



# STATE OF THE DISTRICT REPORT

## 2021- 2022

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# SUPERINTENDENT'S REPORT

## Section 1

# ANNUAL LETTER FROM DR. ANDERSON



Richard Milburn Academy Texas Public Schools  
Dr. Armard Anderson Superintendent of Schools  
13003 Jones Maltsberger • San Antonio, Texas 78247  
830 - 557 - 6181 • FAX 830 - 557 - 5424

Dear Partners in Education,

Thank you for contributing to another successful academic school year. It has been a challenging two years with our students, staff, and families rising to meet the many obstacles created by the pandemic. Despite these challenges, RMA continues to provide safe and supportive schools while introducing much-needed student mental health programs, increasing access to technology, and developing and implementing robust college and career technical education opportunities.

I want to say thank you to our school board, campus leaders, teachers, and staff for your commitment to providing all students with exceptional educational experiences while ensuring a safe learning environment. Parents and families deserve an enormous appreciation for their perseverance and flexibility in an ever-changing environment.

While there is always work left to do, this year's annual report highlights a few of the incredible programs and accomplishments of our district and our partners over the past year. As we look forward to a promising future, we should take time to reflect and celebrate the successes we have had over the last year. You will see those achievements reflected in this report.

Respectfully,

A handwritten signature in blue ink that reads 'Armard Anderson'.

Dr. Armard Anderson  
Superintendent of Schools

## Overview of Our Strategic Direction

Over a seven-month period spanning 2019 and 2020, we developed RMA's first strategic plan. The strategic plan began with input from RMA staff and was aligned with the vision of the Board of Directors and the guidance of RMA leadership.

The strategic plan outlines our ultimate goals and the roadmap of how we will achieve them. As we work together to build a better RMA, this allows us to focus on what will move the needle for the students we serve.

We have identified four strategic priority areas that will focus our work over the next three years:

- Academics Performance
- Enrollment
- Student Culture
- Support Systems and Processes

# DISTRICT WINS

- ✓ Acquired 5 Scholarships from Prairie View A & M
- ✓ Received Campus Visits from 2 State Legislatures
- ✓ Received Campus Visits from 2 City Officials
- ✓ Instrumental in successfully advocating the implementation of Drop Out Recovery Accountability System with Texas Education Agency
- ✓ Able to convert 5 loans over to Tax Free Bonds through Frost Bank
- ✓ Graduated 350 Students
- ✓ Secured over \$105,000 in Grants for the District
- ✓ Increased partnerships across the State
- ✓ Served over 3500 Students this school year
- ✓ Provided community support in 10 cities with food, toy and book drives
- ✓ Provided 230 hotspots for student use during the school year across the district to support education during COVID 19

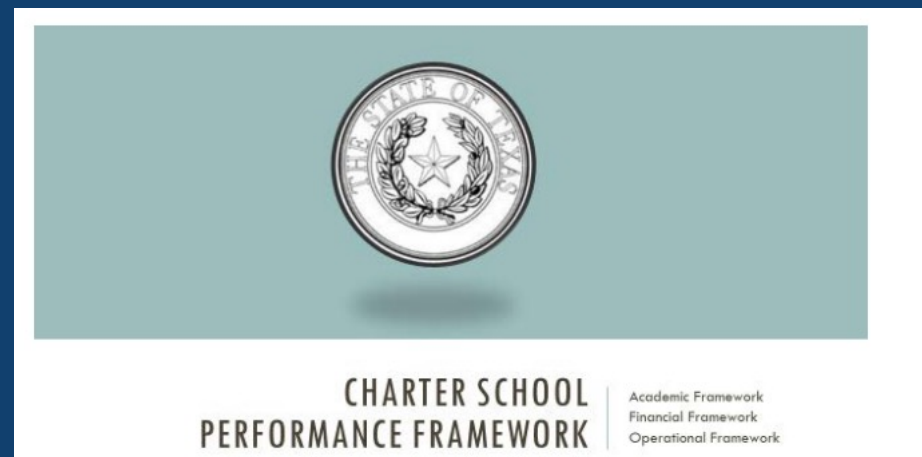
# FINANCE

## Section 2

For the past five rating years, Richard Milburn Academy has achieved a Superior Achievement Rating on the Charter First Rating System. The purpose of this system is to ensure charter schools are held accountable for the quality of their financial management practices to provide the maximum allocation possible for direct instructional purposes.



In addition to the Charter First Rating, RMA has scored a 100 on the most recent Financial Framework portion of the Charter School Performance Framework (CSPF). This rating system is designed to provide the parents, the public, charter operators, and the authorizer with information about each charter school's performance. The CSPF is aligned with the Texas A-F accountability framework, the Charter FIRST financial accountability rating system, and best practices that have been identified by the National Association of Charter School Authorizers.



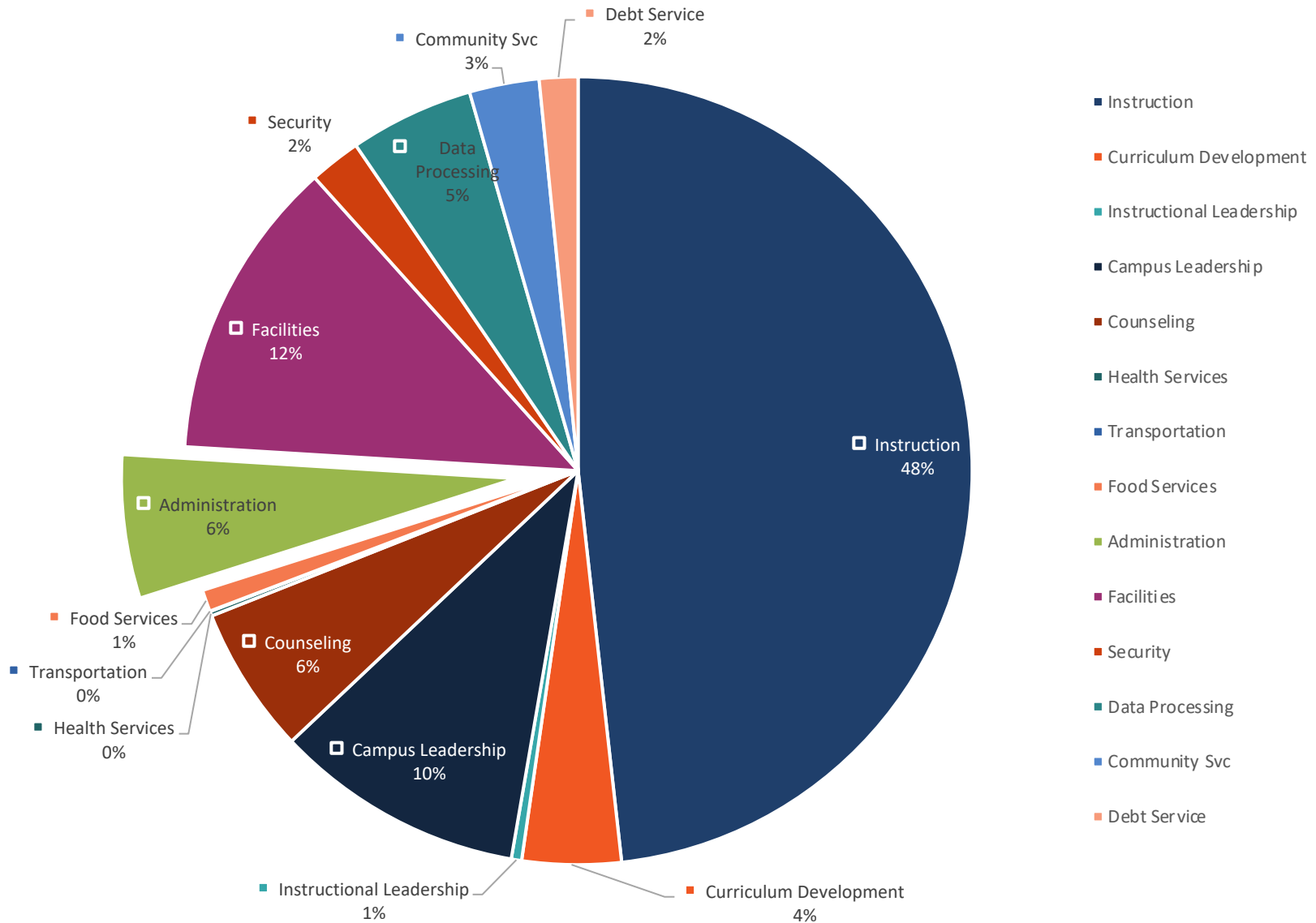
Richard Milburn Academy has a very robust fund balance that substantiates years of good financial decisions. A fund balance is intended to serve as a measure of the financial resources available to an institution. TEA's Charter First indicator number six, indicates that 75 days of operational expenditures is the measure for success. For RMA that would equate to approximately \$3.1M. RMA has more than three times that amount in our fund balance.

