



Thursday, October 19, 2023
Rocketship CA Board Committee (2023-24 Q2)

Meeting Time: 4:30pm

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. You will be recognized once the public comment time begins, and be 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:

950 Owsley Ave, San Jose, CA 95122

1700 Cavallo Rd, Antioch, CA 94509

2351 Olivera Rd, Concord, CA 94520

909 Roosevelt Ave, Redwood City, CA 94061

4732 Knoll Park Circle, Antioch CA 94531

5309 Harwood Rd, San Jose, CA 95124

1. Opening Items

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

2. Consent Items

- A. Approve minutes from August 17, 2023 CA Board Committee meeting

3. Agenda Items

- A. Beginning of Year Achievement Update
- B. Strategic Planning Update

4. Closed Session

- A. Public Employee Performance Evaluation Pursuant to Gov. Code Section 54957: CA Executive Director

5. Agenda Items (contd.)

- A. Public report on actions taken in closed session

6. 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.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY: Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting may request assistance by contacting us at compliance@rsed.org.

SPANISH & VIETNAMESE TRANSLATION: If you need Spanish or Vietnamese audio translation in order to access the Rocketship Board meeting, please send a request to compliance@rsed.org at least 24 hours before the start of the meeting. 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.

Si necesita traducción de audio al español para acceder a la reunión de la Mesa Directiva de Rocketship, envíe una solicitud a compliance@rsed.org por lo menos 24 horas antes del inicio de la reunión.

Si desea hacer un comentario público en español y desea que lo traduzcamos al inglés para la Mesa Directiva, envíe una solicitud a compliance@rsed.org por lo menos 24 horas antes del inicio de la reunión.

Rocketship CA Board Committee (2023-24 Q1) (Thursday, August 17, 2023)

Generated by Cristina Vasquez on Friday, August 18, 2023

1. Opening Items

A. Call to order

At 4:02pm, Ms. Bernal Samano took roll call. With a quorum of committee members present, Ms. Bernal Samano called the meeting to order.

Present: Hugo Castaneda, Ruben Solorio, Diana Phuong, Matt Red, Yolanda Bernal Samano

Absent: Courtney Shenberg, Deja Gipson

B. Public comment on off-agenda items

At 4:03pm, Ms. Bernal Samano called for public comment on off-agenda items. No comments from the public were made.

2. Consent Items

A. Approve minutes from the June 1, 2023 CA Board Committee meeting

At 5:57pm, a motion to approve consent items was made by Mr. Red, seconded by Mr. Castaneda, and carried unanimously by roll call vote.

Y: Hugo Castaneda, Ruben Solorio, Diana Phuong, Matt Red, Deja Gipson, Yolanda Bernal Samano

N: --

Abstain: --

3. Agenda Items

A. Mission Moment and Executive Director Update

At 4:04pm, the committee discussed agenda item 3(A). No action was taken.

B. 23-24 CA Budget, Year End Financials and Enrollment Update

At 4:07pm, the committee discussed agenda item 3(B). No action was taken.

C. CA Regional Priorities and Focus Area

At 4:41pm, the committee discussed agenda item 3(C). No action was taken.

At 4:52pm, Deja Gipson joined the meeting.

D. Family Engagement Update

At 5:02pm, the committee discussed agenda item 3(D). No action was taken.

E. Talent and Team Culture Update

At 5:41pm, the committee discussed agenda item 3(E). No action was taken.

6. Adjourn

At 5:59pm, a motion to adjourn was made by Mr. Solorio, seconded by Ms. Phuong, and carried unanimously by roll call vote.

Y: Hugo Castaneda, Ruben Solorio, Diana Phuong, Matt Red, Deja Gipson, Yolanda Bernal Samano

N: --

Abstain: --



Q2 Rocketship Public Schools CA Board Committee Meeting

October 19, 2023

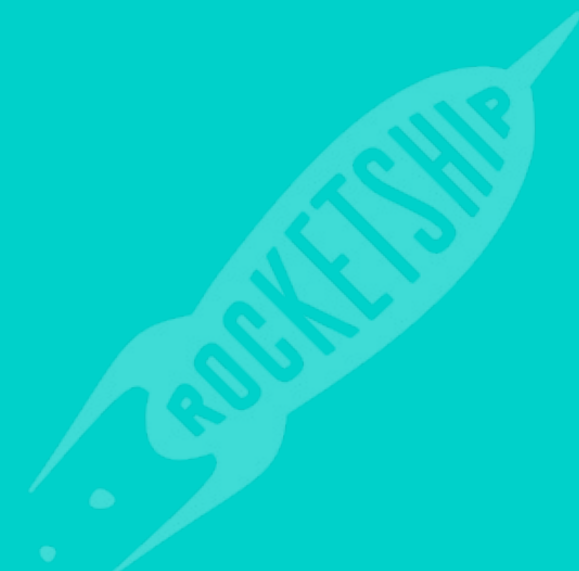


Agenda

1. Opening Items
A. Call to order
B. Public comment on off-agenda items
2. Consent Items
A. Approve minutes from June 1, 2023 CA Board Committee meeting
3. Agenda Items
A. Executive Director Update
B. Beginning of Year Achievement Update
C. Strategic Planning Update
4. Closed Session
A. Public Employee Performance Evaluation Pursuant to Gov. Code Section 54957: CA Executive Director
5. Agenda Items (CONTD)
A. Public report on actions taken in closed session
6. Adjourn



