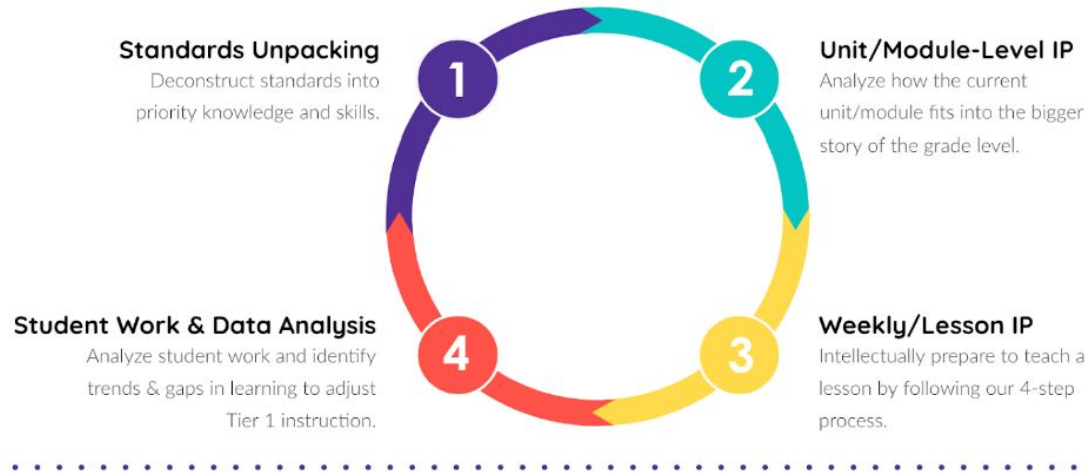
Recruitment & Retention: Drivers for Success

Drivers	Details
Compensation & Benefits	Competitive pay & benefits for enhanced total rewards Teacher Professional Development Funds & Educational Assistance Sign-on bonuses for new hires in high need subjects (ISE/EL) Retention bonuses for high turnover campuses
Internal Promotions & Pathways	Talent Review & Succession Planning Rising Leaders - Teacher to AP development Rivet School - Teacher credentialing program Reach University - CA teacher credentialing program Alverno College - MKE Para to teacher pathway Latinos for Education
External Pathways & Partners	National Black MBA Association Ed Leaders of Color Black Women Education Leaders Latinos for Education Broad Residency Nashville Relay Residency Internship Program - Masters/Undergraduate - <i>coming soon</i> Parent to Para Pathway - <i>coming soon</i> Education Pioneers Fellowship Program - <i>coming soon</i> National Teacher Residency Program - <i>coming soon</i> Educate ME Foundation HBCU Summer Fellows - <i>coming soon</i>
Culture & Experiences	Regional New Employee Orientation & Onboarding New Leader Norming Adaptive Leadership Development - LinkedIn Learning & Vector Solutions Manager Feedback Survey Action Plan (address high turnover) Behavioral Based Interviewing & Equity in Hiring Training (quality of hire) Black Female Principal Mentorship New Hire Survey (30-60-90 days) Exit Survey Data & Analytics

Focusing on Skills, SGI and Eureka

Vision for Intellectual Prep

4 stages of intellectual preparation to teach a module or unit.



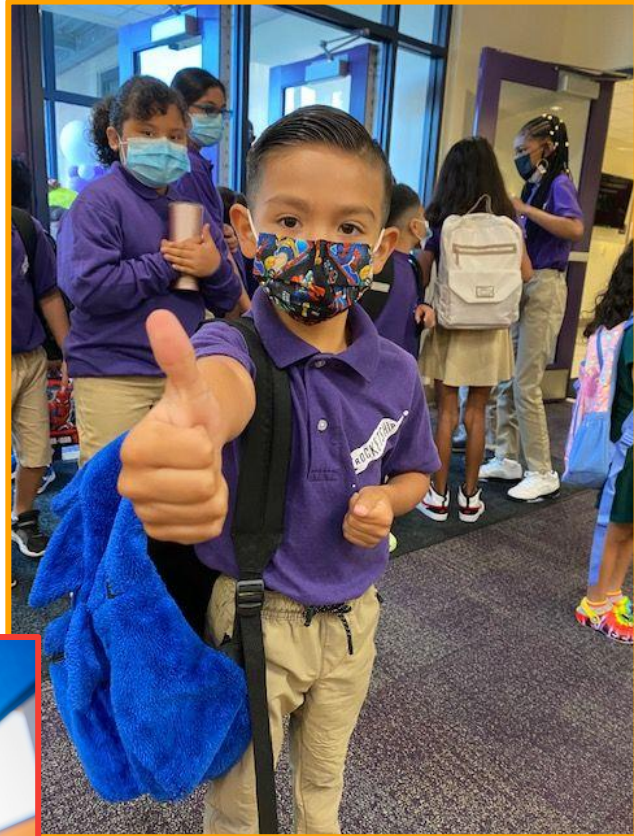
- **National Curriculum Rollout**

- Socialization and practice with all new curriculum took place beginning in Spring, '23
- Fidelity to curriculum matters (i.e., pacing, learning the block); core block look fors are a guide towards this practice
 - Focus of PT will be on Skills, SGI and Eureka
- Pilot results reveal that **teacher training and ongoing coaching support** is the critical achievement lever (vs. HQ curriculum)
 - Key lever 1: coaching development
 - Key lever 2: implementation and ongoing monitoring of curriculum
- Open questions remain around utility of internal RPS curriculum
- 2+ years required to determine effectiveness of curricula

Day 0-30



“What is the Day 0 - 30 Initiative?”



Day 0-30 in full swing, with a big focus on Family Orientation and Home Visits.

Pre-Summer	Summer	First Day of School	First 30 Days
Offer-Making Call Day	Grade-Level Warm-Up Camps	Day 1 Show Rate (Attendance)	Daily Student Counts
Monthly New Family Engagement Events	Home Visits	Daily Student Counts	New Parent Coffee
	Pre-Day 1 Ops Walkthroughs	No-Show Phone Calls	Back-to-School Night
	Pre-Day 1 Phone Calls	No-Show Phone Calls	OM/Principal Enrollment Debriefs
	Community Event		Home Visits
	Digital Playbook		
	Postcards		
	Orientation		

Since implementation of the initiative, we've seen marked improvement across key enrollment metrics throughout the network:

Area	Average Network-Wide Growth 2018 to 2021
Day 1 Show Rate	+2% (~200+)
Offer-to-Enrollment Conversion Rate	+20% <i>(some schools saw as much as +48%)</i>
Home Visit Completion	+39%
End-of-Year to Start-of-Year Student Retention	+5%

Last year was the first year with fully in-person activities:

- **82%** network average orientation turnout
- Network average for HV completion by FDOS **54%**
- **91%** of enrolled students showed up on Day 1



Key Goals for Day 0-30

- Conversion rate Goals (#Offers/#IP+RCV)
- 105% to Budgeted Staffing Projection on Day 1
- 95% or higher “show rate” #DSC/#Enrolled
- 100% to Budgeted Staffing Projection by Day 30

Regional Conversion Rate Goals				
TX	TN	MKE	DC	CA
80% PK/K	80% K	80% K4/K5	65% K	80% #1 TK/K



22.23 Day 1 & Day 30 - Strong HV completion was key in student retention from SOY. Network net loss of 1.1% enrollment over first 30 days.

