



**Thursday, March 28, 2024**  
**Rocketship CA Board Committee (2023-24 Q3)**

**Meeting Time: 4:00pm**

**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. 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**

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**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**

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**1. Opening Items**

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

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**2. Consent Items**

- A. Approve minutes from February 1, 2024 CA Board Committee meeting

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**3. Agenda Items**

- A. Executive Director Update
- B. Budget Update
- C. Enrollment Update
- D. DEI & Staff Satisfaction Survey Results and Projected Retention
- E. Meeting with Regional Advisory Board

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**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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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](mailto: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](mailto:compliance@rsed.org) por lo menos 24 horas antes del inicio de la reunión.

## **Rocketship CA Board Committee (2023-24 Q3) (Thursday, February 1, 2024)**

*Generated by Cristina Vasquez on Tuesday, February 5, 2024*

### **1. Opening Items**

#### **A. Call to order**

At 4:08pm, Ms. Bernal Samano took roll call. With a quorum of committee members present, Ms. Shenberg called the meeting to order.

Present: Hugo Castaneda, Ruben Solorio, Courtney Shenberg, Deja Gipson, Yolanda Bernal Samano

Absent: Diana Phuong, Matt Red (advisor)

#### **B. Public comment on off-agenda items**

At 4:09pm, 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 October 19, 2023 CA Board Committee meeting**

At 4:09pm, a motion to approve consent items was made by Ms. Shenberg, seconded by Mr. Solorio, and carried unanimously by roll call vote.

Y: Hugo Castaneda, Ruben Solorio, Courtney Shenberg, Deja Gipson, Yolanda Bernal Samano

N: --

Abstain: --

### **3. Agenda Items**

#### **A. Executive Director Update**

At 4:11pm, the committee discussed agenda item 3(A). No action was taken.

#### **B. CA Regional Priorities and Goals**

At 4:22pm, the committee discussed agenda item 3(B). No action was taken.

#### **C. Strategic Planning Update**

At 4:55pm, the committee discussed agenda item 3(C). No action was taken.

#### **D. LCAP Mid-Year Update**

At 5:52pm, the committee discussed agenda item 3(D). No action was taken.

### **4. Adjourn**

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

Y: Hugo Castaneda, Ruben Solorio, Courtney Shenberg, Deja Gipson, Yolanda Bernal Samano

N: --

Abstain: --

# Q3 Rocketship Public Schools CA Board Committee Meeting

March 28, 2024



# Agenda

## 1. Opening Items

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

## 2. Consent Items

- A.** Approve minutes from February 1, 2024 CA Board Committee meeting



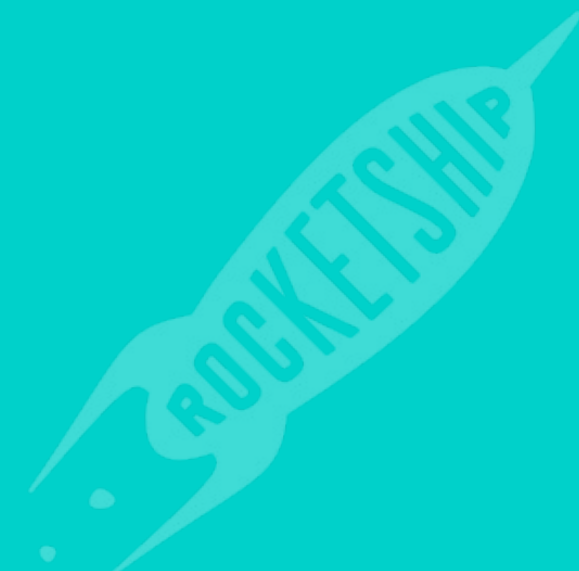
## 3. Agenda Items

- A.** Executive Director Update
- B.** Budget Update
- C.** Enrollment Update
- D.** DEI & Staff Satisfaction Survey Results and Projected Retention
- E.** Meeting with Regional Advisory Board

## 4. Adjourn



Public Comment





# Executive Director Update

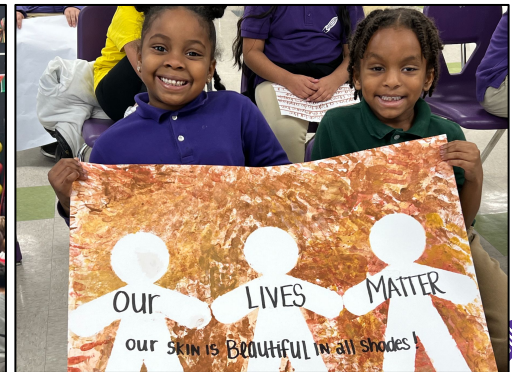




# Mission Moment: Cultural Celebrations



Univision 14 interviewed Principal Danisha West and Rocketship families in a live feature segment. Watch below!





# Budget Update



# FY24 YE Projections

The California forecast projects a \$2.7M CINA, \$754K lower than budgeted.

- The CINA decrease represents <1% of total California revenue.

The revenue total is projected to be relatively consistent with the budget.

Expenses are projected to be \$719K higher than budgeted. There are significant shifts in expenditures.

- Compensation is projected to be almost \$3M lower than budgeted, while professional services are projected to be \$2.5M higher than budgeted.

The expense projections are conservative and we anticipate finding significant savings with the schools and NeST for the remainder of the year.



# FY24 YE Projections - Total Region

California is projected to end the year with a \$2.7M CINA, \$754K lower than originally budgeted. This is under one percent of the total CA Revenue.

CA Schools & Regional NeST	FY24 Year-End Projection			FY24 Aug Approved Budget			
(\$000)	Total Schools	CA NeST	Total	Total Schools	CA NeST	Total	Variance
<b>Enrollment</b>	<b>484</b>		<b>484</b>	<b>6366</b>		<b>6366</b>	<b>-5882</b>
Federal Revenue	14,741		14,741	15,677		15,677	(936)
State	122,063		122,063	121,259		121,259	805
Other Local Revenues	64		64	26		26	39
Int Transfers/Network Support Fee		6,314	6,314		6,442	6,442	(127)
Grants and Fundraising	179	6	185				185
<b>Total Revenues</b>	<b>137,047</b>	<b>6,321</b>	<b>143,368</b>	<b>136,961</b>	<b>6,442</b>	<b>143,403</b>	<b>(35)</b>
Certificated Salaries	30,087	211	30,299	32,226		32,226	1,927
Classified Salaries	20,479	2,368	22,847	20,360	2,751	23,111	264
Employee Benefits	14,344	548	14,892	15,117	517	15,633	741
Books and Supplies	6,927	310	7,237	6,528	243	6,771	(466)
Food Services	4,772	52	4,824	4,665	39	4,704	(121)
Operating and Housekeeping	3,053	3	3,056	2,865	9	2,874	(182)
Professional Services	19,979	872	20,851	17,713	667	18,380	(2,471)
Other Operating Expenses	2,131	530	2,661	1,695	484	2,179	(483)
Facility Fee	10,021		10,021	9,586		9,586	(435)
Leases and Repairs	2,861	403	3,264	3,041	379	3,420	156
Network Support Fee	19,122		19,122	19,325		19,325	204
Miscellaneous Expenses	922	700	1,623	1,068	700	1,768	145
<b>Total Expenses</b>	<b>134,700</b>	<b>5,998</b>	<b>140,697</b>	<b>134,189</b>	<b>5,789</b>	<b>139,978</b>	<b>(719)</b>
<b>CINA</b>	<b>2,348</b>	<b>323</b>	<b>2,671</b>	<b>2,773</b>	<b>652</b>	<b>3,425</b>	<b>(754)</b>