Public Comment



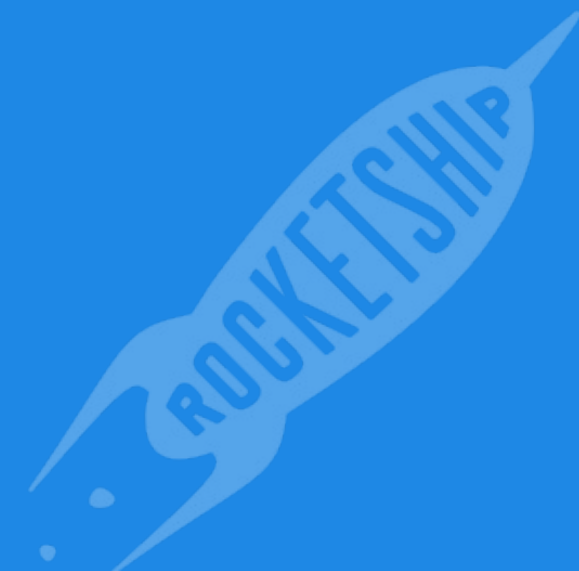
Executive Director Update



Mission Moment



Beginning of the Year Achievement Update





Rocketship California 23-24

Academic Student Success

Strengthen instructional coaching systems & relationships so that all students meet and/or exceed outcomes

Family Partnership & Advocacy

Engage all families meaningfully by defining and implementing core pathways and systems

CA Team Culture

Create a more sustainable team culture where staff feel valued, included, and successful by defining and scaling structures

Impact: We support children and families to overcome barriers to opportunity so every child in our community has equal access to opportunity.

One Band, One Sound

Phase 0
Summer
PD

Phase 1
Strong
Start
(First 30)

Phase 2
Effective
Instruction
Sept 26 -
Dec 20

Phase 3
Elevate
Instruction
Jan 4 -
Mar 14

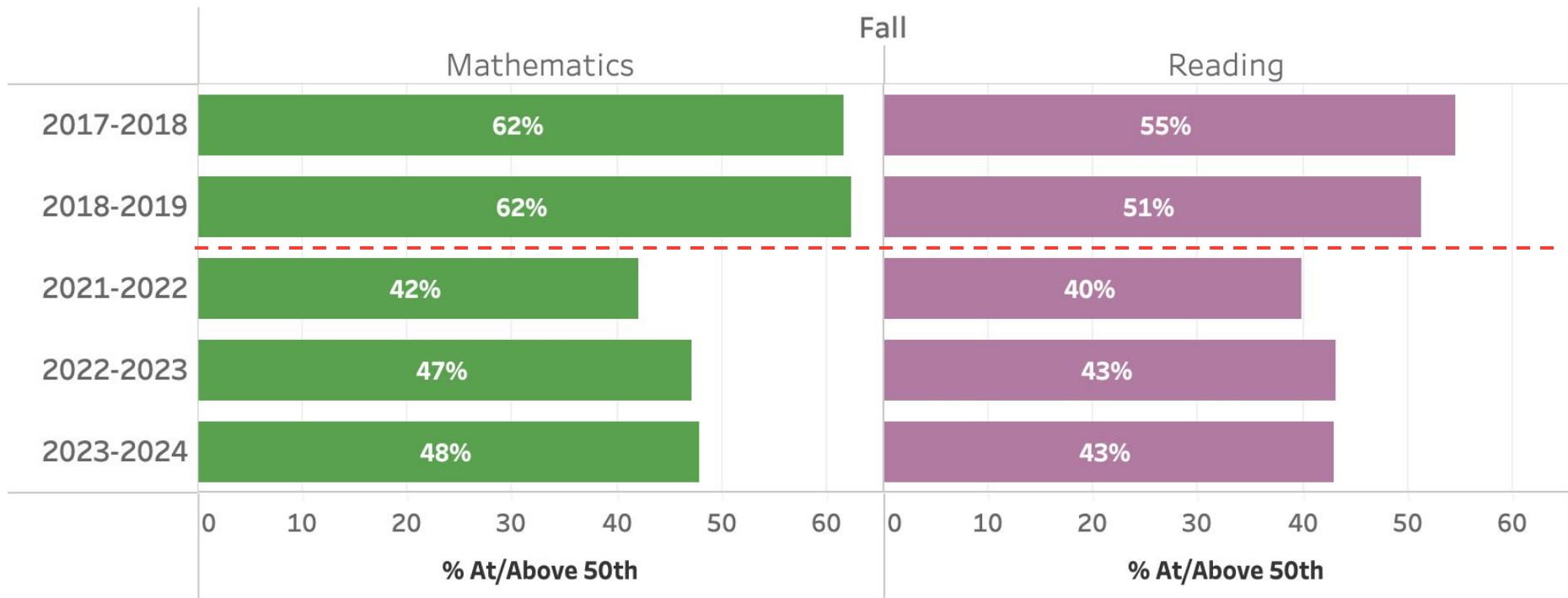
Phase 4
Grade
Level
Mastery
Mar 18 -
May 26

Phase 5
24.25
Prep
May 30-
June 15



Gradual increase in absolutes but still far below pre-pandemic levels

RPS CA: Fall NWEA MAP % Top 50



Dotted red line represents 2020-21 when Fall testing was administered remotely.