Operating Fund Balance  
June 30, 2021

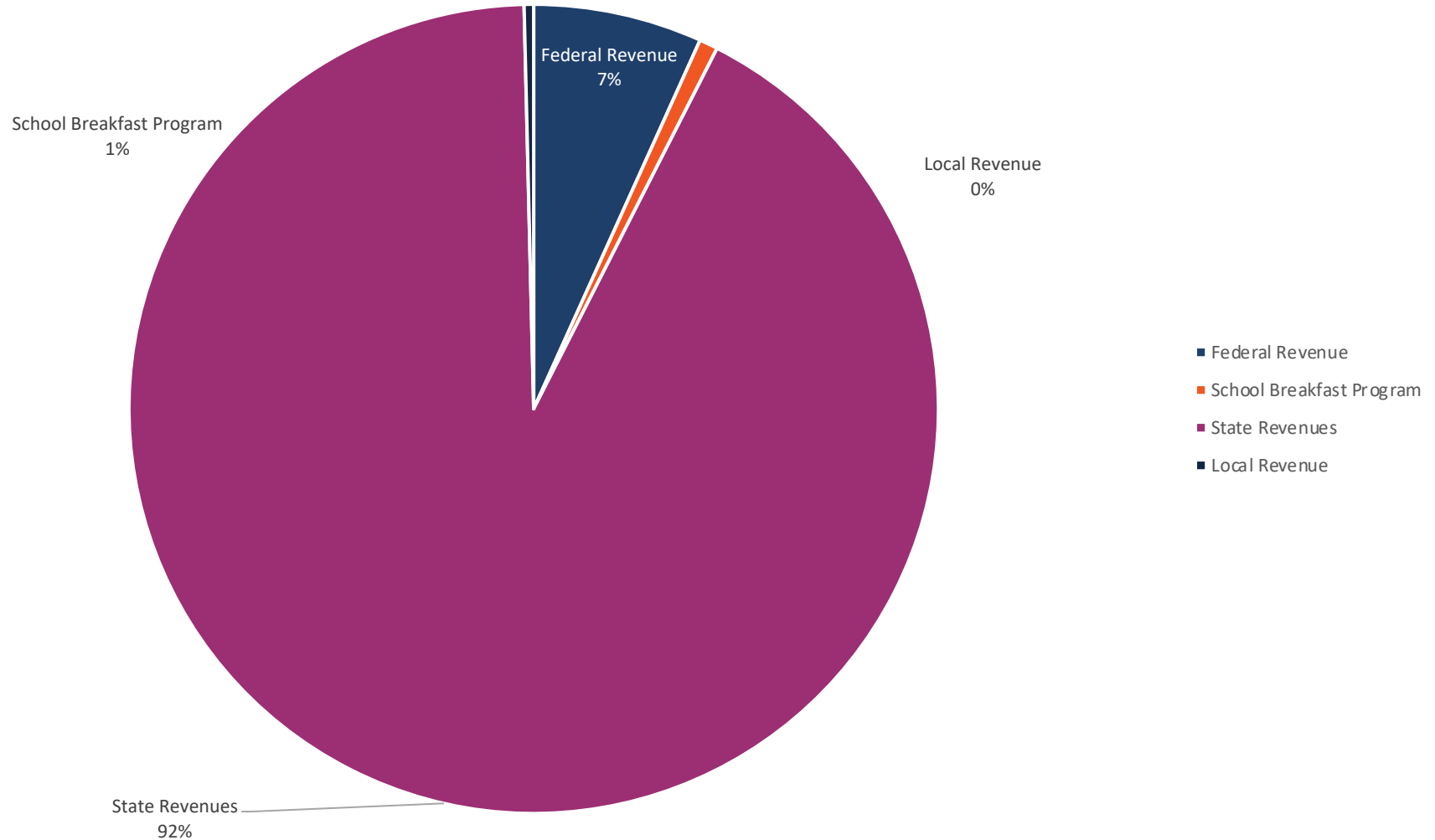
**\$ 11,204,140**

RMA depends primarily on state revenue derived from student attendance. The other sources of operating revenue are federal grant funds, the school breakfast program, and also local revenue generated from campus activity funds. Next year, we are pursuing additional grant opportunities to expand our revenue stream.

# 2021-2022 USES OF OPERATING EXPENDITURES



# 2021-2022 Operating Revenue



# TECHNOLOGY SCHOOL SAFETY FACILITIES

## Section 3

## Technology

- New Computers
  - 85, CTE Laptops
  - 482, Student Laptops
  - 50, Dyslexia Tablets
- Network Refresh
  - 88, Access Points
  - 18, Switches
  - V-Lan Segmentation
  - Failover Network Connections
- 233, Wireless Hot Spots
- 9 Failover Modem Services
- 2 Factor Authentication
- New STAAR Test Vendor

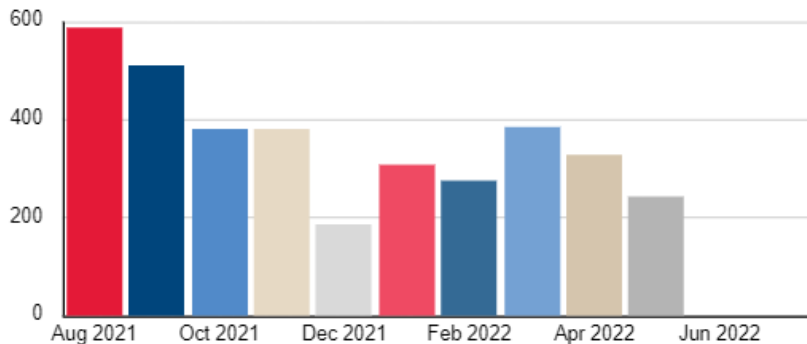


# TECHNOLOGY

3629 IT Tickets Processed in 21-22

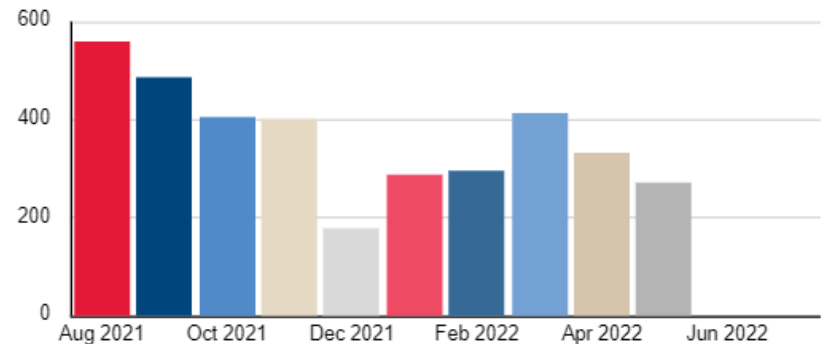
Tickets Created RMA - Aug 1 to July 31

Total: 3,585



Tickets Completed - RMA - Aug 1 to July 31

Total: 3,629

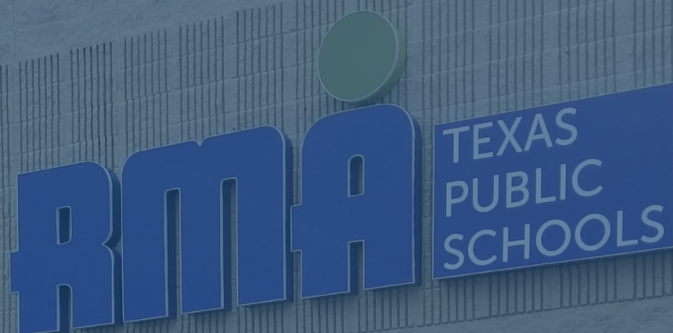




## SAFETY & SECURITY

- New Security Vendor
- New Campus Cameras
  - 5, Campuses
- New Mag Locks
  - 5, Campuses
- New Metal Detectors
  - 1, Campus
- New 2-Way Radios
  - 5, Campuses
- AED-123
- COVID19 Testing (500+)
- 18, COVID19 Vaccination Clinics





# Facilities

- Loan Consolidation
  - 5, Campuses
- ESSER II – III HVAC Study
- New Basketball Court in Corpus Christi
- Midland Lease
- COVID19 PPE Supplies
- COVID19 Medical Waste Disposal



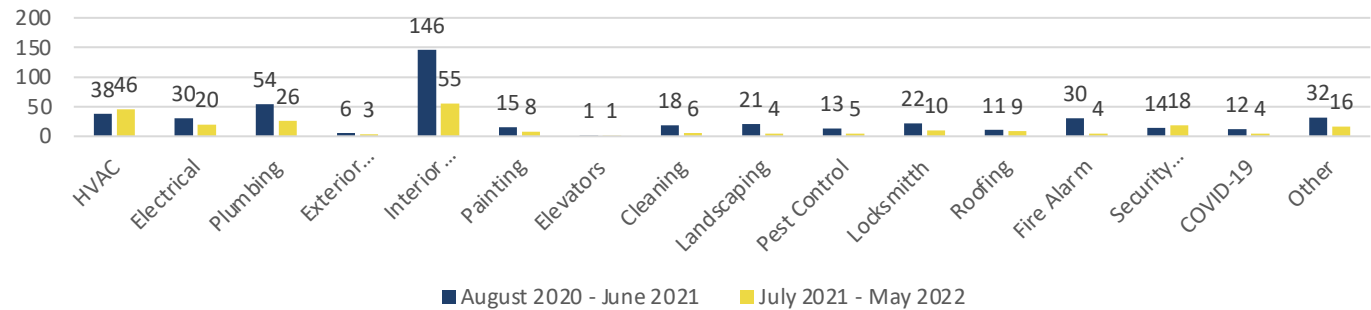
Total Number of Completed Work Orders August 2020 – June 2021: **463**

Most Work Orders Requested in a Month: August 2020 - **165**

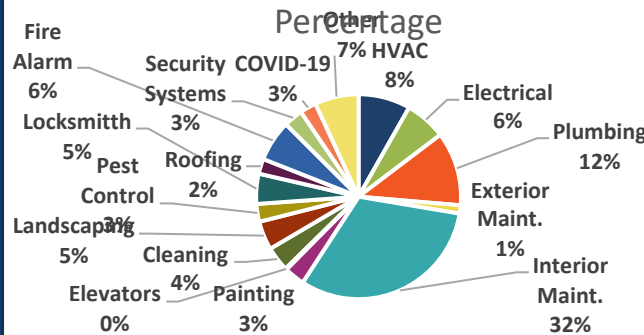
Total Number of Completed Work Orders July 2021– May 2022: **235**

Most Work Orders Requested in a Month: August 2021 - **38**

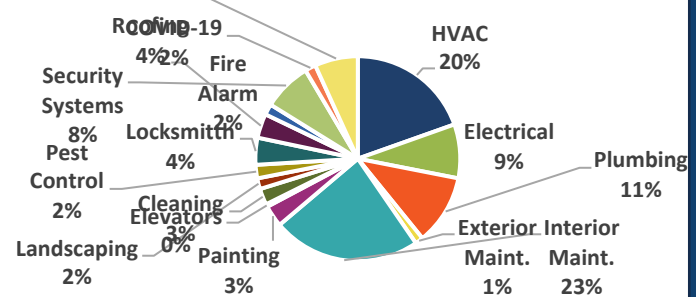
Completed Work Orders by Service Type From August 2020 - June 1, 2022



August 2020 - June 2021 Work Orders Completed by Service Type



July 2021 - May 2022 Work Orders Completed by Service Type Percentage



# ACADEMIC PERFORMANCE

## Section 4

# *Not Rated*

For schoolyear 2021 - 2022 RMA will be designated *Not Rated* due to *Senate Bill 1365*

*Senate Bill 1365*: *Not Rated* is assigned in 2022 for overall performance to districts and campuses that do not meet the performance target to earn at least a C.