Region	Orientation %	Home Visit before FDOS	Show Rate	Day 1 % to BSP	Day 30 % to BSP
CA	91%	61%	94%	102%	100%
WI	76%	44%	89%	97%	98%
TN	90%	47%	91%	95%	94%
DC	41%	43%	82%	102%	102%
TX	76%	36%	84%	77%	77%
NT	82%	54%	91%	99.7%	98.6%

22.23 was the first year, since COVID that all events/keep warm activities were in person.



Current progress toward BSP as of 8/4

As of 8/4 Region	Enrolled	Budget/Staffing Projection	% to Budget/Staffing Projection	Distance to Budget/Staffing Projection	% to Budget/Staffing Projection (incl. Pending Enrollments)	Distance to Budget/Staffing Projection (incl. Pending Enrollments)
CA	6,207	6,388	97.2%	-181	103.1%	195
WI	594	752	79.0%	-158	84.0%	-120
TN	1,330	1,375	96.7%	-45	101.5%	20
DC	1,337	1,492	89.6%	-155	97.4%	-39
TX	566	686	82.5%	-120	128.6%	196
Network	10,034	10,693	93.8%	-659	102.4%	252

- **Enrollment funnels** have seen significant movement over the last couple of weeks. Office Managers are deeply focused on collecting required documents from families and moving families through the enrollment process.
- **CA/TN/TX** are focused on family engagement and keep warm events/strategies to maintain strong enrollment projections
- **National and Regional** teams are partnering deeply to close the enrollment gaps in WI and DC. There is full engagement and intentionality at all levels.



Day 0-30 2023 improvements

2022

Project managed at the national level w/ 1 Lead per region

Recommendations made at the national level, then confirmed or adjusted by regional leads

All components shared with regions, who decide whether to implement with their schools

2023

National and Regional partnership to conduct Internalization Day across most regions

Resource creation to provide greater visibility into enrollment funnel movement for regions

Weekly OMTM to review enrollment movement and goal setting

Upcoming

- Ongoing HVs
- Orientations
- CA, WI, DC launch
- Daily Student Counts
- Back to School Night