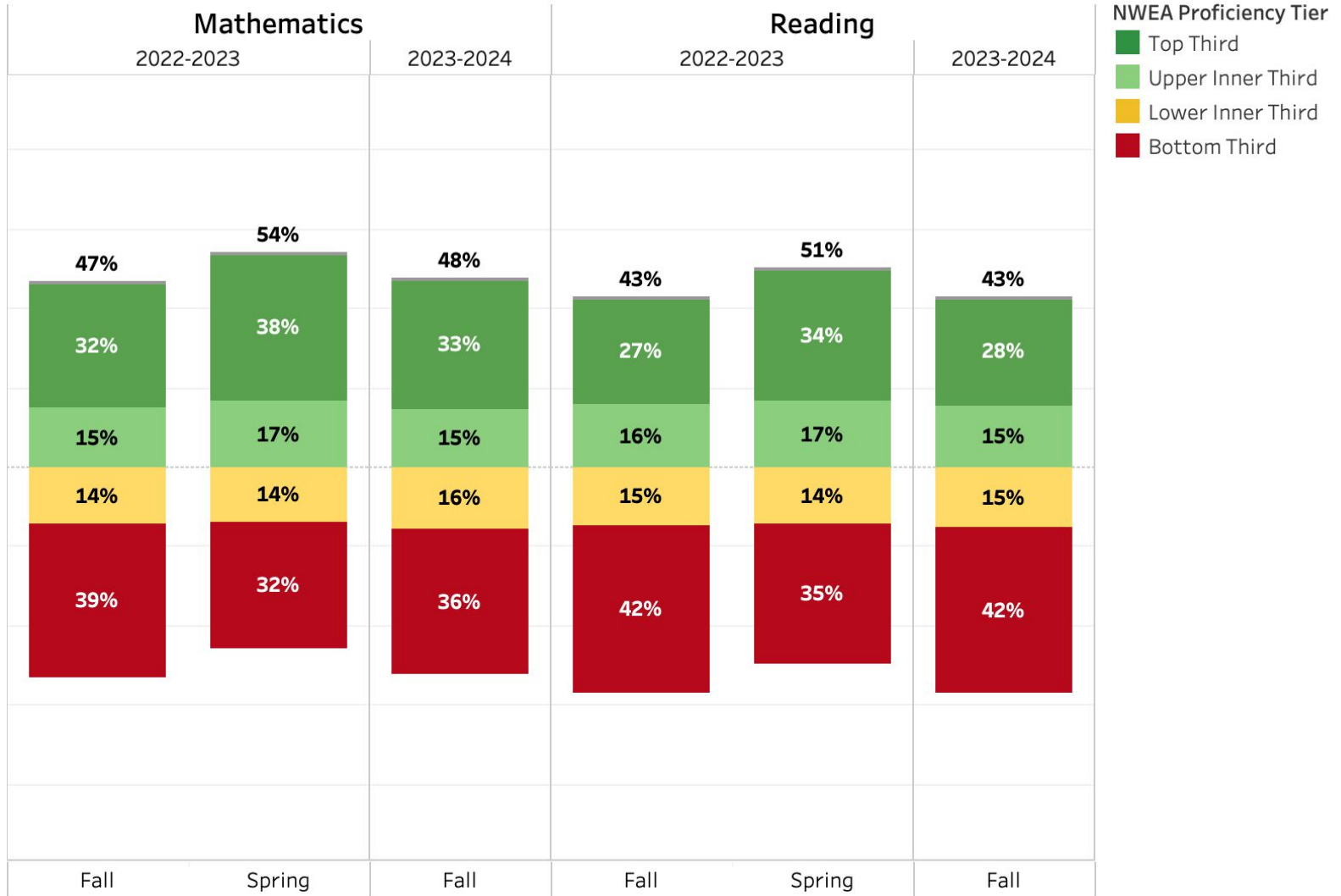
Returning Rocketeers starting higher and seeing higher gains At/Above the 50th Percentile

Fall 2023 % At/Above 50th Percentile and YoY Change
Returning Rocketeers

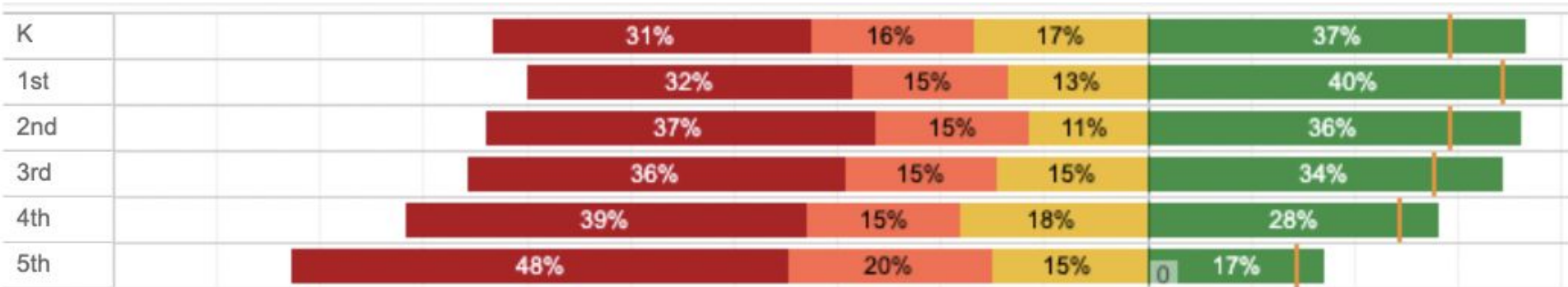


Fall results similar to last year's start

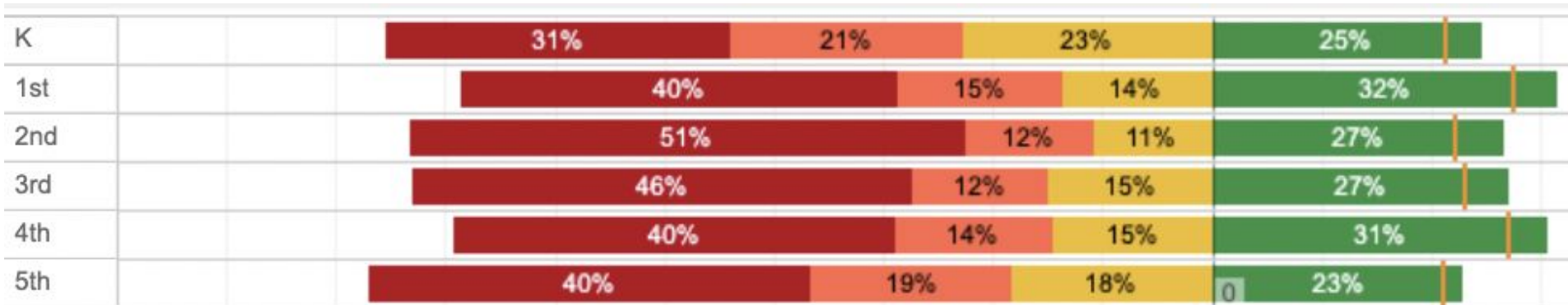
RPS CA NWEA MAP Proficiency Distribution
2022-23 & 2023-24