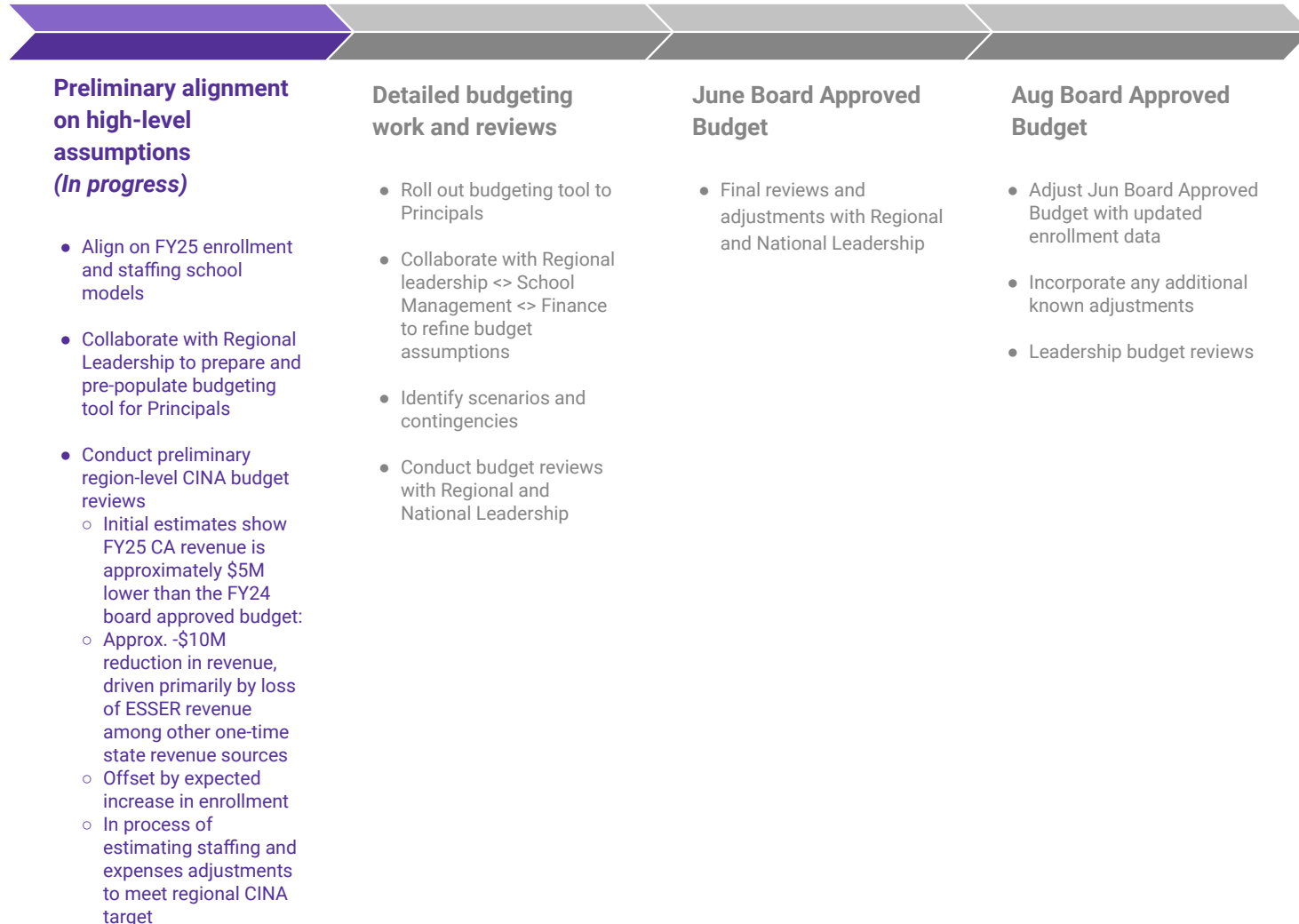


# FY24 YE Projections - California Schools

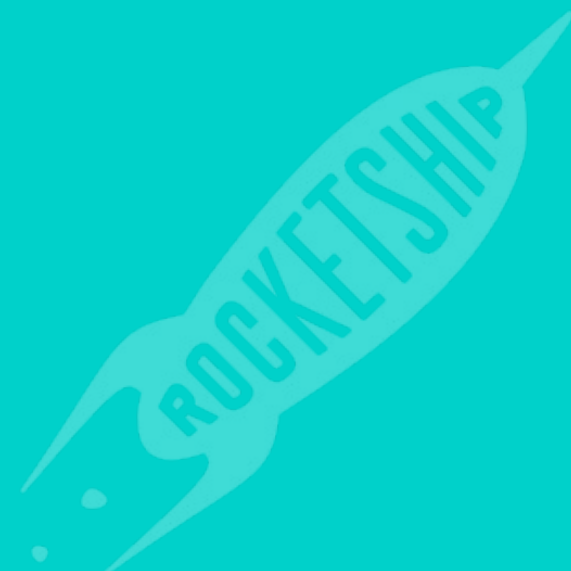
There is an opportunity for CINA improvements, as actual attendance rates have been higher than forecasted.