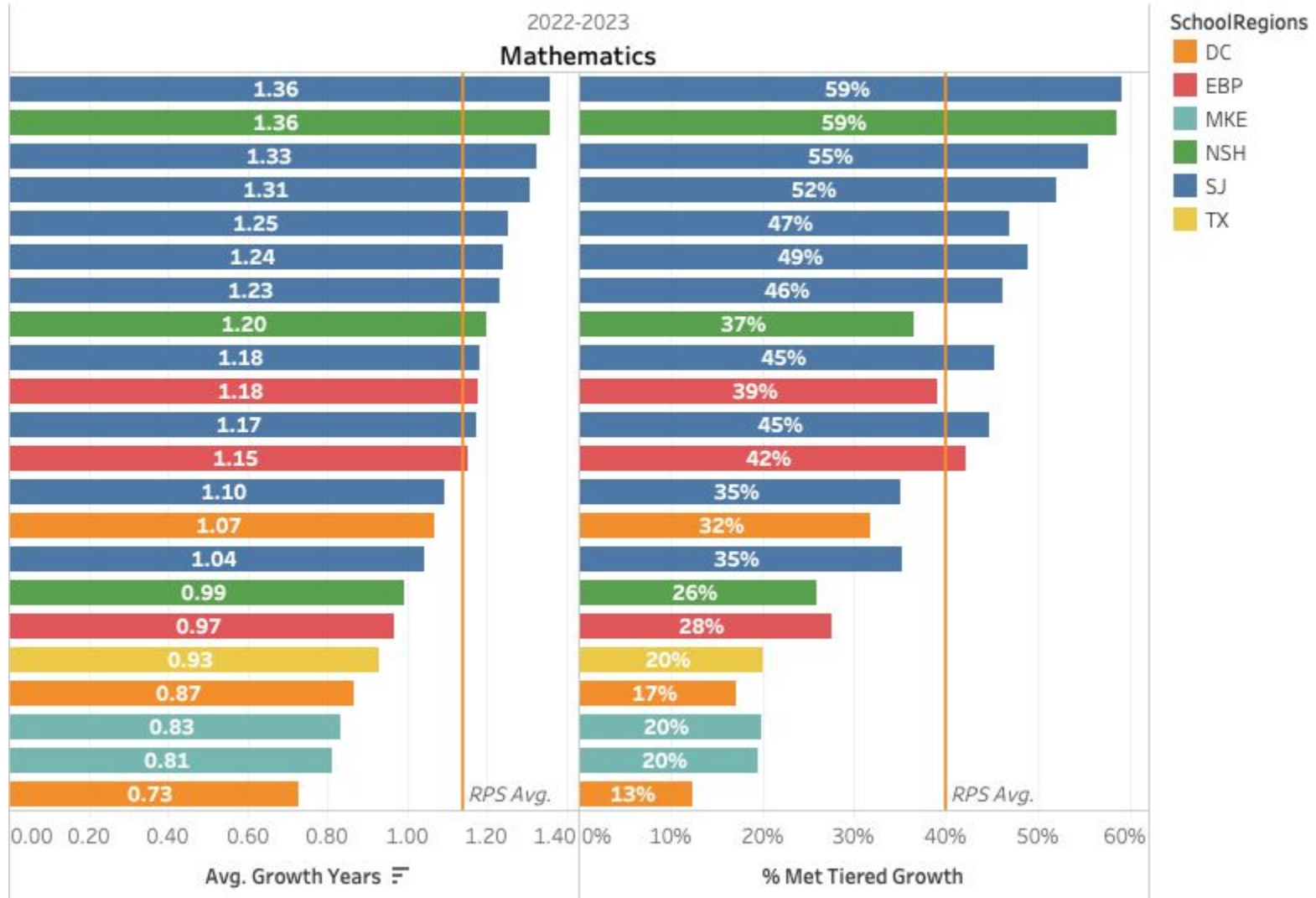


Appendix



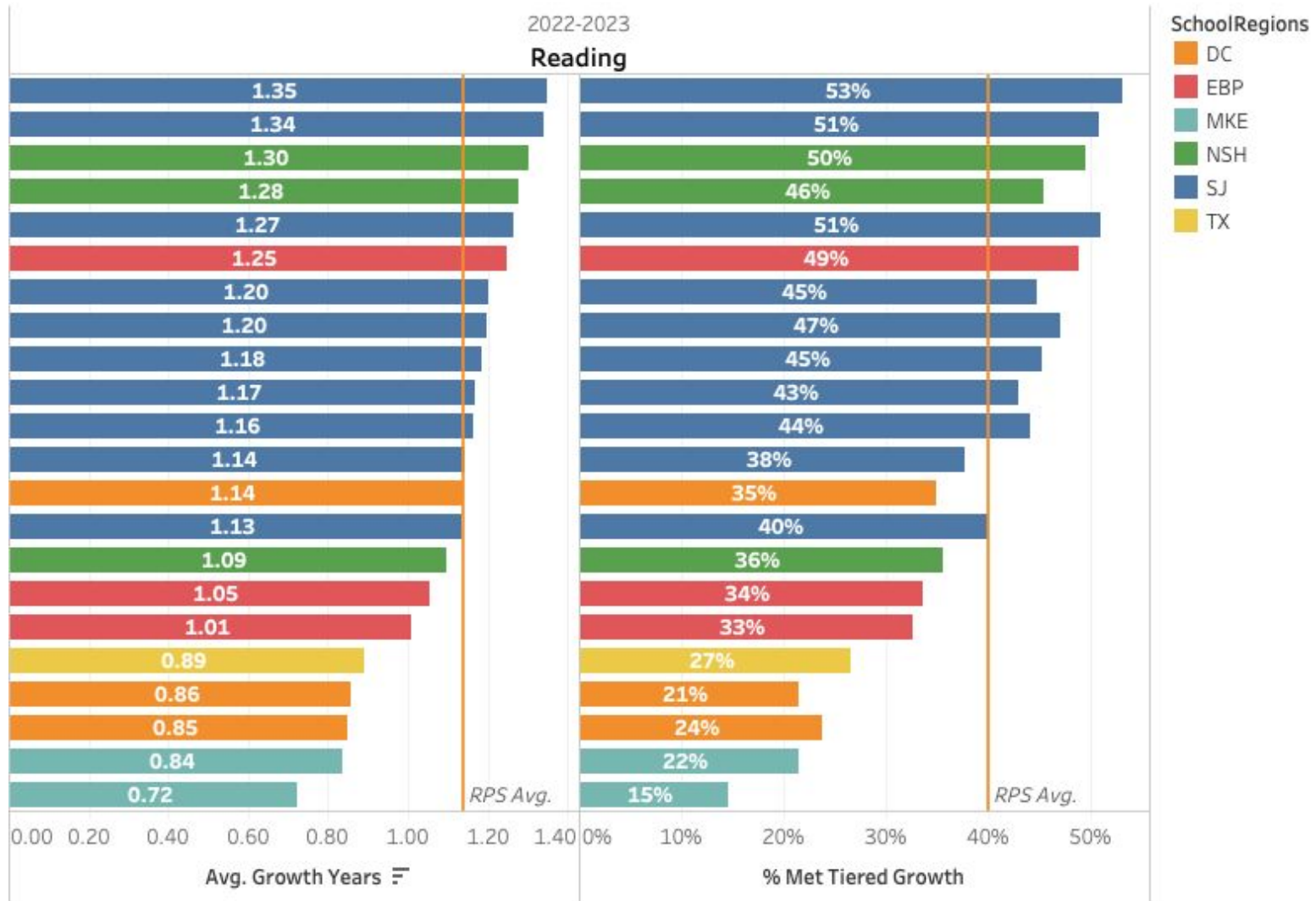
Math Growth Metrics by School

Fall-to-Spring Growth Metrics

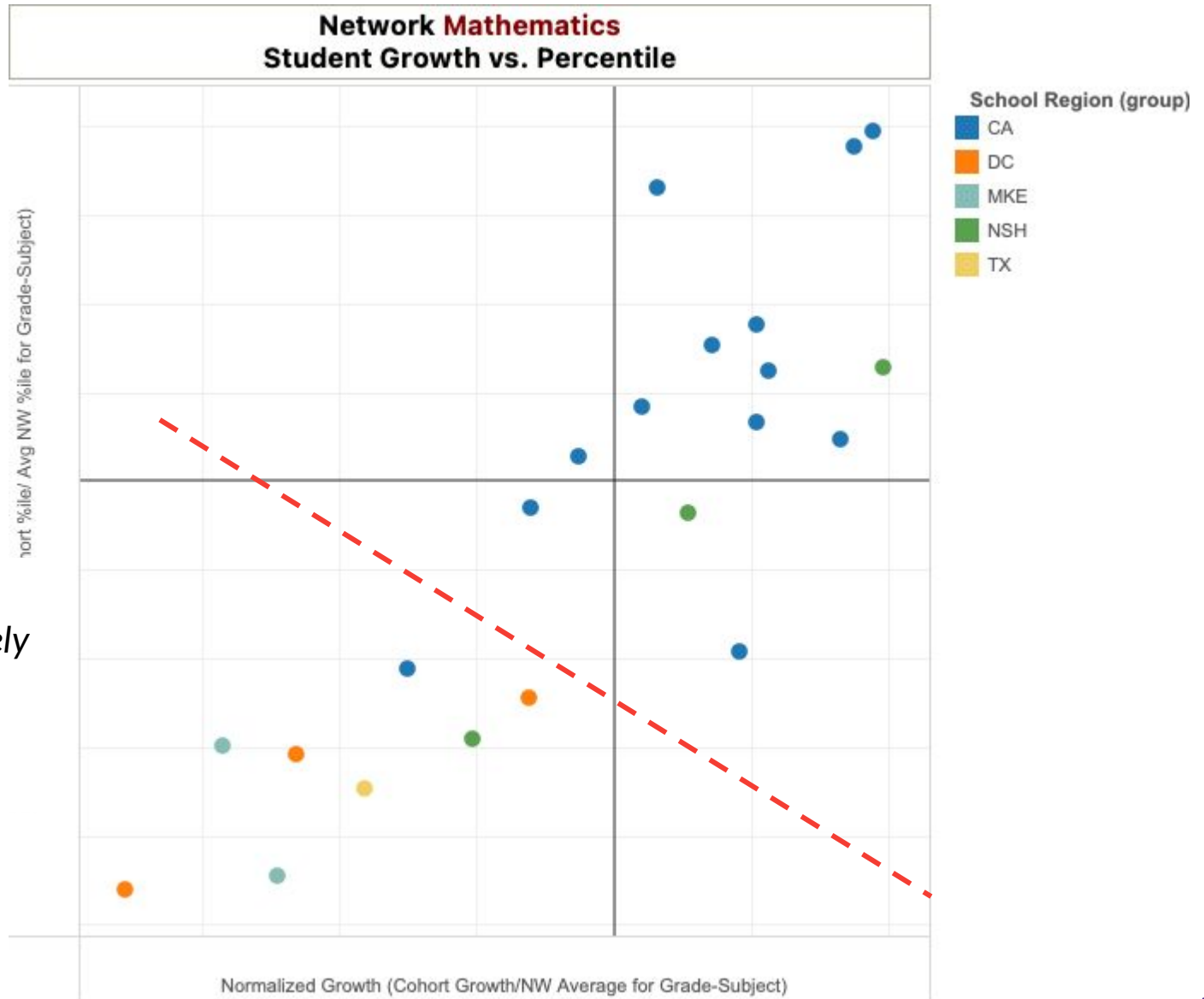


Reading Growth Metrics by School

