

**Rocketship Public Schools Texas  
District Improvement Plan  
2023.2024**



### RPS-TX SWOT Analysis Based on 22.23 Data

<b>Strength: Staff Culture and Family Connections</b>	<b>Weaknesses: Student Achievement and Staff Coaching</b>
<p>81% of Rocketeers feels happy and excited to come to school every day (survey data)</p> <p>87% of parents believe their child's (children's) teachers build relationships</p> <p>94% of parents believe RDDE encourages family participation</p> <p>98% of staff are ethnic minorities/ 97% of students are ethnic minorities</p> <p>Growth in operational systems (arrival and dismissal)</p>	<p>17% of students made 1.5 years or more of growth on NWEA Map in reading and only 9% in math</p> <p>61% of our students are in the bottom third based on Map EOY</p> <p>Attendance was less than 90% throughout the year consistently</p> <p>87% of teachers rated teaching 3 or lower out of 5</p> <p>70% of staff agreed that communication between the school leader and staff is problematic.</p>
<b>Opportunities: External Partnerships</b>	<b>Threats: Enrollment, Talent, and Budget</b>
<p>Relationship and partnerships with the Rocketship National Funders</p> <p>Middle School/Jr High pathway for rocketeers</p> <p>Partnerships with external organizations to provide wrap-around services to rocketeers and families.</p> <p>Early learning opportunities with daycare centers</p> <p>Consistent communication with Board members particularly with academic achievement</p>	<p>Perception of charter schools</p> <p>Philanthropic landscape and willingness to support financially</p> <p>Enrollment- Competition with other charter schools, declining population, safety concerns</p> <p>Talent Selection and retention (compounding effect of multiple campuses with new leaders)</p> <p>Lack of pathway to middle school/junior high</p>

**Data Sources Reviewed:** RPS parent survey, manager feedback survey, BOY-EOY NWEA growth data for math and reading, Auditor report, attendance data.

**Goal 1:** All students will achieve academic excellence and attain maximum student outcomes through effective instructional programs and demonstrate mastery of performance in all core content areas.

**Objective:** 50% of students will make their tiered growth targets as measured by NWEA Map assessments

Strategy	Activity	Measure/Indicator	Person(s) Responsible	Funding Source
<b>Responsiveness to Student Needs - Personalized learning that focuses on specific skills and knowledge necessary for maximizing growth.</b>	Implementation of online learning program with fidelity	Student Online Learning Platform Usage	Director of Schools Campus Leadership	Local
	Implementation of PBIS to ensure a learning environment conducive to learning	Tier I culture walkthrough rating	Assistant Director of Student Supports and Services  Student Support Coordinators	Local
	Disaggregation of student data to prioritize subpopulations	EB and SPED student proficiency rates on assessments	Assistant Director of S Student Supports and Services  Campus Leadership	Local
	Foundational skill assessment and interventions that scaffolds learning based on need during core block instruction time.	DIBELS progress monitoring  Lifelong Reader Group  Bridges progress monitoring	Director of Schools Campus Leadership	Local
	Provide personalized learning using flexible focused small group instruction/ high-impact	DIBELS progress monitoring  Lifelong Reader Group	Director of Schools Campus Leadership	Title funds

	tutoring during the learning lab using tutors for the Tier2 and Tier3 students.	Bridges progress monitoring		
Talent Coaching and Support- Coaching cycle based on SMART goal for teachers aligned to pedagogical needs and in response to student data.	Professional development to deepen knowledge around curriculum structure and implementation.	The number of teachers completing Reading Academies  The number of teachers completing the CRIMSI modules	Director of Schools Campus Leadership	Local
	Monthly teacher tiering process based on teacher practice that prioritizes the frequency of observations using SchoolMint Grow.	Teacher Tiered spreadsheet	Campus Leaders	Local
	Utilization of the Daniels model and Bambrick feedback model to improve teacher practices in incremental steps.	School Mint Grow walkthroughs	Director of Schools Campus Leadership	Local