CA Schools	FY24 Year-End Projection													Total CA Schools
(\$000)	RMS	RSSP	RLS	ROMO	RDP	RBM	RSA	RSK	RFZ	RRWC	RRS	RFA	RDL	
<b>Enrollment</b>	<b>484</b>	<b>300</b>	<b>356</b>	<b>565</b>	<b>404</b>	<b>482</b>	<b>531</b>	<b>544</b>	<b>538</b>	<b>306</b>	<b>607</b>	<b>651</b>	<b>583</b>	<b>6,351</b>
Federal Revenue	1,237	1,160	986	1,201	1,187	1,637	837	1,198	1,409	1,012	1,200	1,110	566	14,741
State	8,999	6,712	7,571	11,112	7,952	9,930	9,518	10,207	11,002	5,638	11,935	10,653	10,773	122,003
Other Local Revenues	24	7	2	1				6		65	9	1	9	124
Int Transfers/Network Support Fee														
Grants and Fundraising		47		6		39	9	28			5		44	179
<b>Total Revenues</b>	<b>10,260</b>	<b>7,926</b>	<b>8,559</b>	<b>12,320</b>	<b>9,140</b>	<b>11,608</b>	<b>10,364</b>	<b>11,439</b>	<b>12,412</b>	<b>6,714</b>	<b>13,149</b>	<b>11,765</b>	<b>11,392</b>	<b>137,047</b>
Certificated Salaries	2,289	1,741	2,117	2,746	2,109	2,721	2,547	2,473	2,238	1,650	2,477	2,779	2,201	30,087
Classified Salaries	1,514	1,155	1,231	2,207	1,337	1,538	1,489	1,823	1,722	1,120	1,843	1,837	1,653	20,470
Employee Benefits	1,079	819	947	1,366	1,020	1,229	1,144	1,226	1,122	763	1,207	1,302	1,119	14,344
Books and Supplies	643	394	392	510	443	502	513	578	538	466	646	724	577	6,927
Food Services	348	273	250	478	353	460	414	476	413	226	383	379	319	4,772
Operating and Housekeeping	263	243	188	198	172	292	272	192	285	166	274	269	239	3,053
Professional Services	1,392	967	829	1,431	1,142	1,580	1,527	1,346	2,356	782	2,507	2,075	2,053	19,988
Other Operating Expenses	241	112	120	168	133	159	157	174	159	134	173	211	191	2,131
Facility Fee	868	622	860	946	747	850	722	878	1,109	22	846	409	1,143	10,021
Leases and Repairs	219	169	197	270	199	225	227	234	227	150	263	249	232	2,861
Network Support Fee	1,432	1,094	1,198	1,712	1,255	1,605	1,435	1,597	1,746	923	1,858	1,655	1,611	19,122
Miscellaneous Expenses	62	61	206	168	57	76	40	38	50	31	54	46	35	922
<b>Total Expenses</b>	<b>10,350</b>	<b>7,650</b>	<b>8,534</b>	<b>12,201</b>	<b>8,968</b>	<b>11,238</b>	<b>10,486</b>	<b>11,035</b>	<b>11,965</b>	<b>6,434</b>	<b>12,529</b>	<b>11,937</b>	<b>11,373</b>	<b>134,700</b>
<b>CINA</b>	<b>(90)</b>	<b>277</b>	<b>26</b>	<b>119</b>	<b>171</b>	<b>369</b>	<b>(122)</b>	<b>404</b>	<b>447</b>	<b>280</b>	<b>620</b>	<b>(172)</b>	<b>19</b>	<b>2,348</b>

# California FY25 Budget Process



# Enrollment Update



# 24-25 Enrollment Timeline

Item	Date/s
2024-25 Application Opens to the public	November 6th, 2023
Intent to Return	January 29th - February 16th 2023
Application closes to the public	March 1st, 2024
Live Lottery Held	March 7th , 2024
Lottery Results Made Public	March 11th, 2024
New Student Enrollment Completion	Now & moving forward
Re-Enrollment	May 1st-May 22nd 2024
2 New Family Engagement Events	April 15th-May 31 2024





## Strong Intent to Return (ITR) completion: 99.5% in 23.24 vs 96% in 22.23

Schools	Returning	Middle School	Undecided	Not Returning
San Jose	3955	89	205	78
East Bay	1244	8	33	27
Total (CA)	5199	97	238	105

### Key Takeaways

- 12/13 schools achieved 100% completion (1 school at 98%)
- Improved student retention (94% in 23.24 vs 92% in 22.23)
- Increase in families utilizing Parent Portal (54% 23.24 vs 10% in 22.23)

### Next Steps

- School Leaders execute retention strategy to understand root causes behind *Undecided/Not Returning* families and then convert them to returning
- Schools will do another round of ITR surveys in May to confirm re-enrollment numbers for next school year



# Extended 966 offers to new Rocketship families

## Key Takeaways

- Facilitating a regional offer call day with OMs is an effective strategy to confirm new families. *(554 families confirmed their acceptance by 3/11 at 6PM)*

## Next Steps

- OMs will continue outreach to new families and invite them to the schools to start enrollment paperwork
- Schools will plan and execute two New Family Engagement Events in April and May to retain confirmed families
- Region will increase support for schools who need to make 100+ calls

Total Pre-Offers	Total Confirmed as of 3/12	Conversion Rate (All Grades)
966	636	66%

Metrics for 24-25 Enr.	Goal
Conversion Rate for #1 TK/K Offers <i>For long-term sustainability, as a region we focus on a higher conversion rate for TK/Kinder vs G1-G5</i>	80%
Failsafe Conversion Rate (All Grades)	65%

# Summer Recruitment Strategy

- **Increased Talent Support:** To ensure we meet campus targets at all campuses, the family recruitment team will be hiring temporary school staff for summer recruitment. By May 15th the goal is to hire:
  - 2 staff for Antioch
  - 2 staff for Concord
  - 2 staff for Redwood City
  - 4-6 staff for San Jose
- **Scheduling recruiters at “family hub locations”:** We are prioritizing our summer staff to recruit at “family hubs,” or locations where families frequently visit. Preliminary list of family hubs:
  - Libraries (8 branches in Santa Clara County, 1 in RRWC, & 26 in Contra Costa County)
  - Food Banks (Second Harvest Food Bank, Sacred Heart Community Service, La Cocina, SHARE Food Pantry, etc)
  - Community Centers & Churches
- **Rocketeer Retention:** Schools will make multiple touch points with undecided/not returning families to uncover root causes and influence them to return.



# Board Discussion

- What are your key takeaways or questions from our first round of intent-to-return data?
- What questions and feedback do you have on our family recruitment strategy?
- What suggestions do you have for our schools to keep new and returning families “warm” during the summer?



# DEI/Staff Satisfaction Results & Projected Retention



# Staff Experience and DEI Survey Overview (Jan 2024)

## Questions

- All Rocketship staff complete and share feedback on three sections:
  - “Core Questions” on team and organizational culture based on Gallup’s survey on employee engagement
  - Employee experience in diversity, equity, and inclusion; feedback on Rocketship’s DEI strategy and progress
  - For NeST staff and school leaders, opportunity to share feedback on NeST team performance.

## Participation Rate

- 23-24 CA Region Staff Experience and DEI Survey did not meet completion goal of 80%:
  - School Staff: 84%
  - School Leaders: 64%
  - CA Regional Team (NeST): 74%