Fall-to-Spring Growth Metrics

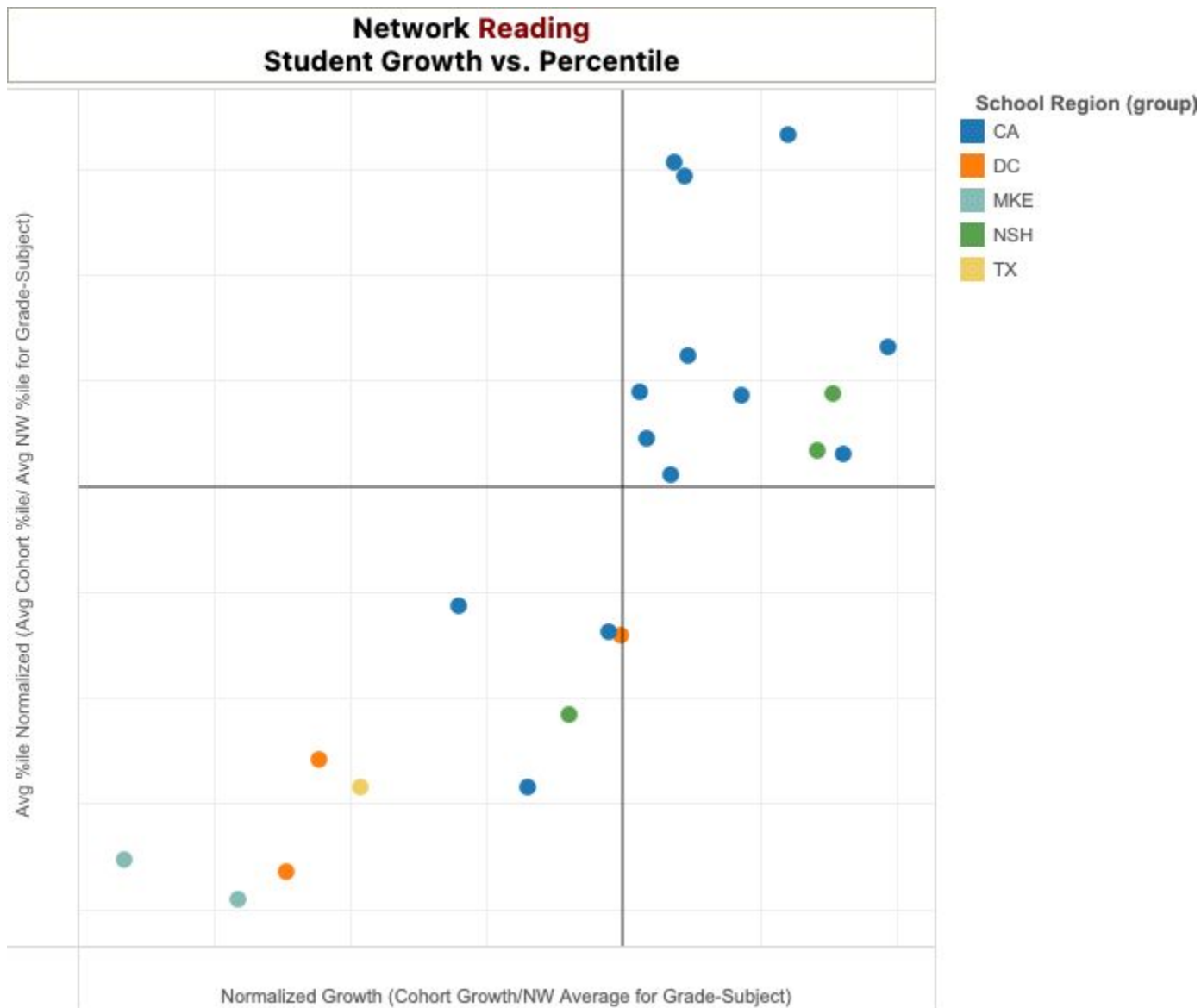


Math - student absolute vs growth



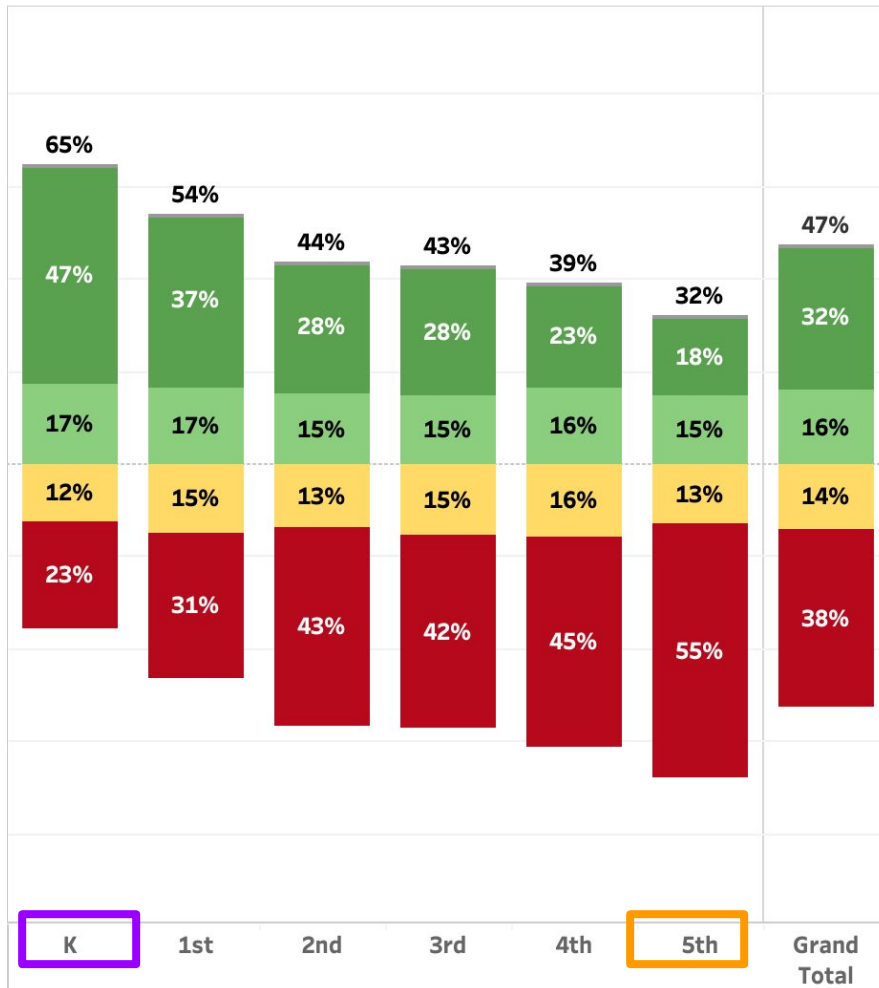
Bottom left quadrant largely composed of DC/MKE/TX schools