350

Graduates  
2021 - 2022



A photograph of students sitting in a classroom, viewed from behind. The image is overlaid with a semi-transparent blue triangle and a dark blue rectangle containing text.

# Course Completion

Increased  
**28%**



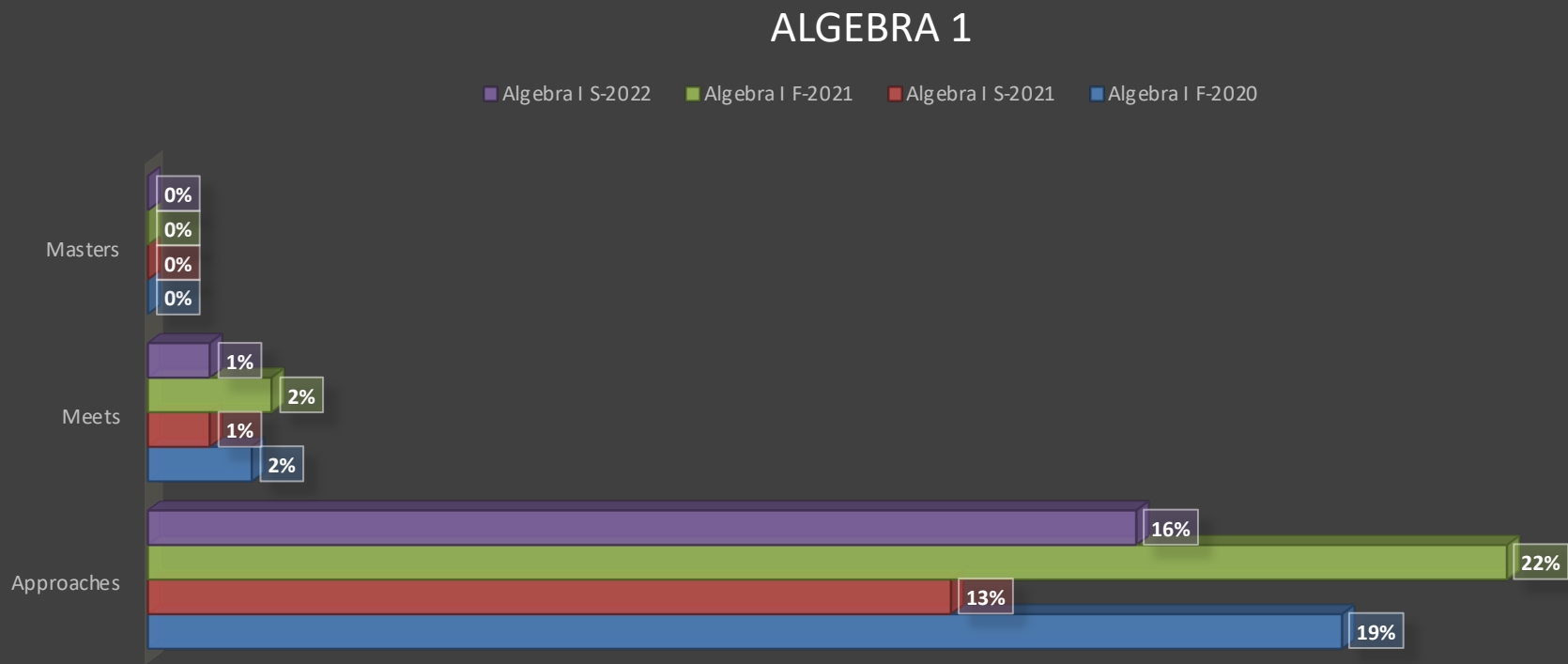
# STAAR Performance

STAAR

State of Texas  
Assessments of  
Academic Readiness

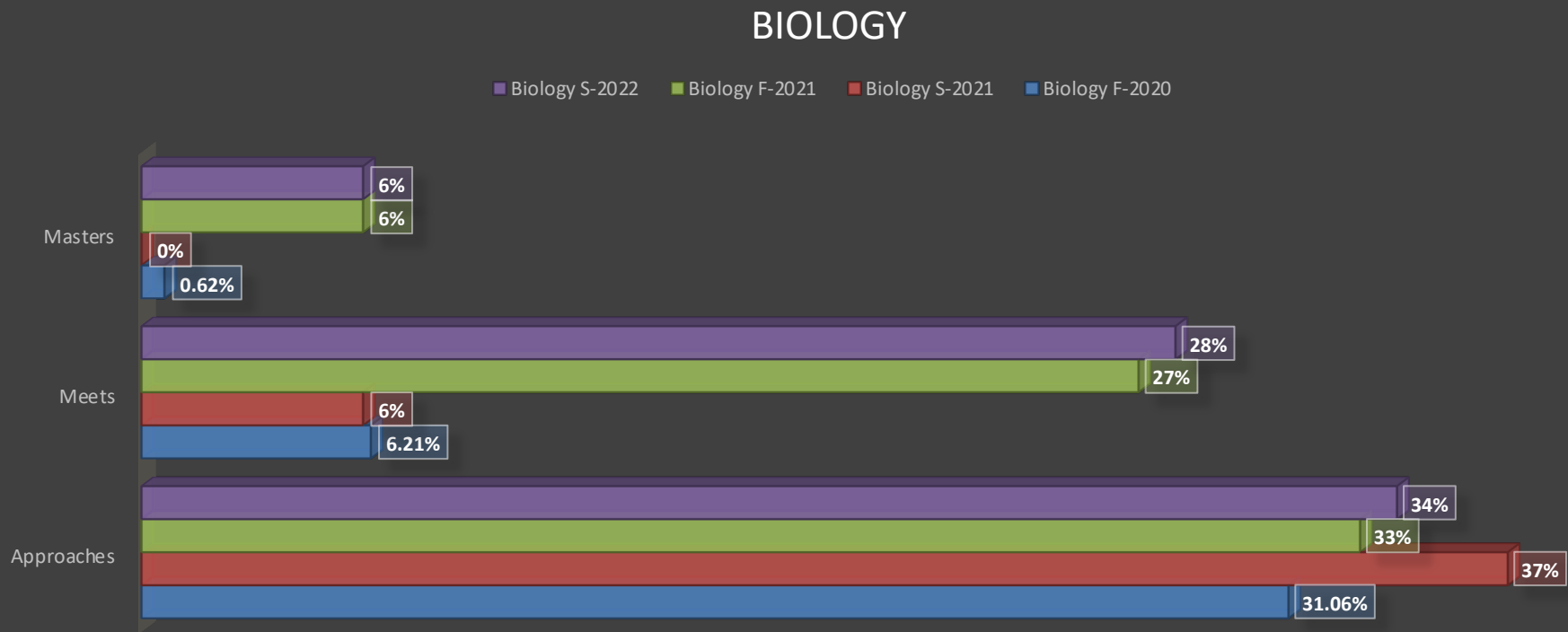