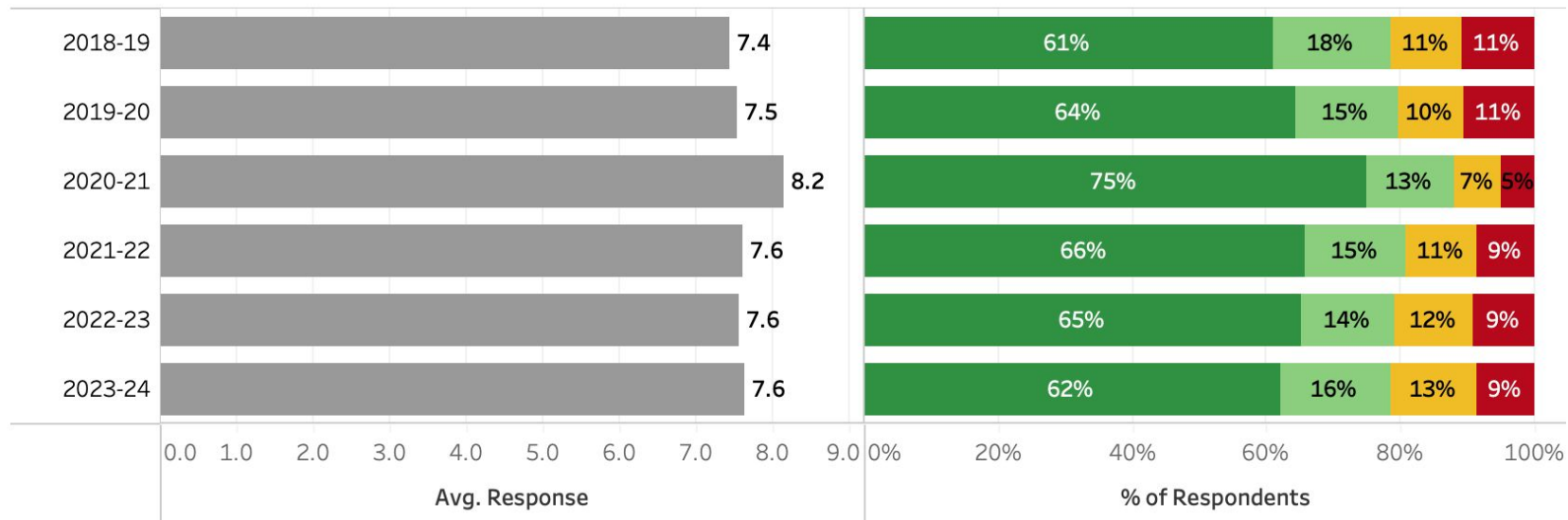
# CA Overview: Staff Satisfaction January 2024

- **CA overall staff satisfaction remained mostly steady from 2023 to 2024** – down slightly in level of agreement (primarily driven by decreases in DEI components).
- The percentage of staff who expressed Strongly Agree declined from 65% in 22-23 to 62% in 23-24, following a multi-year trend.

Response Label

- Strongly Disagre...
- Neutral
- Somewhat Agree
- Strongly Agree & ...

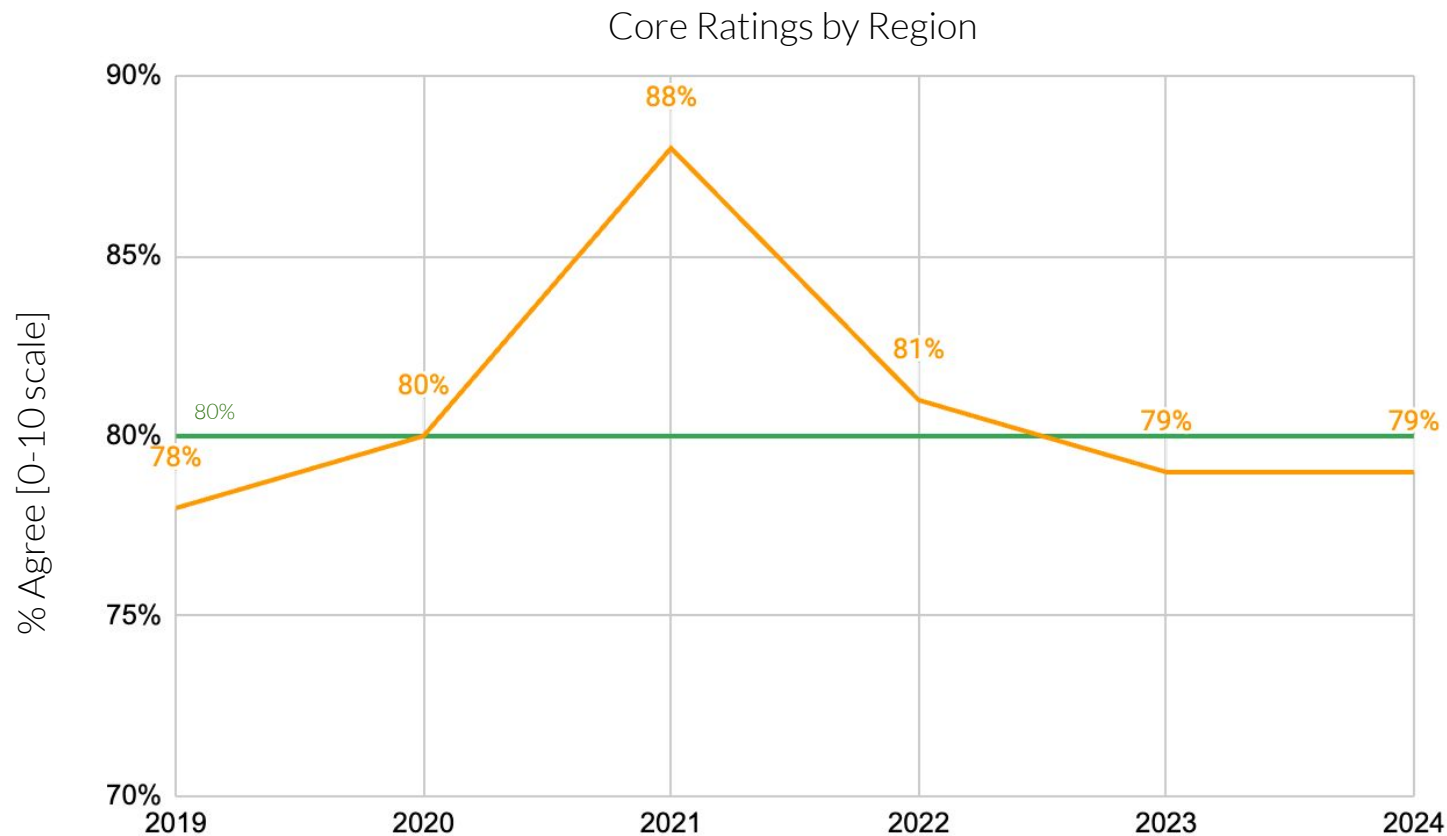
## Core Category Ratings





# CA Regional Satisfaction

CA remained steady at at 79% and is approaching our goal of 80% staff satisfaction



# CA Regional Focus Metric

% of staff are positive promoters as measured by the "I'd recommend Rocketship as a great place to work"