Reading student absolute vs growth

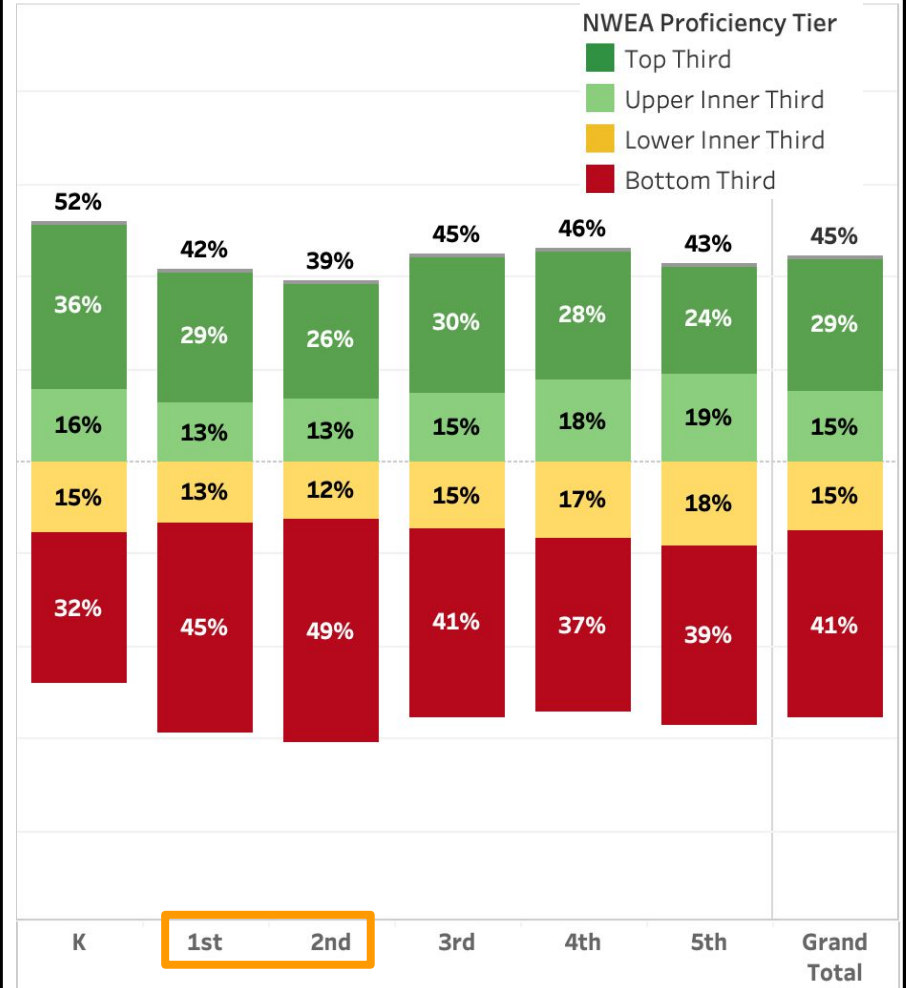


Grade Level distributions

2022-2023 Spring NWEA
Mathematics



2022-2023 Spring NWEA
Reading



Most regions have relatively stronger growth in Kinder and 1st Grade

Avg Growth Years by Region and Grade

	Mathematics						Grand Total
	SJ	EBP	DC	MKE	NSH	TX	
K	1.39	1.19	1.13	0.99	1.19	0.90	1.26
1st	1.35	1.25	0.92	0.88	1.02	1.02	1.19
2nd	1.07	1.20	0.82	0.81	1.07	0.82	1.04
3rd	1.20	1.07	0.84	0.76	1.34	0.97	1.13
4th	1.19	0.81	0.79	0.76	1.24		1.08
5th	1.10	0.97	0.84	0.71	1.16		1.00
Grand Total	1.22	1.09	0.90	0.82	1.17	0.93	1.13

- Kinder and G1: students who started school after height of pandemic and did not have Math instruction interrupted
 - Important for developing on Math skills
- SJ and NSH had strong G3 and G4 growth

Reading

Avg Growth Years by Region and Grade

	Reading						Grand Total
	SJ	EBP	DC	MKE	NSH	TX	
K	1.27	1.21	0.96	0.87	1.12	1.09	1.17
1st	1.08	1.10	0.86	0.82	1.03	1.03	1.03
2nd	1.12	1.14	0.80	0.69	1.19	0.62	1.05
3rd	1.22	1.22	0.92	0.97	1.33	0.85	1.18
4th	1.31	0.90	1.28	0.61	1.44		1.23
5th	1.34	1.13	1.21	0.60	1.34		1.20
Grand Total	1.21	1.12	0.98	0.76	1.22	0.89	1.14

- Strong G3 and G4 growth in CA and NSH, which will continue to use RPS HUM curriculum next year
- DC G4 and G5 achieved high levels of growth