# Algebra 1

## 2020 – 2021 Compared to 2021 - 2022



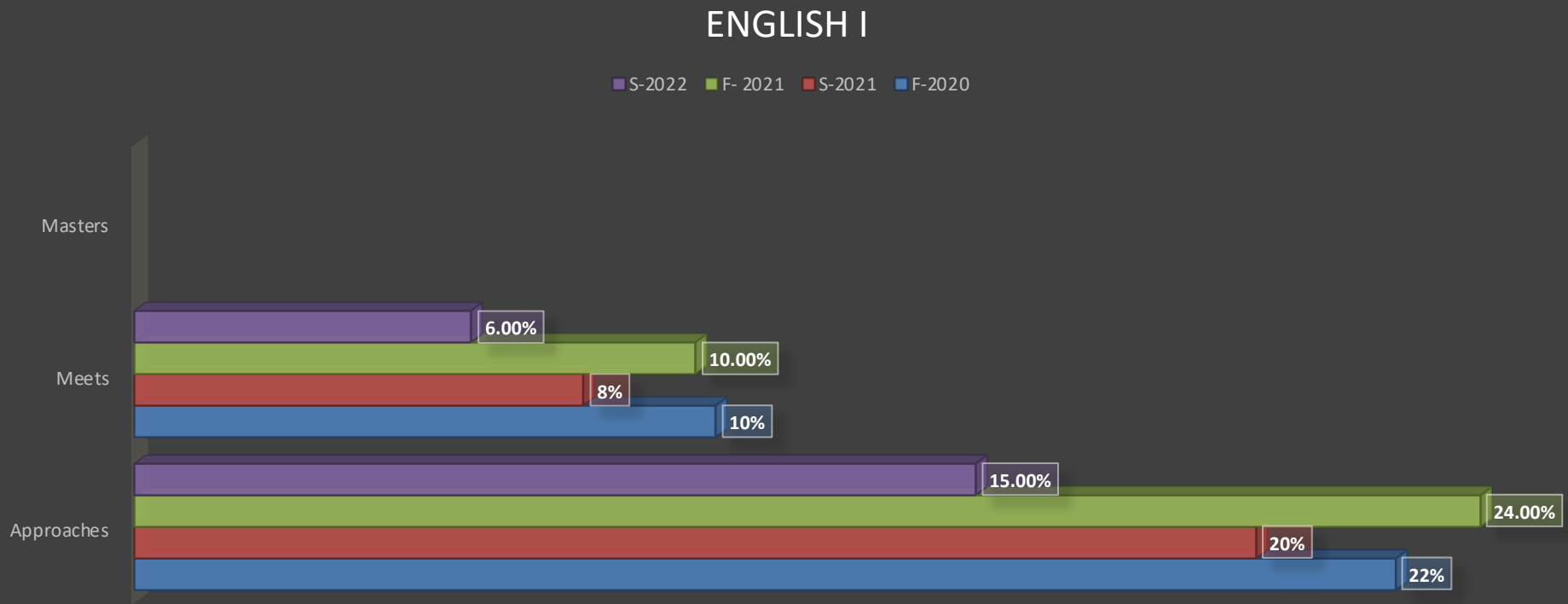
# Biology

## 2020 – 2021 Compared to 2021 - 2022

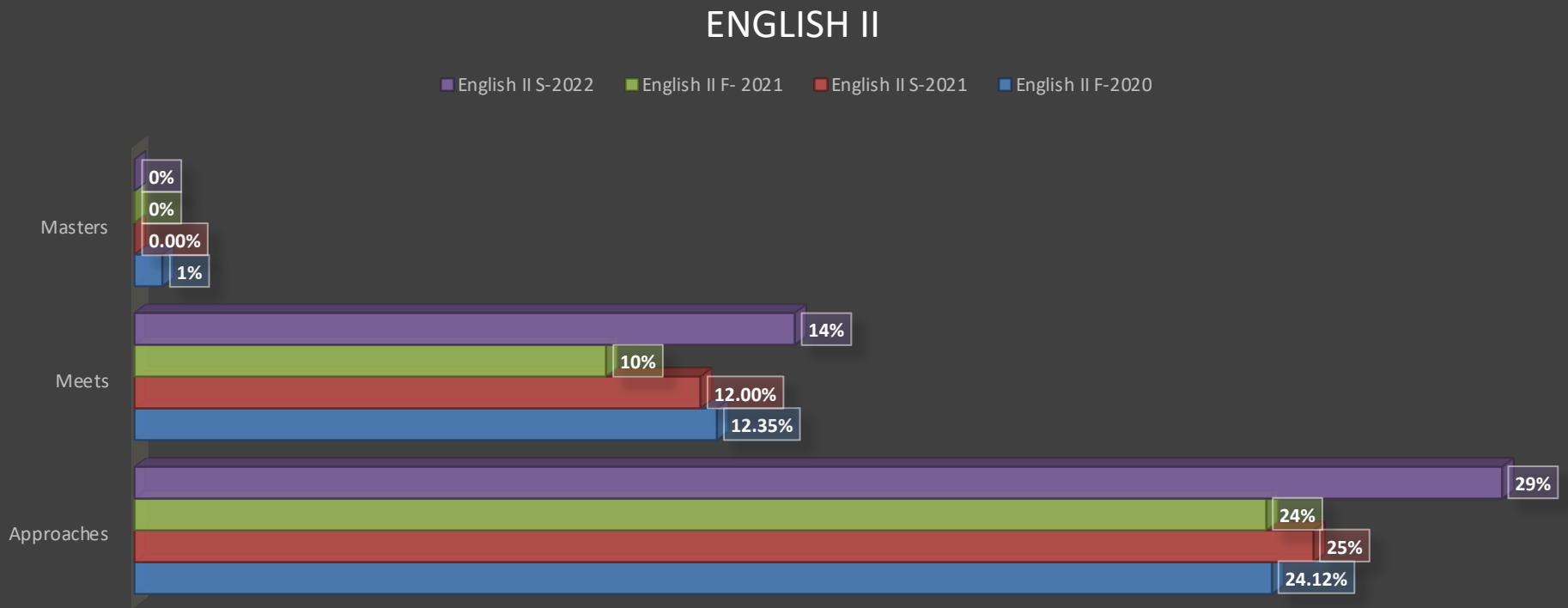


# English I

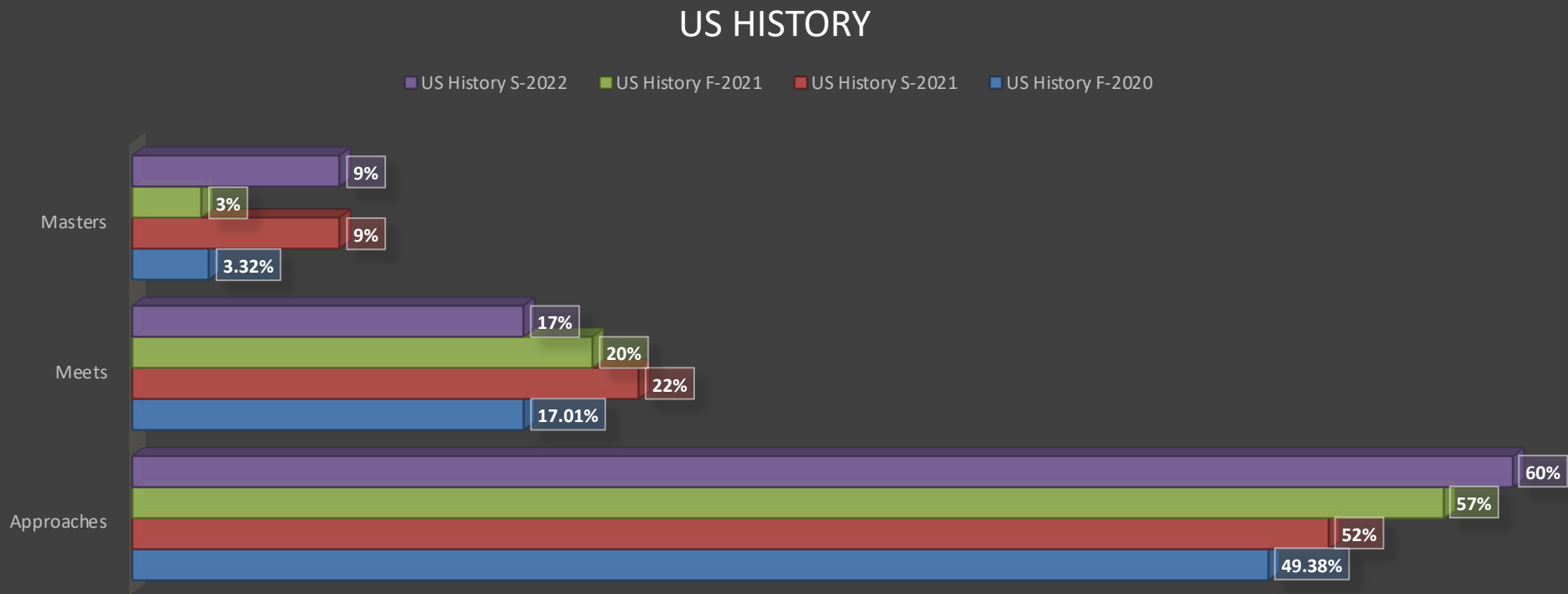
## 2020 – 2021 Compared to 2021 - 2022



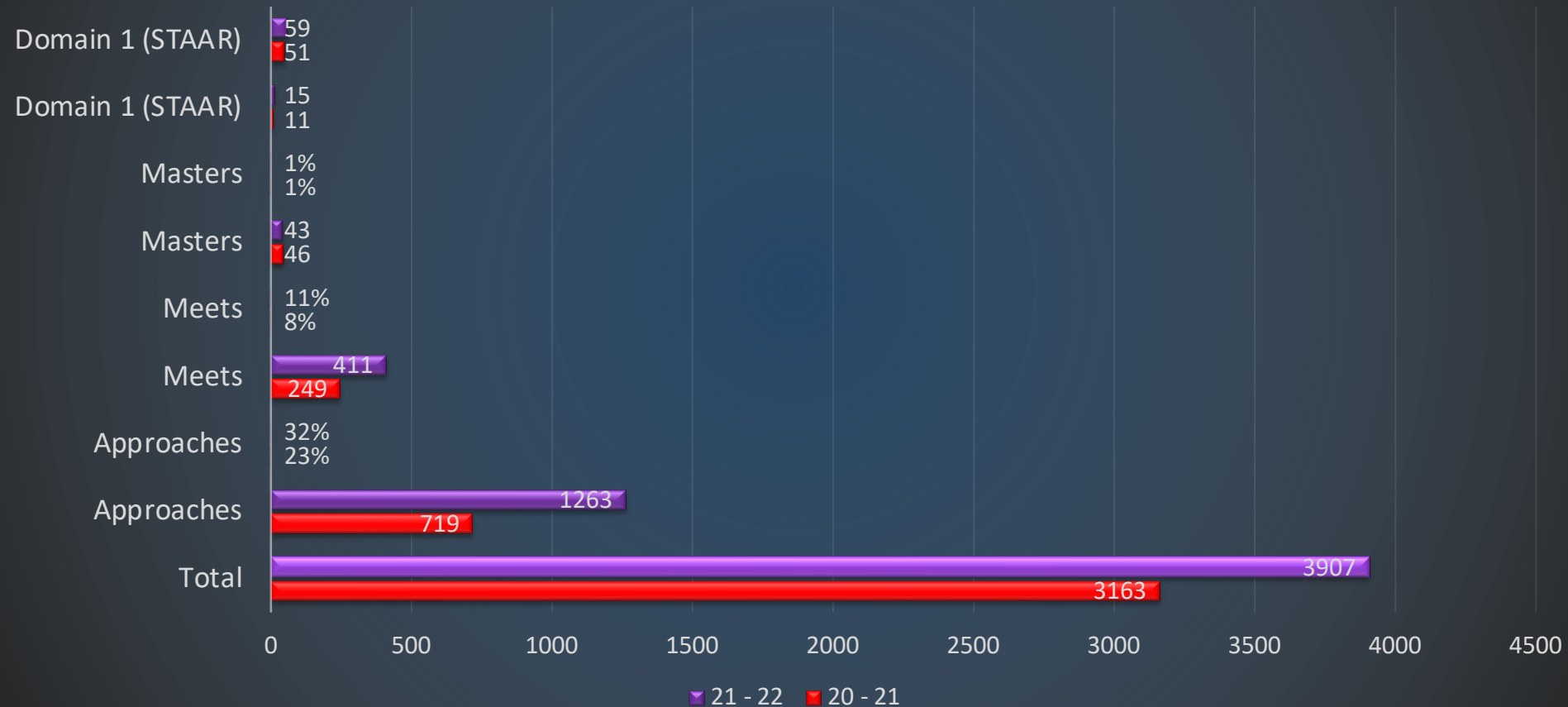
# English II 2020 – 2021 Compared to 2021 - 2022