22-23 - CA  
65%

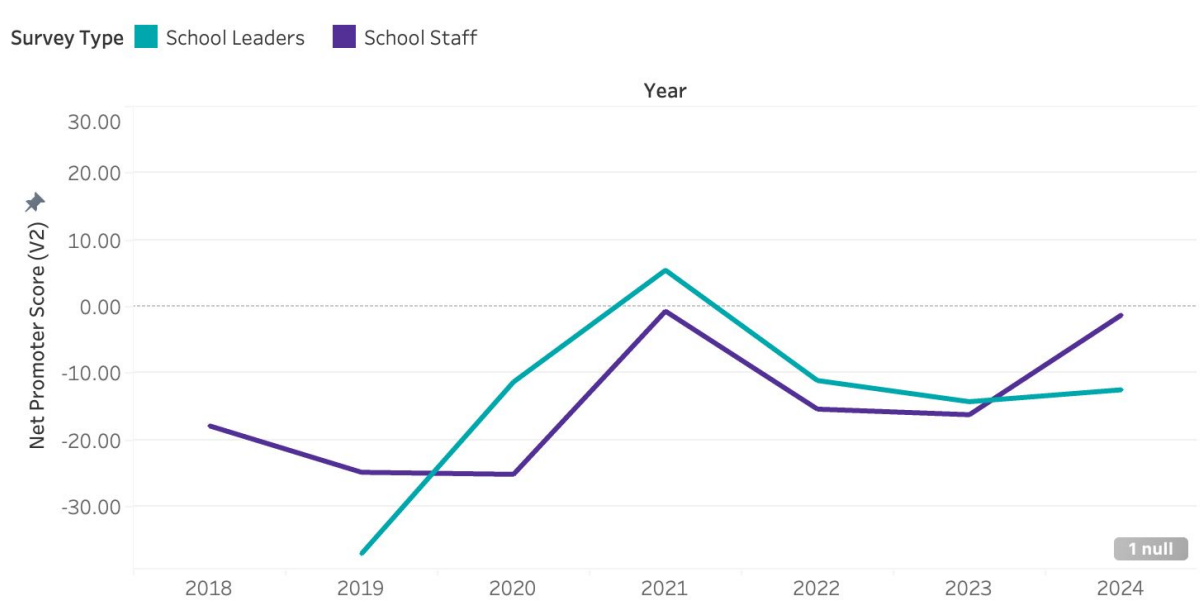
23-24 - CA  
**72% (+7%)**  
(network = 72%)

Race/Ethnicity (group)	I'd recommend Rocketship as a gre..	
	Response	% Agree
Asian, Native Hawaiian, or Pacific Islander	6.9	69%
Black or African-American	8.1	96%
Hispanic or Latino	7.3	75%
Multiple Selected	7.0	75%
Multiple/Other	6.0	63%
Null	6.3	63%
White	6.8	73%
Grand Total	7.0	73%



# Net Promoter - CA's Net Promoter Score increased YoY

- Rocketship shifted to a 0-10 rating scale this year (from 1-7) to calculate the industry-standard Net Promoter Score (NPS).
- **CA's NPS is -2.51** out of a scale of - 100 to 100 (includes CA SLs and School Staff).
  - This is an significant increase in the net promoter score of -16.02 compared to 2022-2023.
  - The net promoter increase was especially driven by an uptick for school staff.



School Year	CA NPS
2017-18	-17.92
2018-19	-26.43
2019-20	-23.57
2020-21	0.00
2021-22	-15.00
2022-23	-16.02
2023-24	-2.51

“I love working for Rocketship the culture, community and philosophy fits me extremely well and I couldn’t imagine working for another school. I would recommend because I believe in the work that Rocketship is doing and how it is supporting teachers and empower them to be and make change within our education system and society. If I meet other educators who have similar interest Rocketship is all I can talk about.”



# Network Core Survey Staff Satisfaction by Role Group

- **CA met our goal of 80% agreement overall in team culture (84%) and Cultural Awareness - Student Focus (81%),** especially school leaders.
- Notable decrease in agreement in multiple DEI categories – DEI Strategy (-4%) and areas related to Cultural Awareness (-5%; -8%), especially for school staff.

Survey Type	Organizational Culture 2023-24		Team Culture 2023-24	
	% Agree	YoY Change in % Agree	% Agree	YoY Change in % Agree
School Leaders	85%	11%	94%	4%
School Staff	77%	3%	82%	0%
Grand Total	78%	3%	84%	1%

Survey Type	DEI Strategy and Progress 2023-24		Experiencing Diversity, Equity, and Inclusion 2023-24		Cultural Awareness - Adult Focus 2023-24		Cultural Awareness - Student Focus 2023-24	
	% Agree	YoY Change in % Agree	% Agree	YoY Change in % Agree	% Agree	YoY Change in % Agree	% Agree	YoY Change in % Agree
School Leaders	75%	-1%	87%	6%	88%	7%	92%	6%
School Staff	78%	-4%	76%	1%	74%	-7%	79%	-10%
Grand Total	78%	-4%	77%	2%	76%	-5%	81%	-8%

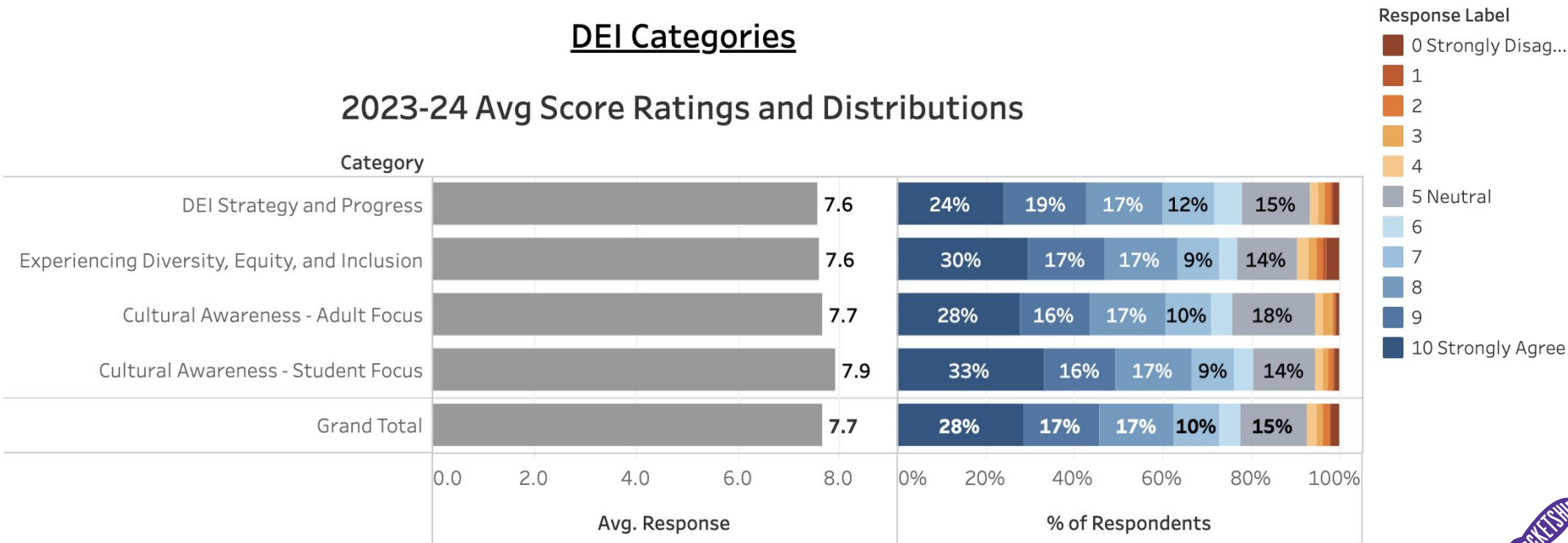
# CA Core Survey - Org Culture YoY Change

- High CA regional agreement in the area related to feeling a sense of accomplishment for work. **School leaders are high in multiple organizational culture areas**, including pride in RPS, feeling they make a difference.
- While still the lowest areas, **CA saw some progress in questions related to work life balance**. The region is up for both school staff and school leaders in these areas over last year.
- There was a decrease YoY in the feedback related to confidence in progress toward achieving our mission and passion for mission and values, especially driven by school staff.