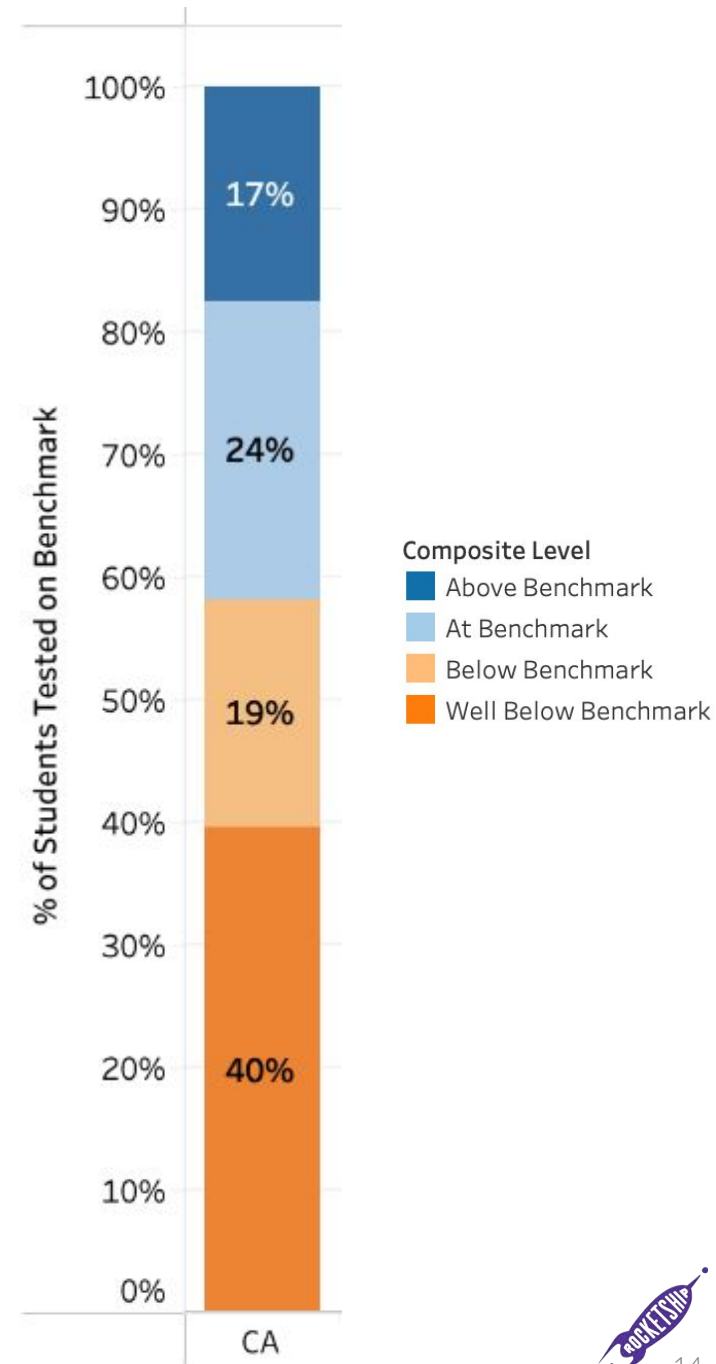
Math: % at or above 50th is higher in lower grades



Reading: % at or above 50th is higher in K, G1, G4



Regional DIBELS distribution
is very similar to NWEA
Reading distribution



Phase 2 Achievement Drivers and Metrics

Phase 2 Success Drivers What key strategies for your key stakeholders are you investing in to lead to our outcomes?	Phase 2 Metrics to Assess Progress How can we best measure progress in implementing the drivers?
Establishing Intellectual Prep Structures: Launch and coach intellectual prep meetings that lead to weekly elevation for teacher planning and practice and LP feedback	90%+ of Ss are progress monitored every 2 weeks (will shift to progress goal after 2nd PM)
Small Group Instruction: Roll out small group instruction in reading and math to target specific student needs.	60% @ proficient/highly proficient on Eureka Topic Quizzes
Instructional Coaching Cycle: Strengthen school leader cohesive coaching cycle that cascades from <ul style="list-style-type: none">● ILT: Instructional leadership teams align on focus● PD SWFA: Focus rolled out to staff● In the moment coaching and 1:1 coaching conversations● Reflection and celebration	80% of Ts meet or exceed on monthly focus area rubrics <ul style="list-style-type: none">● October: Lesson Purpose and Transferable Teaching● November / December: Engaging All Learners

CA Board Discussion

- What questions or reflections do you have about our Fall achievement data?
- What feedback do you have on our three key drivers to elevate instruction this semester?
 - Intellectual Prep Structures
 - Small Group Instruction
 - Instructional Coaching Cycle



Team Culture: Staff Pulse Check Survey

CA Landing: 9.15.23 CA Regional Priority: Team Culture 1 - MG/CA Landing x

Fri, Sep 15, 2:00 PM (12 days ago) ☆ ↶ ⋮

Maricela Guerrero
to Maricela, bcc: ca-landing

Dear Rocketeers,

Today, I will continue to highlight our progress on our regional priorities. Last week, we celebrated our wins in **Family Partnership & Advocacy**, and today, we will focus on our efforts to elevate **CA Team Culture**.