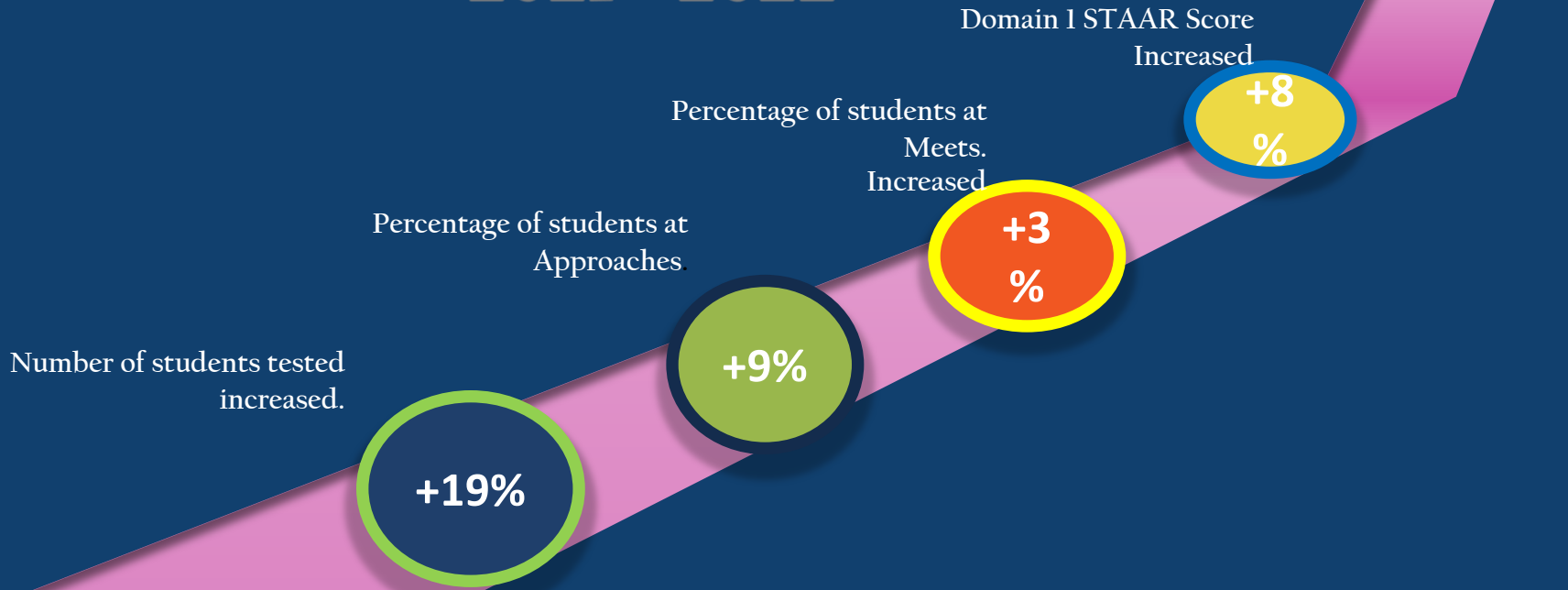
# US history 2020 – 2021 Compared to 2021 - 2022



# STAAR EOC Performance SY 20-21 and 21-22



# Overall...STAAR EOC Performance 2021 - 2022



School Year	Total	Approaches	Approaches	Meets	Meets	Masters	Masters	Domain 1 (STAAR)	Domain 1 (STAAR)
20 - 21	3163	719	23%	249	8%	46	1%	11	51
21 - 22	3907	1263	32%	411	11%	43	1%	15	59



# College Career Military Readiness CCMR



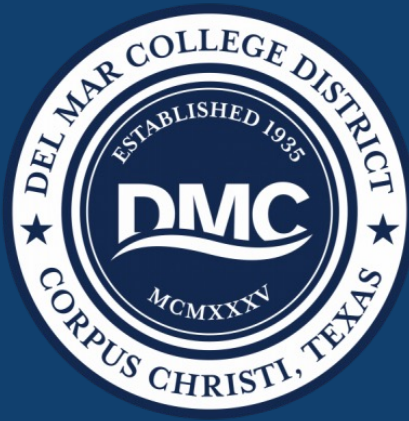
0 to 113

2021-2022

113 RMA students took a college prep courses through the Texas College Bridge partnership

2020-2021

0 RMA students took a college prep course



# Memorandums of Understanding Added 2021 - 2022

# *Texas Success Initiative (TSI)*

Math and English Language Arts &  
Reading (ELAR)

Participation Increased

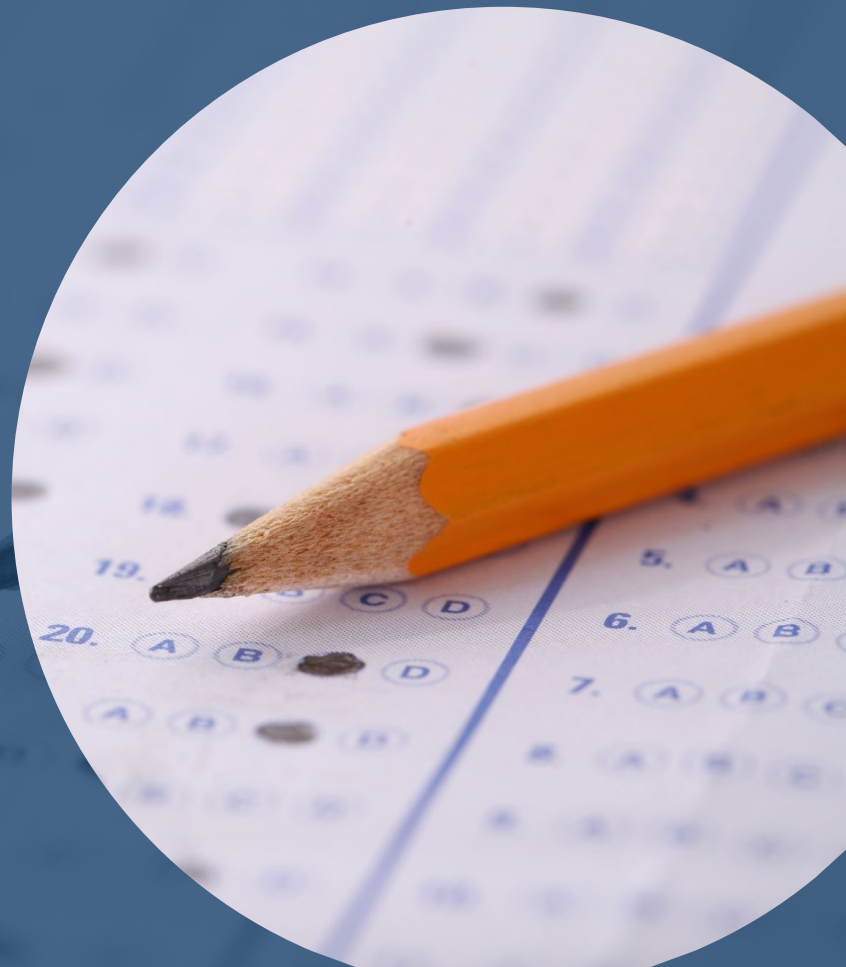
*231 Students*

*2021 – 2022*

*TSI = 384 Tested*

2020 – 2021

TSI = 153 Tested





2021 – 2022

Industry-based Certification  
increased

*121 Students!*

2021 – 2022  
152 Earned

2020 – 2021  
31 Earned



*From 3 to 6  
Programs of Study.*



*Course offering  
from  
14 to 26*

CTE  
Program Increased.....