Question (group)	Survey Type	Response	YoY Change in Avg Response	% Agree	YoY Change in % Agree	
I am proud to tell people that I work at Rocketship Public Schools.	School Leaders	8.1	0.1	96%	8%	★
	School Staff	7.8	0.1	80%	0%	
I feel I make a difference here.	School Leaders	8.5	0.5	98%	10%	
	School Staff	7.9	-0.2	85%	-2%	
I have confidence that Rocketship is making progress toward achieving our mission.	School Leaders	7.7	0.1	92%	6%	
	School Staff	7.8	-0.2	84%	-4%	
I have the flexibility needed to balance my work and personal needs.	School Leaders	6.0	0.9	63%	13%	★
	School Staff	6.3	0.5	58%	1%	
I regularly feel a sense of accomplishment from what I do.	School Leaders	8.0	0.4	94%	15%	★
	School Staff	7.7	0.2	82%	4%	
I'm passionate about Rocketship's mission and values.	School Leaders	8.8	0.3	98%	7%	
	School Staff	8.3	-0.3	88%	-5%	
I'd recommend Rocketship as a great place to work.	School Leaders	7.1	0.1	79%	4%	
	School Staff	7.0	0.4	72%	7%	
My school/team honors scheduled wellness/rest days.	School Leaders	8.5	0.6	92%	8%	
	School Staff	7.8	0.3	80%	0%	
My work schedule allows me to achieve a healthy work/life balance.	School Leaders	5.7	1.1	56%	14%	
	School Staff	6.1	0.6	56%	4%	
Network communication structures and practices provide me with timely and relevant information for my work.	School Leaders	6.9	1.1	77%	22%	★
	School Staff	7.0	0.2	70%	3%	
There is a climate of trust and teamwork across the network.	School Leaders	6.7	0.5	75%	7%	
	School Staff	7.2	0.3	72%	2%	

# CA DEI Survey: Agreement by Survey Category

- All DEI survey categories are at 70% agreement or higher. This is a decrease from the 22-23 year which DEI survey categories were at 80% except for the Experiencing DEI category. Cultural Awareness-Student Focus category has the highest level of agreement at 81%.
- Similar to the past 2 years of survey data, the Experiencing DEI category was one of the lowest levels of agreement (77%). However, this was a slight increase from last year (+2%).





# DEI Strategy and Experience: Agreement and YoY Change

- Highest agreement questions are centered in two areas: 1) demonstrating respect for others [“our culture respects individuals and values differences” (**86%**) and “I am treated with respect and feel valued” (**85%**).] 2) inclusivity [I can show up to work as my authentic self (**85%** - this is an increase from last year of **5%**)]

Category	Question (group)	2023-24	
		% Agree	YoY Change in % Agree
DEI Strategy and Progress	I am a better practitioner because of our DEI strategy.	74%	-1%
	I am aware of our organization’s DEI strategy and goals.	79%	-5%
	I have started to reflect on how components of DEI impact my work.	79%	-5%
	I know how my role connects to our DEI strategy and goals.	79%	1%
	Our leaders prioritize DEI.	80%	-2%
	We have training that is connected to our DEI strategy and goals.	76%	-7%
Experiencing Diversity, Equity, and Inclusion	Career advancement is equally accessible for all.	75%	-1%
	I am treated with respect and feel valued at Rocketship.	85%	1%
	I can show up to work as my authentic self.	85%	5%
	I feel like I belong at this organization.	82%	1%
	If I feel excluded, Rocketship has systems in place to address the exclusion and ensure it is not repeated.	70%	6%
	In the last year, I have interrupted acts of bias and/or microaggressions.	31%	-2%
	My colleagues invest time to get to know me as a person.	82%	-1%
	Our culture respects individuals and values differences.	86%	0%
	Our organization recognizes and eliminates exclusion.	78%	3%

# DEI Strategy and Experience: Agreement and YoY Change

- There are notable decreases in questions related to engaging in race-related topics, including engaging students in these topics.

<b>Cultural Awareness - Adult Focus</b>	At my school/On my team, I am encouraged to think more deeply about race-related topics.	71%	-12%
	I am able to participate in and initiate conversations about identity that result in me feeling valued.	75%	-5%
	I am comfortable discussing race-related topics with my colleagues.	79%	-3%
	I am comfortable discussing topics about additional identity markers with my colleagues (e.g., gender, sexual o..	79%	79%
	I have taken an action to increase inclusion as a result of greater cultural awareness.	75%	-4%
<b>Cultural Awareness - Student Focus</b>	I am comfortable discussing race-related topics with students at my school.	81%	-6%
	I often think about what students of different races, ethnicities, or cultures experience.	87%	-7%
	Rocketship provides opportunities for students to learn about different races, ethnicities, or cultures during th..	83%	-7%
	When there are major news events related to race, adults at my school talk about them with students.	71%	-13%

# Summary Results by Role Group

- **School Leader agreement is strong** around team culture and cultural awareness for adults and students.
- BOMs and OM's saw increases in most categories compared to last year, with particular gains in Organizational Culture.
- Notable decreases across all categories for Ops Staff.
- **Principals** had the lowest score overall in DEI Strategy and Progress at **52%, down 30% from last year**.

Survey Type	Role (group)	Organizational Culture 2023-24				Team Culture 2023-24			
		Response	YoY Change in Avg Res..	% Agree	YoY Change in % Agree	Response	YoY Change in Avg Res..	% Agree	YoY Change in % Agree
School Leaders	AP	7.6	0.5	87%	12%	8.3	0.0	95%	1%
	BOM	7.2	1.1	82%	28%	7.3	0.0	79%	9%
	OM	8.5	1.3	96%	14%	8.9	0.5	99%	8%
	Principal	6.7	-0.8	69%	-12%	8.1	-0.4	96%	-2%
School Staff	General Education Teacher	7.1	0.5	72%	5%	7.6	0.1	82%	2%
	Instructional Support	7.8	0.1	82%	1%	8.1	0.2	84%	1%
	ISE School Staff	7.7	0.7	82%	9%	8.0	0.3	85%	1%
	Ops Staff	7.7	-0.5	77%	-10%	7.8	-0.3	78%	-6%

Survey Type	Role (group)	DEI Strategy and Progress 2023-24				Experiencing Diversity, Equity, and Inclusion 2023-24			
		Response	YoY Change in Avg Res..	% Agree	YoY Change in % Agree	Response	YoY Change in Avg Res..	% Agree	YoY Change in % Agree
School Leaders	AP	6.8	0.1	75%	4%	7.8	0.3	86%	4%
	BOM	6.3	-0.7	63%	-9%	7.5	0.7	86%	19%
	OM	8.9	1.5	100%	16%	8.7	0.7	93%	4%
	Principal	5.6	-2.3	52%	-30%	7.6	-0.1	84%	4%
School Staff	General Education Teacher	7.5	-0.1	76%	-5%	7.4	0.2	74%	2%
	Instructional Support	7.9	0.1	85%	3%	7.7	0.3	78%	1%
	ISE School Staff	7.7	0.1	82%	0%	7.7	0.8	80%	11%
	Ops Staff	7.6	-0.7	72%	-15%	7.5	-0.4	71%	-12%