When we joined Rocketship, we made a commitment to our communities to work relentlessly to eliminate the achievement gap in our lifetime. We knew the work would be challenging, and we knew that we would not be doing it alone. Our Rocketeers can only reach their highest potential if everyone on our team is aligned and leading together. We want to get our adult culture *right* in our region. We all do better when we lift each other up and feel supported, valued, and successful. We need all of you in this fight for social justice - so we are making a conscious effort to make this work more sustainable. When we feel a sense of belonging at our schools, we can show up 100% for our students and families. To this end, we have **three end-of-year goals** that will guide our efforts:

1. Retain 60%+ of our Latino-a/Hispanic, Black or African American, and Asian CA staff so our adults continue to represent the students we serve
2. Increase our net promoter score from 17 to 24 as measured by the staff satisfaction survey question, "I'd recommend Rocketship as a great place to work"
3. Retain 85% of our teachers performing in Tier 3/Tier 4 and 85% of our school leaders

The new time investments (designated planning time, planning days, dismissal/arrival coverage, shortened Thursday, increased Flex days) are contributing to a more sustainable culture at Rocketship *

1 2 3 4 5 6 7
Strongly Disagree ○ ○ ○ ○ ○ ○ ● Strongly Agree

I'd recommend Rocketship as a great place to work *

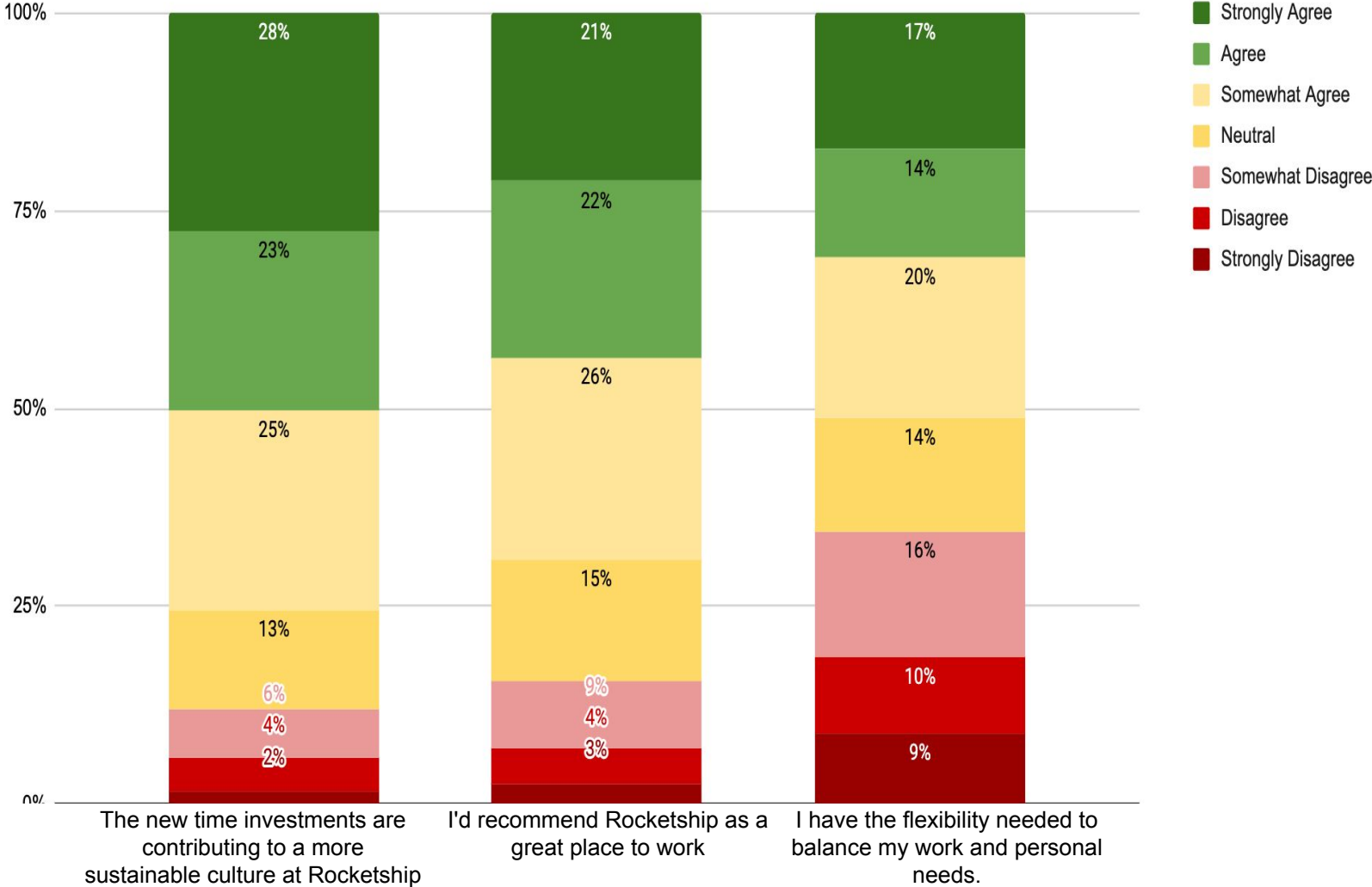
1 2 3 4 5 6 7
Strongly Disagree ○ ○ ○ ○ ○ ○ ○ Strongly Agree