**Goal 2:** Rocketeers will be taught by high-performing, certified teachers.

**Objective:** 90% of high-performing faculty and staff will be retained annually

Strategy	Activity	Measure/Indicator	Person(s) Responsible	Funding Source
Staff retention of high performing teachers utilizing strategies from the teacher survey	Provide tutoring support for teacher certification and ESL supplement	Number of teachers receive their teacher certification and/or ESL supplement	Director of Schools Campus Leadership	Local
	Implement and increase the number of participants in a Rising Leaders Program	Number of participants in rising leaders	Director of Schools	Local
	Provide professional development and practicum opportunities geared towards growth and development for areas of interests.	The number of PD hours achieved	Director of Schools Campus Leadership	Local
	Implement the compensation band program to increase competitiveness	The number of high performing teachers leaving due to pay	Superintendent	Local
High performing staff members will be retained annually	Incentivise degree attainment for hourly employees through the Rivit School initiative.	The number of paraprofessionals entering into a 4-year degree program	Superintendent	Local
	Campus operations and safety planning, communication, assessment, and	iAuditor results	Regional Director of Operations	Local

	feedback mechanisms to ensure continuous improvement and pay incentives			
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**Goal 3:** Create a robust social network that enhances collective influence and support within a community through community power and family connections.

**Objective 1:** 90% of families and staff feel safe, supported, and connected at Rocketship Texas schools

**Objective 2:** 90% of families retained annually

**Objective 3:** 90% of parents have 20 or more parent partnership hours

Strategy	Activity	Measure/Indicator	Person(s) Responsible	Funding Source
Ensure a culture of partnership at every level and systems for access to information, services, and support necessary for families' success.	Ensure a collaboratively created calendar for monthly school-wide family engagement opportunities and a regular cadence of two-way communication between teachers and parents.	Number of parents attending school events	Director of External Affairs Campus Leadership	Local
	Ensure an active School Family Council with a budget at each campus that meeting with the Superintendent quarterly.	Number of council member who meet with the sup  Number of meetings held annually	Director of External Affairs Campus Leadership	Local
	Ensure family resources center to facilitate access to services and interventions that promote family well-being and facilitate necessary interventions.	Number of parents attending the resource room	Director of External Affairs Campus Leadership	Local
	Facilitate curriculum and behavioral learning model	Number of parents attending training and	Director of External Affairs	Local

	for parents to gain strategies and resources for reinforcing social development and cognitive learning.	utilizing tools in the parent resource room	Campus Leadership	
Equip and facilitate opportunities for families to lead campus and community initiatives to affect change.	Ensure a Parent Organizing Committee (POC) with an active core of 5 or more parents to prepare for and lead community action on each campus.	Parent meeting calendar  Sign in sheets	Director of External Affairs	Local
	Enhance awareness and facilitate opportunities for volunteerism through community services and parent partnership hours.	The number of parents receiving at least 20 parent partnership hours	Director of External Affairs Campus Leadership	Local
	Ensure a comprehensive orientation process for engagement and advocacy in collaboration with Family Connections strategy.	Attendance at events	Director of External Affairs	Local



## Plan for Federal Funds 2023.2024

### Title I, Part A

District Allocation: \$214282

School Allocation:

RDDE: \$147,318.95

REX: \$66,963.05

### Goal 1, Objective 1, Strategy 1, Activity 5

Intended Purpose for RPS-TX: The federal funds will be used for salaries for instructional aides (tutors). These aides will provide high-impact tutoring for the students. As research suggests, the purpose of high-impact tutoring is to provide intensive, individualized instruction to students, aimed at accelerating learning, closing achievement gaps, and improving academic outcomes through frequent, targeted support. These individuals will engage in such activities by facilitating small group instruction in math and reading to close gaps in unfinished learning.

Names of Instructional Aides (Tutors):

Destiny Simmons (Bibbs)

Karen Watkins

Keorah Strain

Sade Cameron

Karrington Vaughn

Sally Holland