Survey Type	Role (group)	Cultural Awareness - Adult Focus 2023-24				Cultural Awareness - Student Focus 2023-24			
		Response	YoY Change in Avg Res..	% Agree	YoY Change in % Agree	Response	YoY Change in Avg Res..	% Agree	YoY Change in % Agree
School Leaders	AP	8.2	0.8	95%	15%	8.1	0.2	94%	6%
	BOM	6.9	-0.5	79%	7%	8.0	0.4	95%	18%
	OM	7.9	-0.2	79%	-11%	8.3	0.0	87%	5%
	Principal	7.9	-0.1	89%	7%	7.8	-0.6	92%	1%
School Staff	General Education Teacher	7.6	-0.2	75%	-5%	8.0	-0.3	82%	-7%
	Instructional Support	7.6	-0.4	74%	-12%	7.9	-0.4	79%	-11%
	ISE School Staff	8.2	0.7	83%	6%	8.2	0.2	82%	-3%
	Ops Staff	7.1	-0.9	63%	-20%	7.4	-1.0	68%	-23%

# Staff Survey Results by Region and Category

Region (group)	2023-24						School Operations	23-24 Organizational Priority	Grand Total
	Organizational Culture	Team Culture	DEI Strategy and Progress	Experiencing Diversity, Equity, and In..	Cultural Awareness - Adult Focus	Cultural Awareness - Student Focus			
CA	7.5	7.8	7.7	7.6	7.7	7.9	7.9	7.3	7.6
DC	6.7	6.8	6.4	6.4	7.1	6.9	6.8	6.9	6.7
MKE	7.6	7.6	6.7	7.4	7.0	7.2	7.2	7.8	7.4
NSH	7.7	7.9	7.6	7.4	7.6	8.2	8.3	8.0	7.8
TX	7.5	7.6	6.9	7.6	7.8	7.8	7.8	7.8	7.6
Grand Total	7.5	7.7	7.4	7.4	7.6	7.8	7.8	7.5	7.6

# Teacher Projected Retention - CA Focus Areas

- The projected retention of Latino-a/Hispanic, Black or African American, and Asian GE/ISE teachers does not differ from the overall projected retention for all GE/ISE teachers (69%).
- Within the focus race/ethnicity groups, Black or African American teachers have the highest projected retention (74%) while Latino-a/Hispanic teachers have the lowest (68%).

Group	Projected Retention
All GE/ISE Teachers	69%
Latino-a/Hispanic, Black or African American, and Asian GE/ISE Teachers	69%
Latino-a/Hispanic	68%
Black or African American	74%
Asian	72%

Projected retention = 80% of “I am returning” + 50% of “Undecided”

# CA: Projected Retention by Campus and Role Group

		Hourly Instructional	Operations	ISE Specialist	Teacher	All Staff	All Staff (22.23)	Completion Rate
CA	School 1	62%	80%	*	65%	69%	76%	61%
	School 2	72%	75%	80%	68%	72%	62%	71%
	School 3	77%	77%	67%	72%	74%	70%	100%
	School 4	73%	62%	*	70%	66%	66%	83%
	School 5	80%	75%	80%	76%	77%	70%	81%
	School 6	65%	71%	73%	72%	70%	66%	85%
	School 7	74%	80%	80%	63%	72%	74%	100%
	School 8	69%	80%	*	68%	72%	67%	97%
	School 9	74%	69%	60%	74%	72%	72%	100%
	School 10	68%	65%	70%	58%	63%	67%	87%
	School 11	60%	80%	80%	68%	69%	74%	84%
	School 12	71%	80%	*	70%	72%	68%	96%
	School 13	72%	80%	80%	66%	71%	65%	98%

\*indicates fewer than 3 responses

# Board Discussion

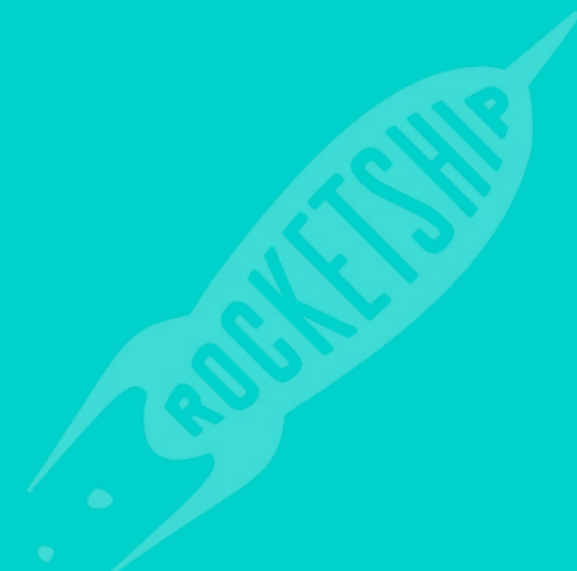
- What are your key takeaways and questions from our Staff Satisfaction/DEI data?
- What are your recommendations to strengthen our DEI strategy as a region? Should we consider a specific DEI-focused position for our region?
- Our school staff is more likely to recommend Rocketship as a great place to work than our school leaders. What strategies have you seen be effective in strengthening satisfaction among managers?