I have the flexibility needed to balance my work and personal needs. *

1 2 3 4 5 6 7
Strongly Disagree ○ ○ ○ ○ ○ ○ ○ Strongly Agree

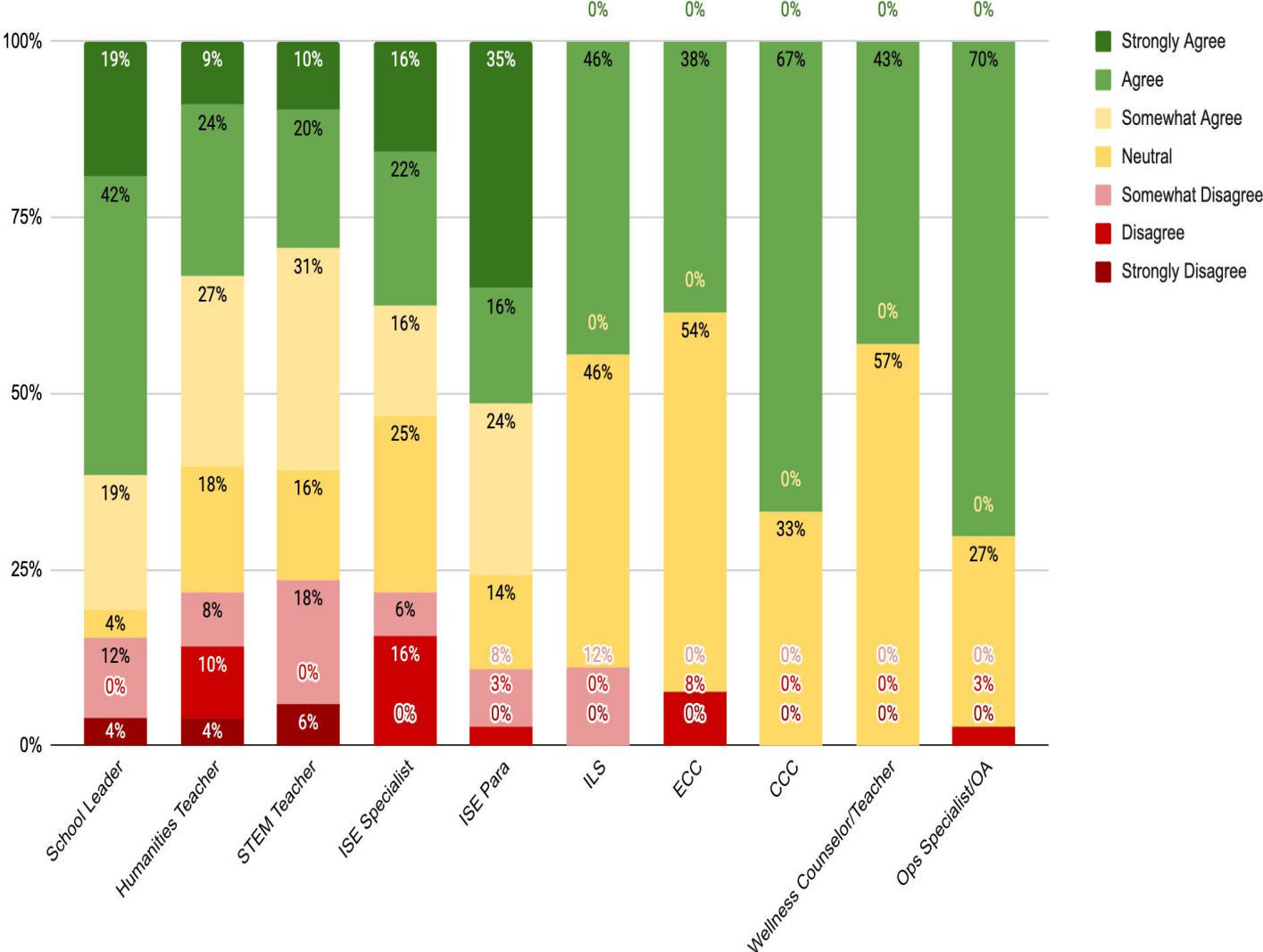


Over 50% of respondents agree or strongly agree that the new time investments are contributing to a more sustainable culture at Rocketship



School Leaders & Hourly staff members are more likely to recommend Rocketship than Humanities, STEM, & ISE teachers

Role Breakdown: I'd recommend Rocketship as a great place to work



Top Themes of Open Field Comment

Staff have a supportive school culture/SLs

“Rocketship is an amazing place to work because there is so much support provided and room for real growth.”

“The staff has been nothing but welcoming, supportive, encouraging, and helpful.”

Staff need more planning time

“I’m thrilled for the changes made this year will shortened Thursdays, planning time, and flex days. However, the work schedule for RPS feels long -7:00 -5:00 = 10 hrs + events + wrap up before heading out. I get satisfaction of feeling prepared for the next day yet long hours means way less time with family + personal.”

“Even though more planning time has been added, it’s difficult to keep up with all of the prepping, planning, and internalizing with the allotted time. “

CA Executive Team & Schools Partnership

**SL
Transparency
& Shared
Learning**

**Increase
Support of
Curriculum
Roll out**

**Educator
Appreciation**

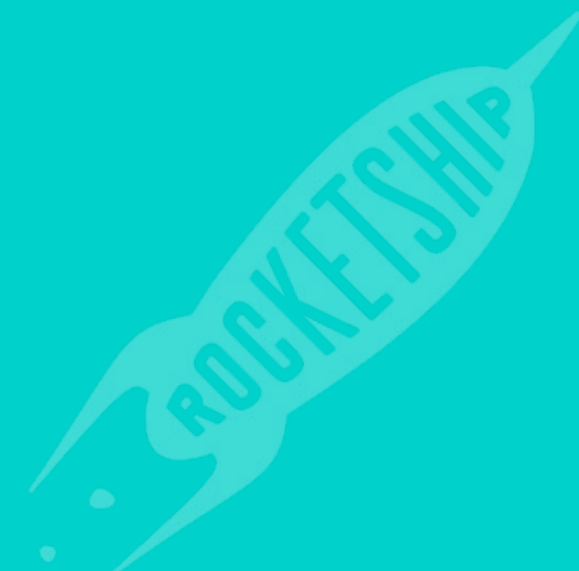
**Regional
Focus Group**

CA Board Discussion

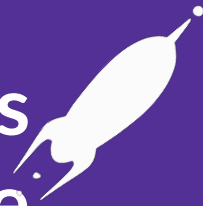
- What other opportunities do you see to address they key themes from our pulse survey?
- Which of these opportunities appeal most to you? Which do you see being hardest to accomplish?