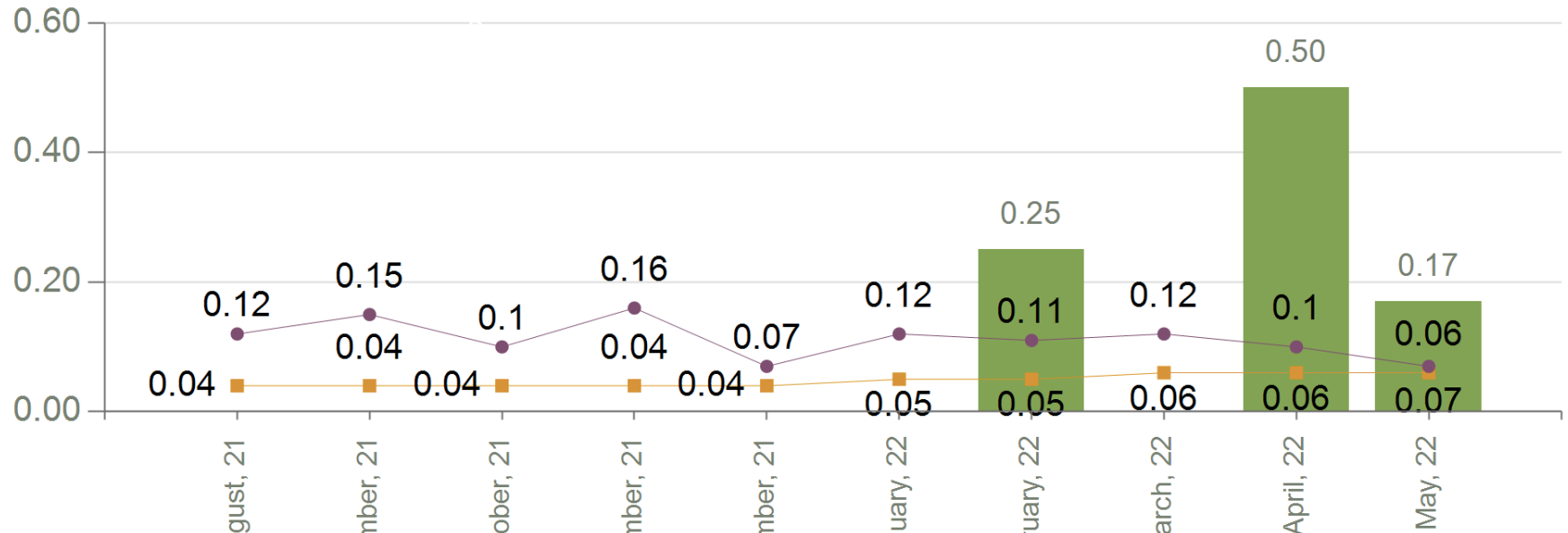


*Student  
Participation  
From  
268 to 604*



*+9% Completers*

## UTILIZATION % BY MONTH



Student Assistance  
Program

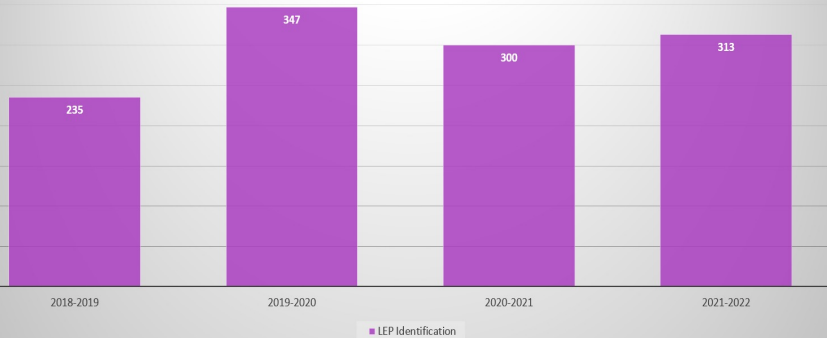
Usage is higher compared to the previous year during this time period where utilization was 0.25%.

# SPECIAL POPULATIONS

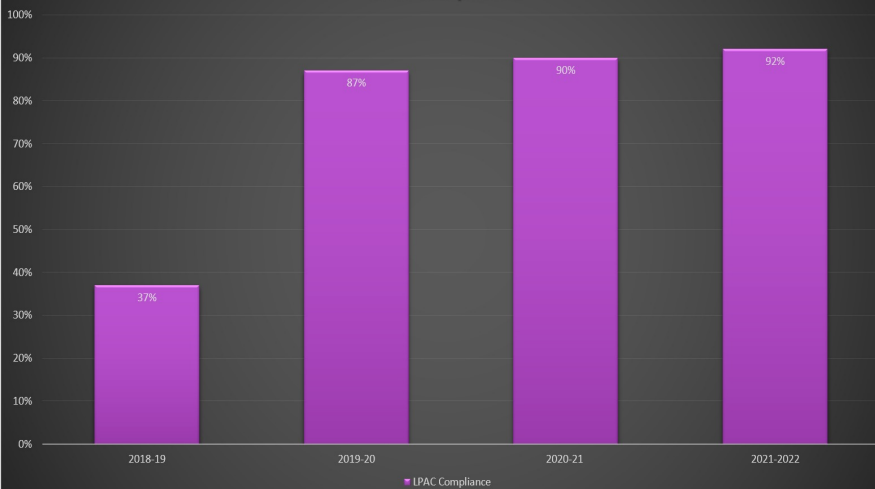
## Section 5

## ESL PROGRAM IMPROVEMENTS

LEP Identification



LPAC Compliance



ESL numbers continue to hold strong due to correcting coding issues from 18-19 to 21-22:

- 313 LEP students in the district
- 92% compliance from 37% in 18-19

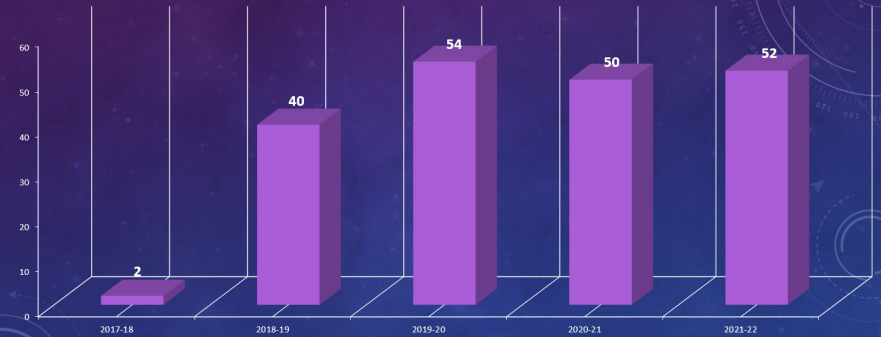


Dyslexia students rose from 2 in the 17-18 school year to 52 in 21-22 and continue to hold strong due to correcting coding issues and continuing monitoring.



## DYSLEXIA IMPROVEMENT

Dyslexia Student's Identified



## DYSLEXIA PROCEDURES/PROCESSES

Dyslexia Manual



2021-22



**Updated Dyslexia Manual to comply with The Dyslexia Handbook 2021 Update. Purchased 50 Microsoft Surface pros to be utilized with our Dyslexia Intervention Program Language Live**

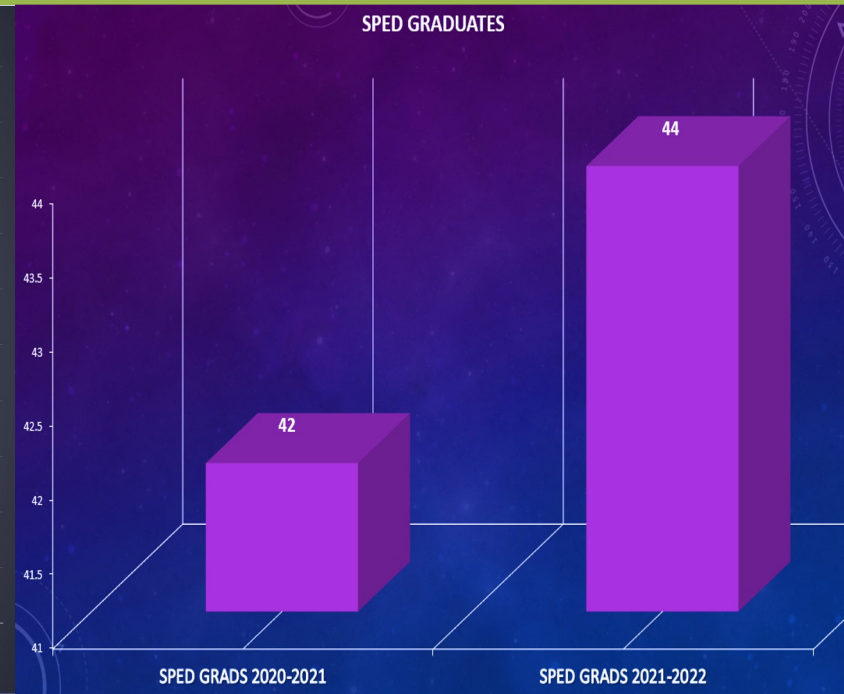
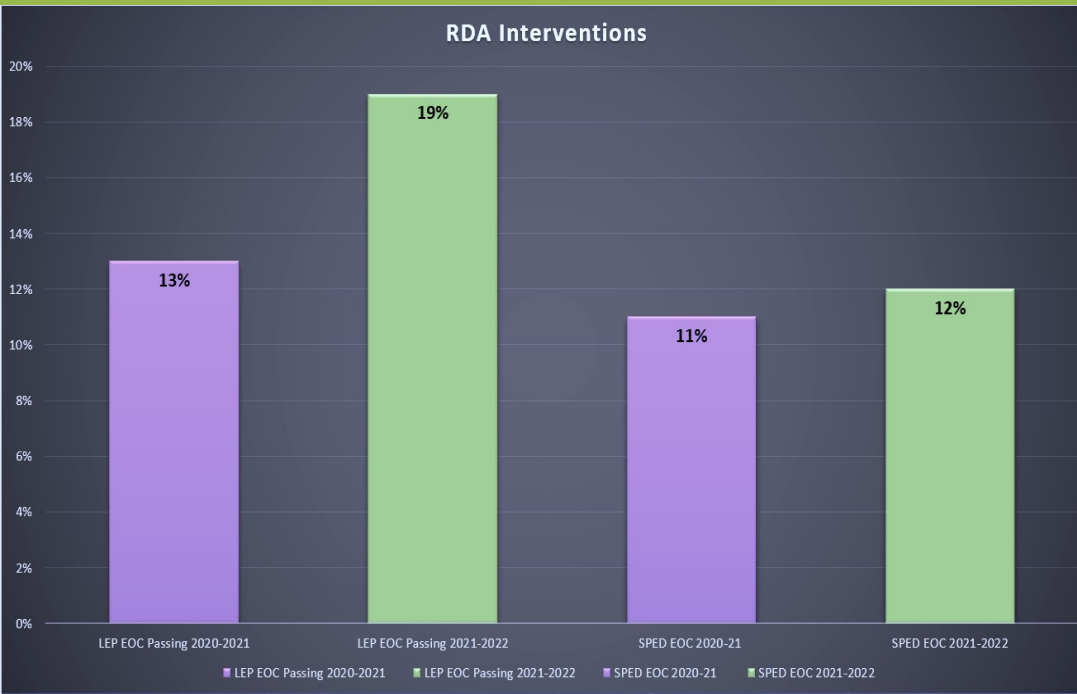