3rd-5th Grades

Spring State Assessment Projections

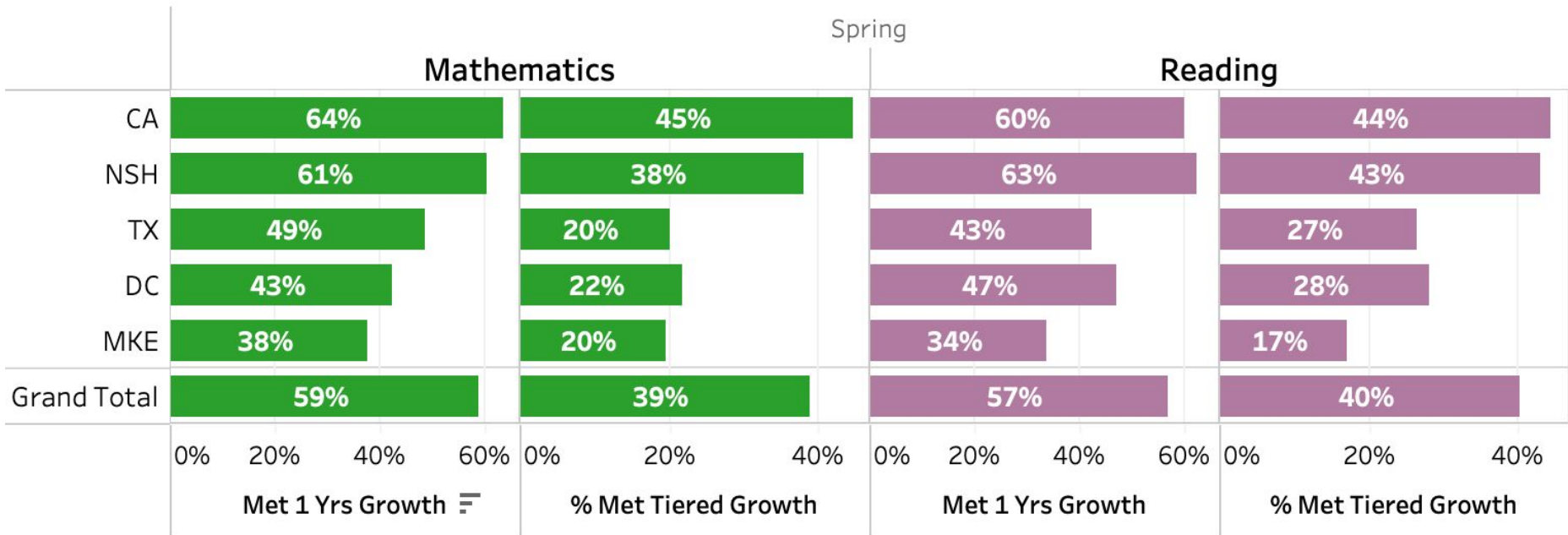
Projected % Proficient on State Assessment				
	Mathematics		Reading/ELA	
Region	2021-22	2022-23 EOY Projection	2021-22	2022-23 EOY Projection
CA Avg	40%	40%	44%	48%
DC Avg	7%	5%	8%	17%
MKE Avg	17%	11%	17%	13%
NSH Avg	20%	31%	23%	22%
TX Avg	na	16%	na	20%

- Projections based on NWEA linking studies



<60% met 1 year of growth

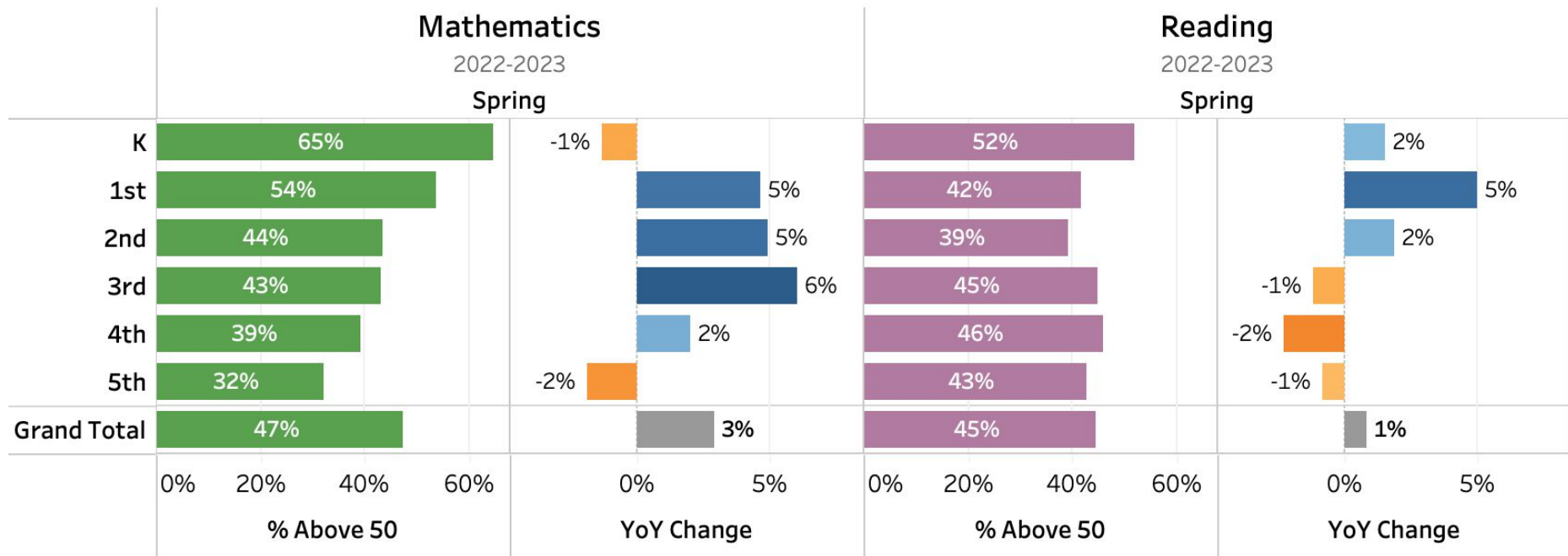
Fall-to-Spring % Meeting 1 Year Growth & Tiered Growth