Strategic Planning Update



Understanding Rocketship's Strategic Planning Progress To Date & What's Next



Reminder: What we have accomplished so far in our 5 Year Strategic Planning Process at a National level



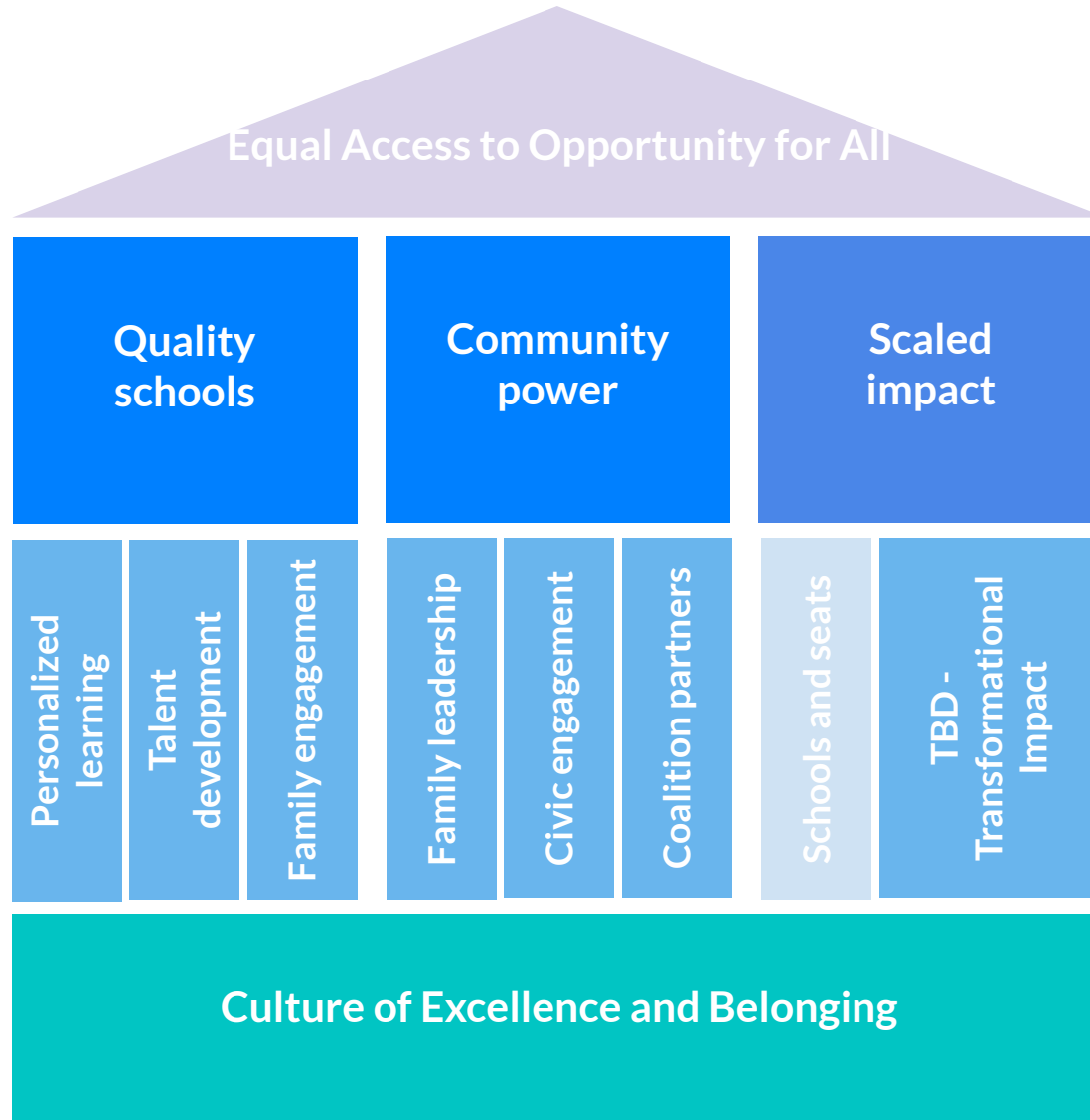
CORE QUESTIONS WE ANSWERED BY THE AUGUST NATIONAL BOARD

- **Community Impact:** How does Rocketship define Community Impact?
- **Logic Model:** What are Rocketship's levers and activities for achieving that impact?
- **5-Year Targets:** How will we know if we have achieved and are on track to achieve that impact?