# Meeting with Regional Advisory Board





# Delta Families on Board

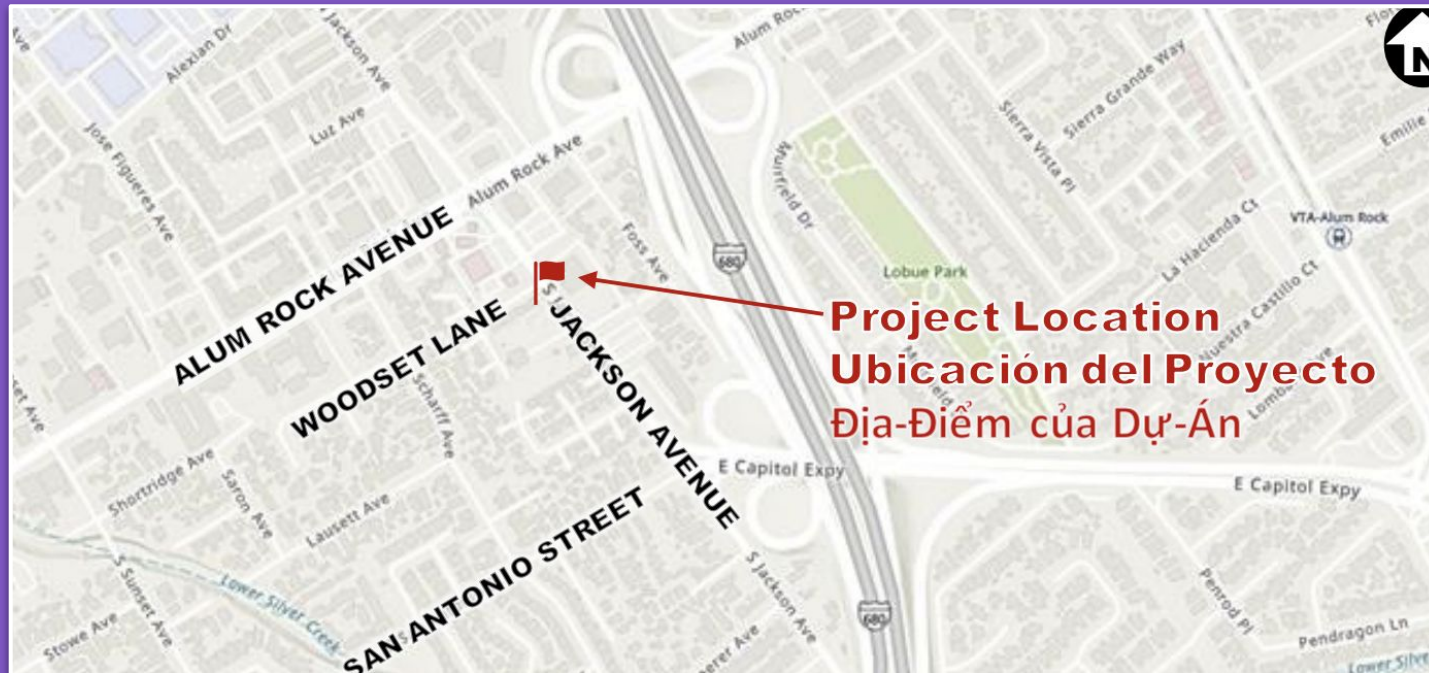


# Rent Control Campaign



ROCKETSHIP

# Crosswalk Campaign



ROCKETSHIP

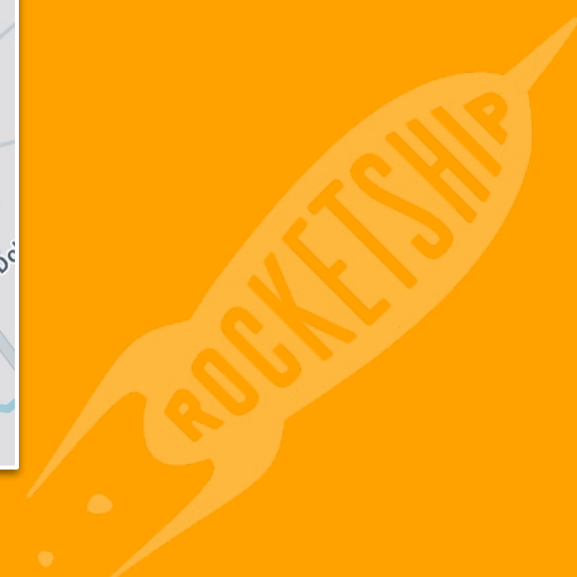
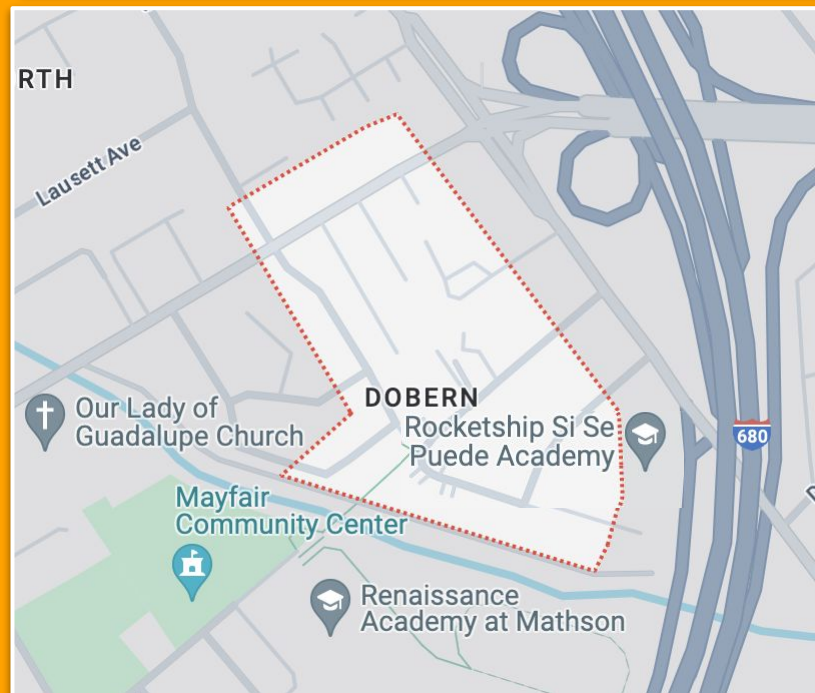


# Crossing Guard Campaign

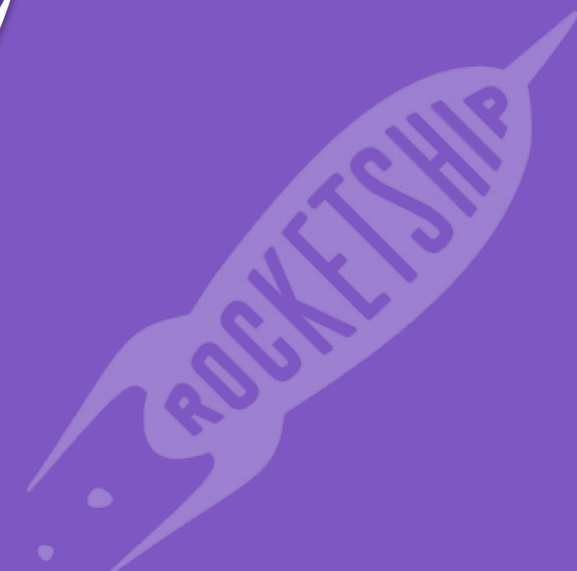


ROCKETSHIP

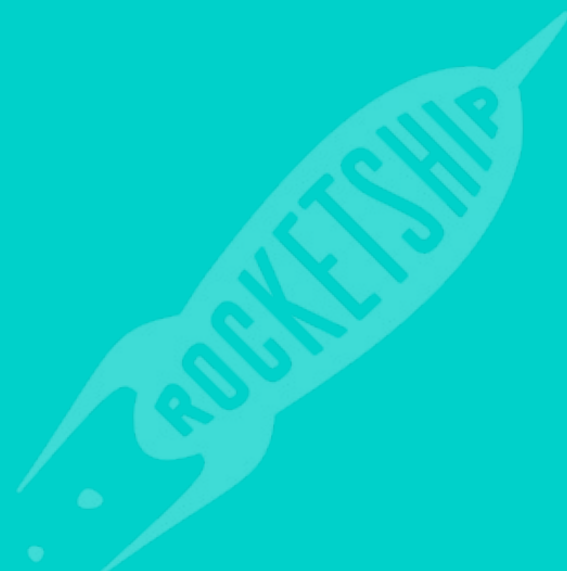
# Neighborhood Association Town Hall



# CLOC Fellowship



# Questions from parents



Adjourn