## Interventions

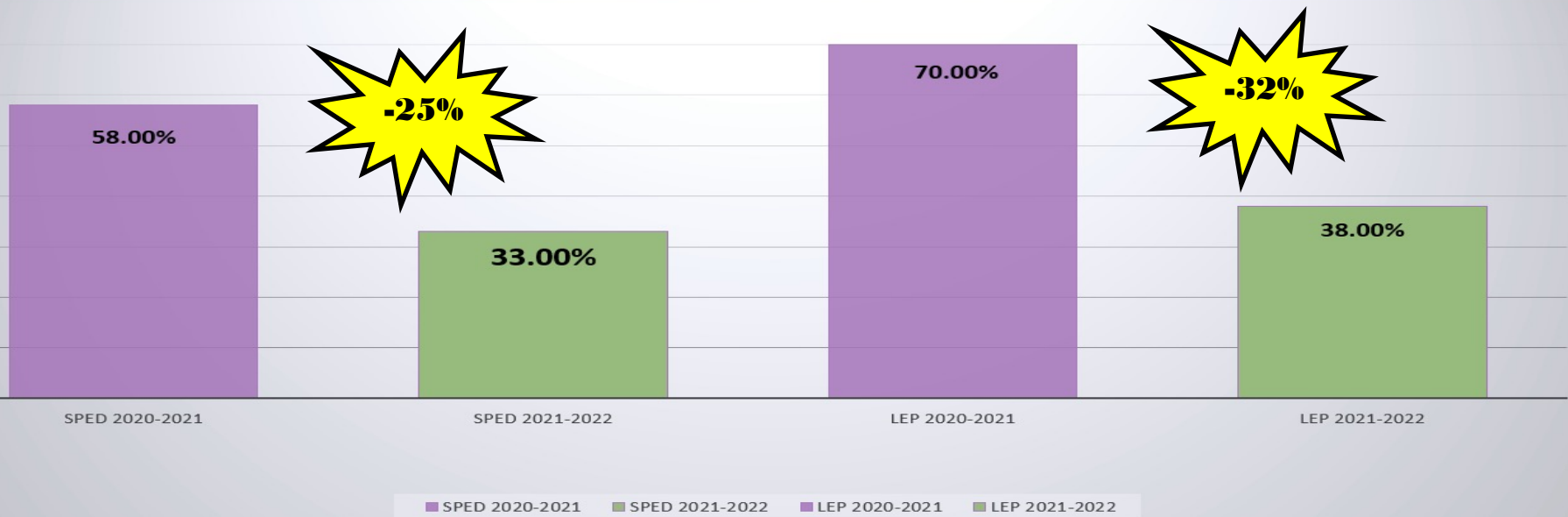
Created, Trained, & Implemented a Special Populations Procedures Manual.

TEA RDA Interventions for ESL & Special Education due to drop out rates & graduation rates.

TEA was pleased that we have increased our EOC passing rates by 6% in ESL and 1% in Special Education.



## SPED/LEP FAILURES



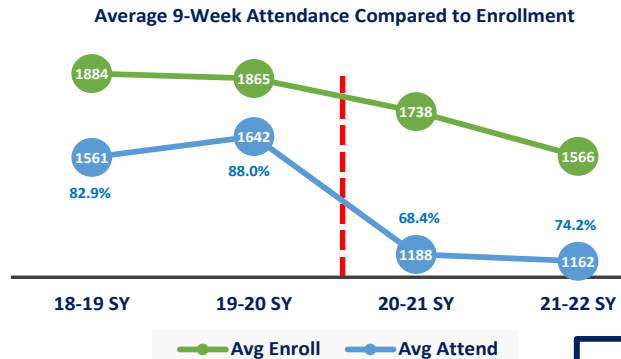
- Implemented SPED Teachers as Case managers to assist with SPP11 Corrective Action Plan.
- Created, Trained, & Implemented Principals Annual ARD IEP Checklist to ensure compliance for Annual ARDs.
- Implemented a 3 Week Progress Monitoring system to track course failures which yielded a 25% decrease in failures for SPED and a 32% decrease for ESL.

# ENROLLMENT & ATTENDANCE

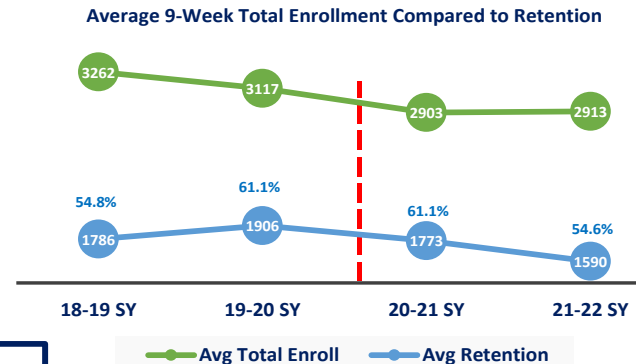
## Section 6

# Enrollment & Attendance...

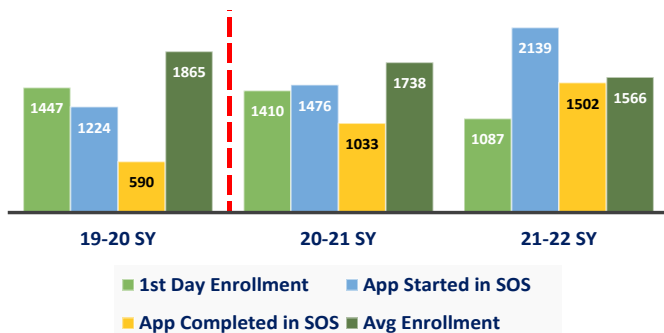
Average daily attendance continues to improve after the impacts of the COVID-19 pandemic.



Similar to daily attendance, student retention is starting to improve.

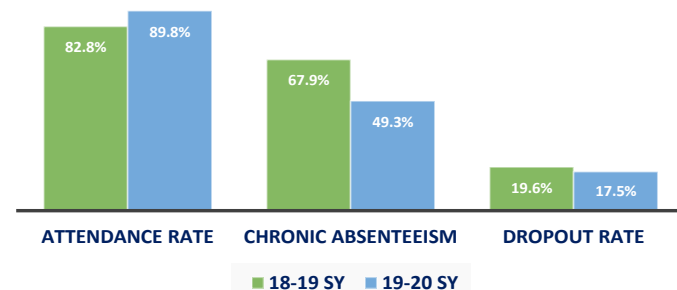


**Student Interest in RMA**



Student interest in RMA increased during the 21-22 school year and has the potential to increase enrollment above pre-pandemic levels during the 22-23 school year.

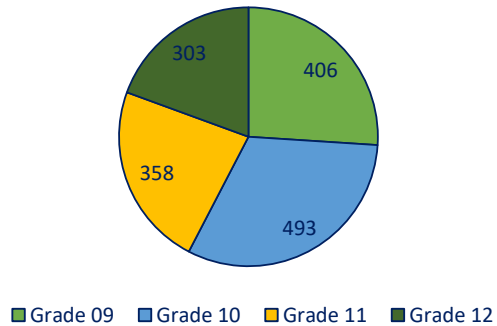
**Texas Academic Performance Report Indicators**



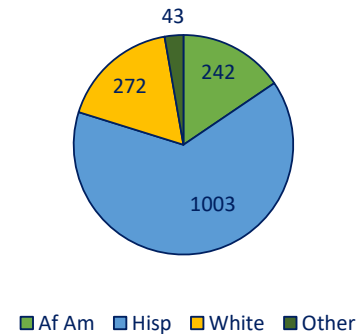
Data compiled by TEA reiterates pre-pandemic SIS findings including increased attendance and decreased chronic absenteeism as well as a reduced dropout rate.

# Demographics: End of 21-22 School Year...

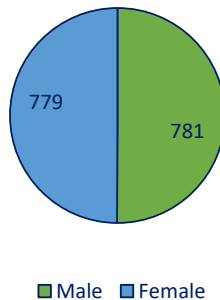
## Enrolled Grade Level



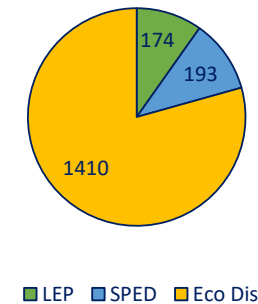
## Ethnicity



## Gender



## Special Populations



# STUDENT SERVICES

## Section 7

# Student Services...

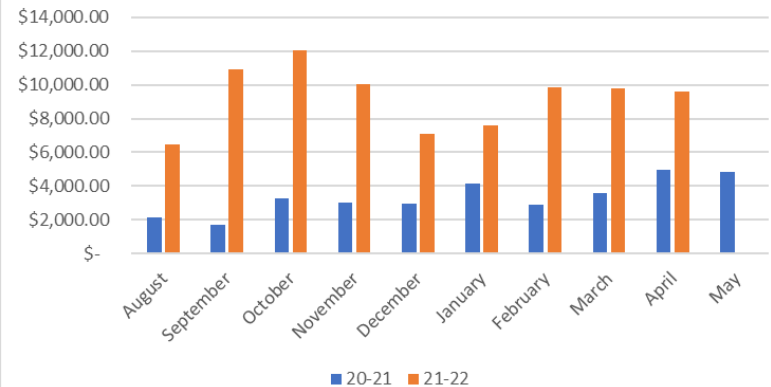
## Child Nutrition Program:

- RMA offered a FREE reimbursable breakfast to AM students thru the Seamless Summer Option program and a snack to PM students.
- Awarded 2 Federal Equipment Grants to purchase reach-in freezers for Houston & Lubbock totaling \$8,400
- Received \$43,593.13 from the Child Nutrition Program Supply Chain Assistance Grant.