●

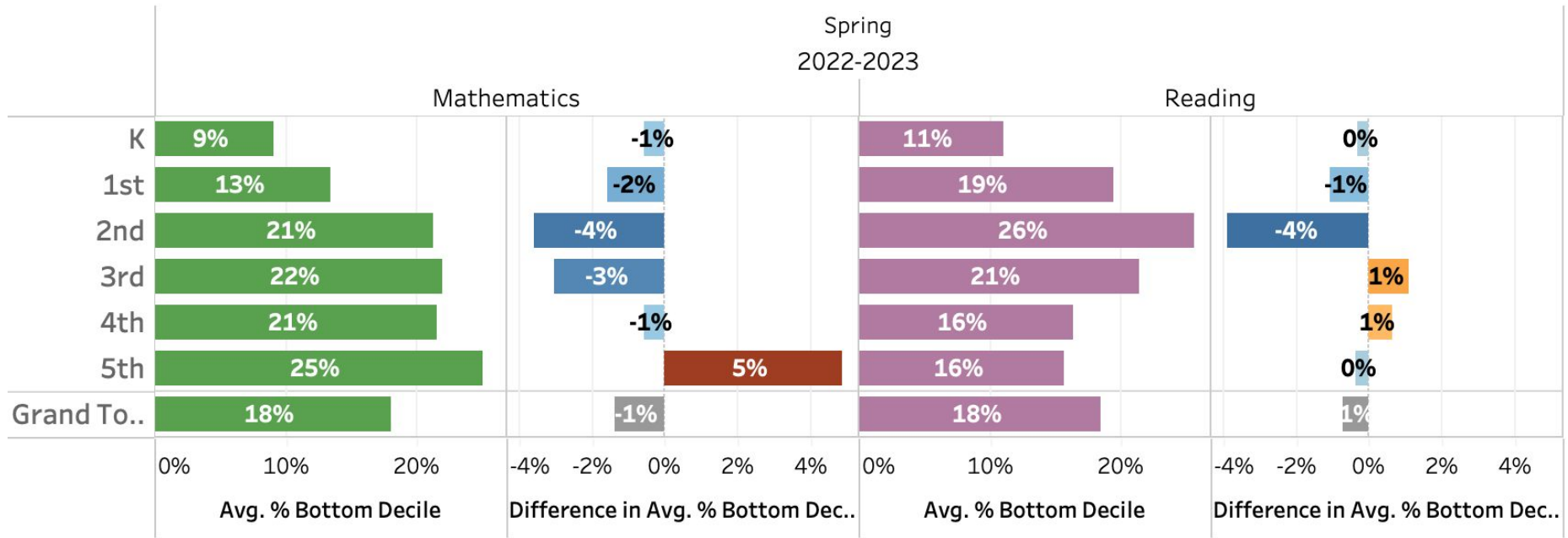
Change in % on Grade Level

2022-2023 Spring NWEA MAP
% At/Above 50th Percentile and YoY Change



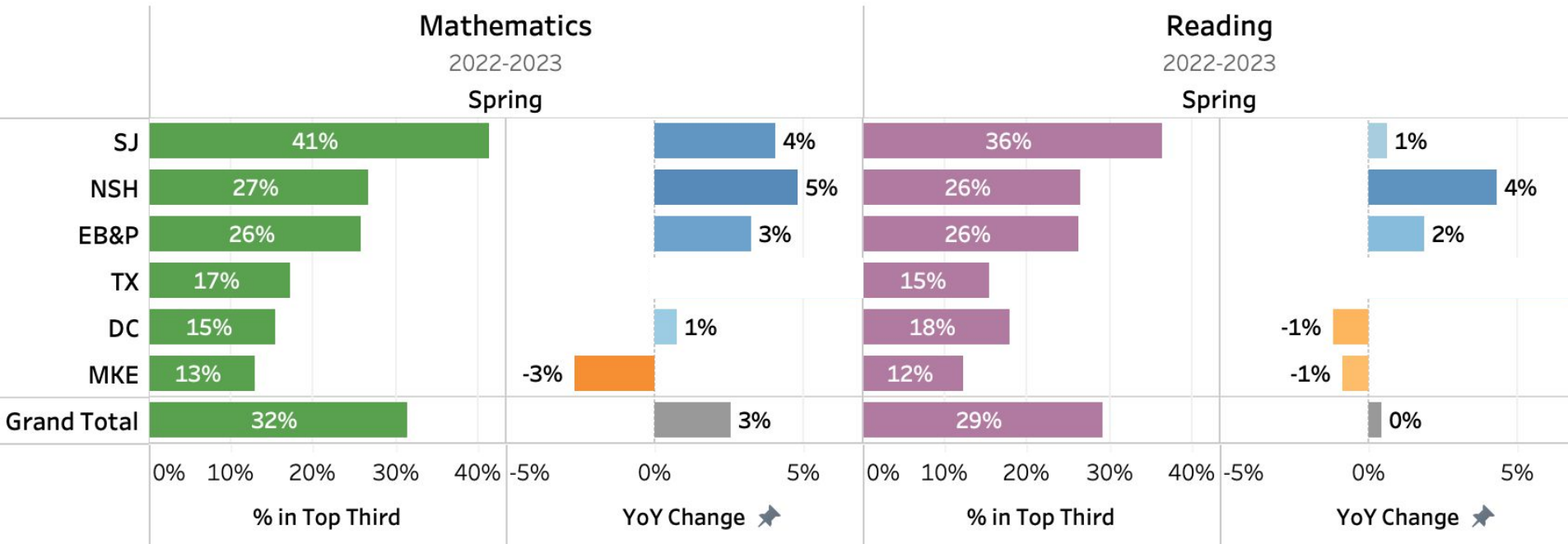
Bottom Decile

NWEA % Bottom Decile



Network needs to maintain similar rate of increase as NSH to achieve 5 year goals

2022-23 Spring NWEA MAP % At/Above 67th Percentile and Change from Prior Year



- Math Top Third increased in most regions
- Except for NSH, Reading Top Third largely held steady
 - Without addition of TX, network Reading would have increased by 1 percentage point

DC and MKE have >30% of students in bottom decile

NWEA MAP % Bottom Decile

		2022-2023						Grand Total
		Spring						
		K	1st	2nd	3rd	4th	5th	
Mathematics	SJ	6%	8%	13%	15%	15%	15%	12%
	EB&P	8%	12%	24%	23%	28%	25%	20%
	DC	15%	20%	37%	38%	41%	45%	30%
	MKE	13%	23%	34%	55%	37%	43%	34%
	NSH	11%	24%	21%	19%	19%	33%	19%
	TX	16%	10%	52%	35%			28%
Grand Total		9%	13%	21%	22%	21%	25%	18%

- >30% of G2-G5 students are currently in bottom Math decile in DC, MKE, and TX



NWEA BOTTOM DECILE

Over 20% of 2nd and 3rd Graders are in bottom decile in Reading: students who spent most of K and G1 year in distance learning

NWEA MAP % Bottom Decile

		2022-2023						Grand Total
		Spring						
		K	1st	2nd	3rd	4th	5th	
Reading	SJ	10%	14%	19%	19%	12%	10%	14%
	EB&P	11%	17%	30%	21%	22%	18%	20%
	DC	11%	30%	43%	32%	26%	21%	27%
	MKE	12%	34%	39%	41%	33%	32%	32%
	NSH	15%	23%	16%	14%	13%	15%	16%
	TX	11%	21%	60%	36%			33%
Grand Total		11%	19%	26%	21%	16%	16%	18%

- DC/MKE/TX have largest share in bottom third and >30% of G2-5 students are in the bottom decile in those region

Attendance - Regions with strongest growth results also had relatively high attendance and parent engagement captured in HelpCounter

2022-23

Region	ADA	Chronic Abs	PPH 10+ Hours	PPH 20+ Hours	Mathematics	
					Growth	Reading Growth
SJ	91%	27%	96%	86%	1.22	1.21
NSH	89%	36%	96%	86%	1.17	1.22
EB&P	89%	38%	95%	85%	1.09	1.12
TX	90%	32%	48%	32%	0.93	0.89
DC	83%	62%	64%	58%	0.90	0.98
MKE	87%	50%	79%	65%	0.82	0.76