What happens next

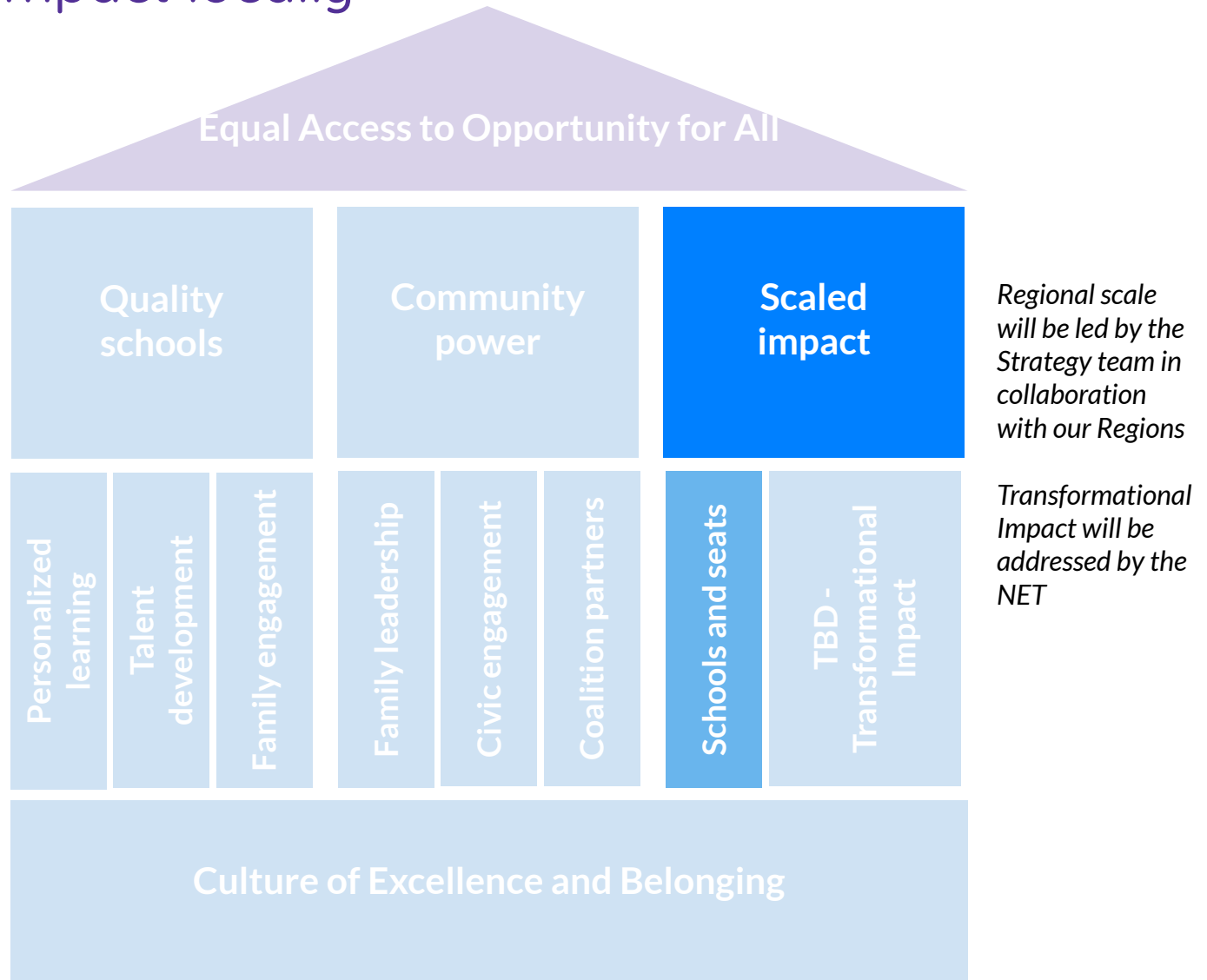


Nationally work will now shift to planning what investments we make organization-wide in each Lever of our Logic Model



What specific national initiatives should we prioritize to achieve our 5-year goals?

Meanwhile, Regional planning will focus on how to inform and take advantage of those investments to scale their impact locally



Core questions CA leadership will be asking themselves during this process

- **Assess current status:** Where do we stand in our journey of quality, scale, and advocacy?
- **Define success:** How do we define 'scalable impact', set a measurable goal, and track progress towards achieving it?
- **Set scale goals:** What do we aim to achieve over the next 5 years in CA?
- **Focus priorities:** What strategic initiatives do we need to pursue to achieve our scaled impact goals?
- **Operationalize:** What are the resource requirements to operationalize our plan?

Our vision for CA schools in 2028

- Rocketship is a community anchor which families see as their second home, in some cases their first home
- Parents have access to the resources they need to be successful and unleash their potential
- Staff share a common sense of mission and purpose



Our headwinds remain the same

- Declining immigration
- Increasing gentrification
- Increasing competition
- Uncertain political climate
- Limited opportunities for new schools



Goals of our regional planning: 13 financially viable schools with deep impact and strong results

- 9 of 13 school will have room to add seats and boost enrollment
- At least 4 of our schools will need to adapt to the pressures of gentrification
- 13/13 schools continually renewed by their charter authorizers

BOARD COMMITTEE DISCUSSION TOPIC:

1. Do you have any other expectations of the planning process?

The CA leadership has identified potential areas of opportunity and will now seek stakeholder input in order to prioritize them

- Improve enrollment efficiency
- Increase investment in advocacy
- Introduce magnet and enrichment programming
- Reconfigure from TK-5 to TK-4 (i.e. RRS)
- Elevate Carecorps into a Family Services Hub
- Partner to offer services that build Family capacity
- Expand into 0-3 Childcare or Headstart
- Act as Middle school feeder in partnership with k-12 providers
- Expand After-school programming
- Invest in affordable housing for teachers

BOARD COMMITTEE DISCUSSION TOPIC:

1. What other opportunities do you see to scale our impact in the region?
2. Which of these opportunities appeal most to you? Which do you see being hardest to accomplish?

Next Steps

October-November

December-March

March - August

Defining and refining initiatives,
and enrollment and financial
projections

Selection of initiatives and
high-level implementation
plans

5-year investment
planning

Engaging Stakeholders: building desire and collecting feedback from Board, families and staff

11/30
CA Board Committee

2/28
CA Board Committee

6/6
CA Board Committee



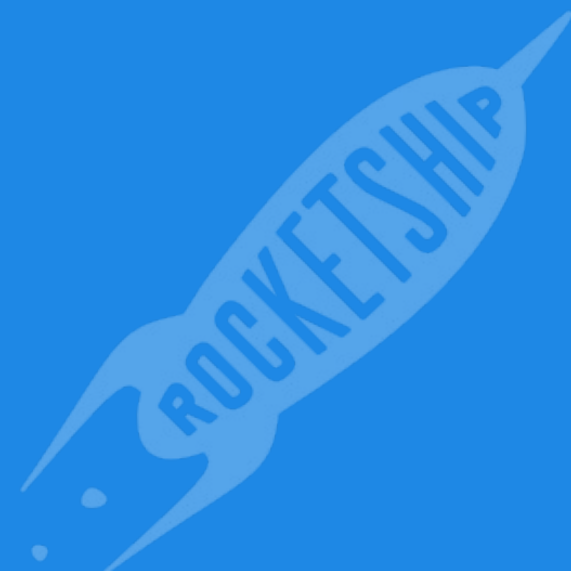
Closed Session



The CA Board Committee
is in closed session.



Closed Session Report Out



Adjourn