Growth by term and school: Math

2022-2023 Avg Growth Years by Term

Mathematics		
Fall-to-Winter	Winter-to-Spring	Fall-to-Spring
1.40	1.40	1.36
1.44	1.33	1.36
1.28	1.45	1.33
1.06	1.56	1.31
1.10	1.49	1.25
1.13	1.41	1.24
1.21	1.30	1.23
1.06	1.29	1.20
1.19	1.19	1.18
1.07	1.42	1.18
1.10	1.31	1.17
0.98	1.39	1.15
0.99	1.24	1.10
1.03	1.16	1.07
0.90	1.26	1.04
1.12	0.99	0.99
0.85	1.21	0.97
0.80	1.09	0.93
0.94	0.89	0.87
0.73	1.07	0.83
0.70	1.08	0.81
0.77	0.86	0.73

Growth by term and school: Reading

2022-2023 Avg Growth Years by Term

Reading		
Fall-to-Winter	Winter-to-Spring	Fall-to-Spring
1.29	1.43	1.35
1.06	1.63	1.34
1.52	1.18	1.30
1.39	1.19	1.28
1.22	1.44	1.27
0.95	1.64	1.25
1.07	1.42	1.20
0.98	1.54	1.20
1.06	1.44	1.18
1.17	1.31	1.17
0.97	1.43	1.16
1.10	1.29	1.14
1.01	1.40	1.14
1.03	1.28	1.13
1.40	0.98	1.09
1.00	1.23	1.05
0.82	1.46	1.01
0.84	1.04	0.89
0.90	0.94	0.86
0.84	1.03	0.85
0.86	0.99	0.84
0.61	1.16	0.72



2022-23 First 30 Performance Metrics: San Jose

Budget/Staffing Projection	479	311	381	577	438	482	517	574	564	587
Day 1 Total Enrolled	513	330	368	585	424	495	520	538	575	610
Day 1 Enrolled to BSP	107%	106%	97%	101%	97%	103%	101%	94%	102%	104%
Day 1 Show Rate: % to <u>BSP</u>	101%	99%	95%	96%	93%	96%	94%	86%	95%	97%
Day 1 Show Rate: % to <u>Total Enrolled</u>	95%	93%	98%	95%	97%	94%	94%	92%	94%	94%
Orientation Turnout	94%	97%	100%	96%	92%	92%	99%	93%	85%	97%
HVs (% by Day 1)	67%	84%	58%	63%	53%	61%	62%	69%	50%	62%
Pre-Day 1 Roster Calls	Y	Y	Y	Y	Y	Y	Y	Y	N	Y
Conversion Rate #1 TK/K Apps (CA)	98%	99%	100%	78%	96%	81%	97%	87%	77%	84%

2022-23 Day 1-15 Performance Metrics: All Other Regions

	East Bay / Peninsula			Nashville			Milwaukee		DC (Only K-5)			TX
Budget/Staffing Projection	275	675	594	500	518	387	443	279	440	489	225	413
Day 1 Total Enrolled	310	689	603	512	492	341	448	263	464	496	228	320
Day 1 Enrolled to BSP	113%	102%	102%	102%	95%	88%	101%	94%	105%	101%	101%	77%
Day 1 Show Rate: % to <u>BSP</u>	105%	93%	97%	91%	93%	79%	91%	83%	78%	89%	87%	65%
Day 1 Show Rate: % to <u>Total Enrolled</u>	94%	91%	96%	87%	96%	90%	91%	88%	74%	88%	86%	84%
Orientation Turnout	70%	76%	92%	96%	99%		82%	70%	32%	45%	45%	76%
Home Visits (% Complete by Day 1)	77%	46%	35%	33%	59%	51%	18%	70%	55%	44%	30%	36%
Pre-Day 1 Roster Calls	Y	N	N	Y	Y	Y	N	N	N	N	N	N
Conversion Rate	94%	93%	80%	80%	89%	84%	84%	68%	56%	58%	62%	63%





Leadership Development Training: Adaptive Skills

Course Topic	Course Description	Method
Essential Lessons for First-Time Managers	Creating team & culture, taking ownership, etc.	LinkedIn Learning
Selecting & Assessing Talent	Discuss the recruitment process; Cost of Turnover; Behavioral based interviewing; Removing biases; Making a decision; Onboarding new employees.	Instructor-Led
Having Difficult Conversations: A Guide for Managers	Avoiding communication mistakes, when to act, manage emotions	LinkedIn Learning
Managing Challenging Behavior	Part 1: Antecedent Strategies; Part 2: Consequence Strategies Part 3: Tier Two Strategies	Vector Training
Leading through the Lens of Employment Law	Employment law overview; HR Dos and Don'ts; Rocketship's policies & procedures.	Instructor-Led
Managing a Multigenerational Team	Managing the 5 generations in the workplace	LinkedIn Learning
How to be Caring while Holding Teams Accountable	Holding team accountable with dignity and care	LinkedIn Learning
Sensitivity Awareness	Self-awareness, self-monitoring and perception, emotions, listening skills, and receiving and giving feedback.	Vector Training
Managing Performance	Collaborative coaching (consult with Program's coaching model); Promoting positive performance; Progressive discipline & corrective actions; Proper documentation; Termination.	Instructor-Led
Cultural Competence and Racial Bias	Understanding implicit racial bias, strategies for overcoming bias and developing cultural competencies so that educators can work effectively and collaboratively with students and each other.	Vector Training

Board Meeting Glossary of Terms



Snapshot of Rocketship Schools by Region

SAN JOSE

EAST BAY & PENINSULA

WI

Executive Director (Bay Area): Maricela Guerrero

VP of Schools: Juan Mateos

Directors of Schools (DOS): Chaka Hajji, Carly Reiss, Jason Colon, Danny Etcheverry

Wisconsin Executive Director: Kadeem Gill

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 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 Discovery Prep (RDP)
2011; TK-5th

Rocketship Brilliant Minds (RBM)
2012; TK-5th

Rocketship Delta Prep (RDL)
2018; TK-5th

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

Snapshot of Rocketship Schools by Region

TN	DC	TX
Tennessee Executive Director: William Hill	DC Executive Director: Candice Bobo DOS: Ashlee Watson	TX Executive Director: SaJade Miller DOS: Charlotte Ford
Rocketship Nashville Northeast Elementary (RNNE) 2014; K5-4th	Rocketship Rise Academy (RISE) 2016; PreK3-5th	Dennis Dunkins Elementary (RDDE) 2022; PreK4-4th
Rocketship United Academy (RUA) 2015; K5-4th	Rocketship Legacy Prep (RLP) 2017; PreK3-5th	Rocketship Explore Elementary (REX) 2023; PreK4-3rd
	Rocketship Infinity Community Prep (RIC) 2020; PreK3-4th	

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)

FMUSD	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
MMD	Multimetric Dashboard: a data tool used to review multiple metrics on an ongoing basis
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)