### 2022-23

- Return to the USDA School Breakfast Program in which RMA will be reimbursed per meal according to student eligibility determined by the Free & Reduced Meal Application
- RMA is scheduled for an Administrative Review with TDA

CNP Reimbursements



## McKinney-Vento/Foster Care:

- 22 McKinney-Vento Students
- 4 Foster Care Students
- Assistance provided: bus passes, located shelter, clothing, partnered with Texas Workforce to provide assistance with jobs, utilities, child care.
- **2022-23:** Partnering with T-Mobile and CPR3 to provide cell phones for all McKinney-Vento students to allow for better means of communication between student & school as well as provide a hot spot to continue with their education if they miss school.

# Student Services...

## Student & Community Liaisons (SCLs):

Main Focus of the SCLs is to increase attendance through removing barriers that are keeping students away from school, as well as, building community relationships to create a positive reputation of RMA in the local community.

### Attendance

- Working with community partners to provide rewards for student attendance:



- Creating student programs and clubs to get student buy in of the school.
- Dance classes, music classes, mentorships, Student Ambassador Club
- Filed truancy on 225+ students across district.

### Community Partnerships

- Building resources for students: United Way, Texas Workforce, Temp. Agencies, Job Core, local food banks
- Hosted community job fairs on campus
- Hosted college and trade school fairs
- Clinics to assist students with mental and emotional issues.
- Built military contacts and had meet and greets with students: Army, Navy, Marines

**2022-23:** continue to identify ways to meet the needs of all RMA students to empower them to graduate, prepared to exceed all expectations.

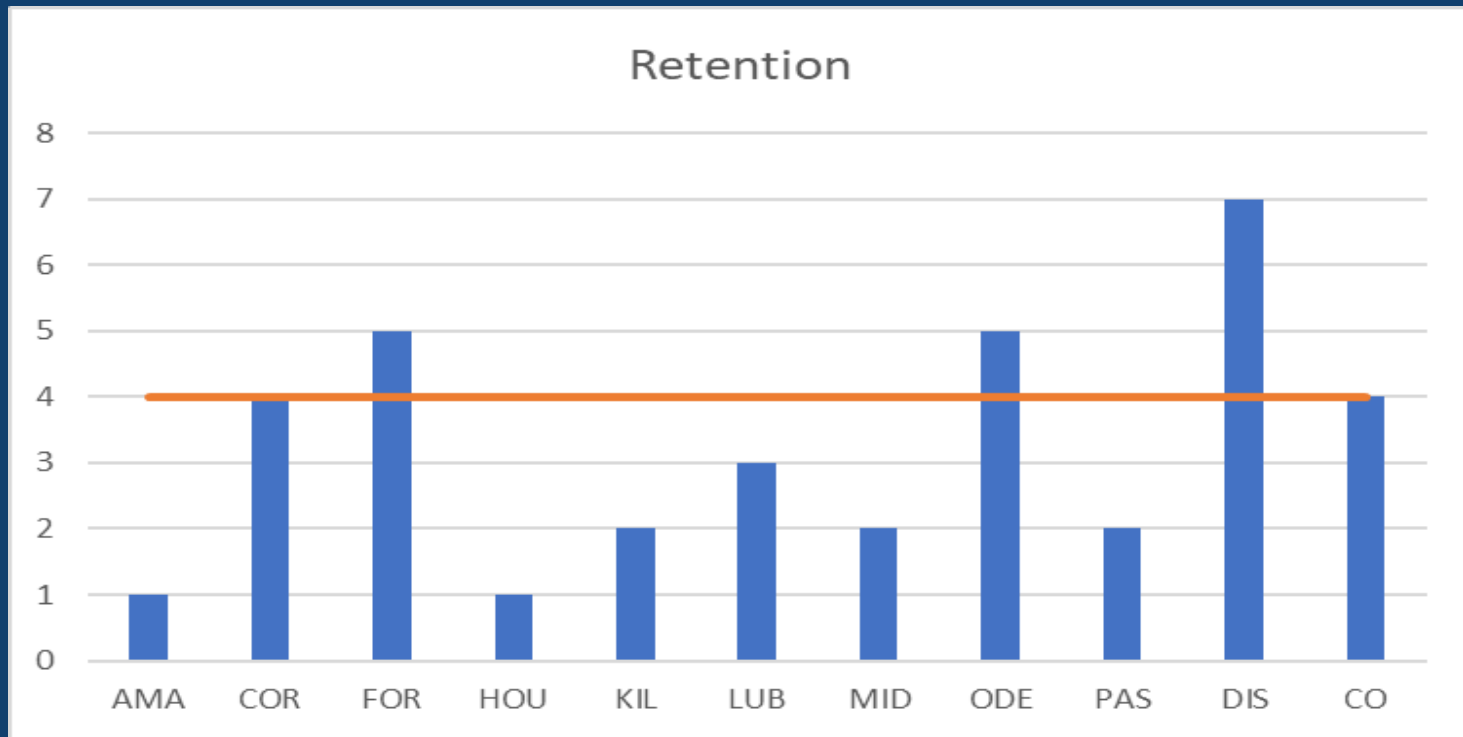
# HUMAN RESOURCES

## Section 8

## 2021-2022 RETENTION

The most recent Bureau of Labor Statistics report shows the median number of years that wage and salary workers had been with their current employer was 4.1, little has changed from the 4.2 years in January 2018.

Retention	AMA	COR	FOR	HOU	KIL	LUB	MID	ODE	PAS	DIS	CO	TOTAL
Average Yrs @ RMA	1	4	5	1	2	3	2	5	2	7	4	3



### LEGEND

Amarillo-AMA : Corpus Christi-COR : Fort Worth-FOR : Houston-HOU : Killeen-KIL : Lubbock-LUB : Midland-MID : Odessa-ODE : Pasadena-PAS : Distance Learning-DIS : Central Office-CO : District-TOTAL

# TURNOVER RATE

In the 2021 Bureau of Labor Statistics reported the overall turnover rate is 57.3 %, but that number drops to 25% when considering only voluntary turnover and 29% when considering involuntary turnover. In the latest study, the turnover rate for educational services maintained the rate of 29.8%. The district turnover rate continues to improve year after year and is currently below the Bureau of Labor national and educational services average.

Terminations	AMA	COR	FOR	HOU	KIL	LUB	MID	ODE	PAS	DIS	CO	TOTAL
2018-2019	13	15	6	9	18	10	12	18	11	0	2	114
2019-2020	5	8	9	8	8	8	5	3	9	2	6	71
2020-2021	11	7	1	3	6	4	0	6	5	2	3	48
2021-2022	7	3	1	7	2	5	4	5	2	1	4	41

Turnover Rate	AMA	COR	FOR	HOU	KIL	LUB	MID	ODE	PAS	DIS	CO	TOTAL
2018-2019	87%	63%	40%	56%	106%	79%	75%	64%	73%	0%	19%	60%
2019-2020	29%	35%	56%	29%	25%	53%	24%	14%	38%	11%	14%	30%
2020-2021	69%	18%	7%	21%	43%	31%	0%	24%	38%	38%	10%	27%
2021-2022	47%	19%	7%	47%	14%	36%	31%	21%	14%	14%	15%	24%

HISTORICAL TURNONVER RATE



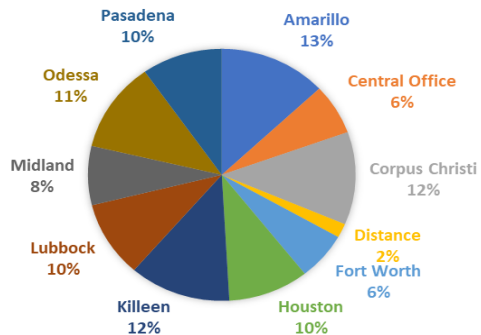
## LEGEND

Amarillo-AMA : Corpus Christi-COR : Fort Worth-FOR : Houston-HOU : Killeen-KIL : Lubbock-LUB : Midland-MID : Odessa-ODE : Pasadena-PAS : Distance Learning-DIS : Central Office-CO : District-TOTAL

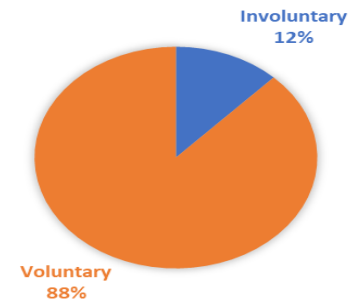
# TERMINATIONS

Terminations within the District can refer to either voluntary or involuntary. A voluntary termination of employment occurs when an employee submits a written or verbal notice of resignation, job abandonment, including intent not to return in the new school year and retirement. Involuntary termination refers to dismissal from employment due to the actions or decisions of the employer and not the employee. An involuntary termination would be used in the event an employee violated District policy and/or state or federal law. An involuntary termination would also be used in the event the district had a need to implement a reduction in the workforce.

**AVERAGE TERMINATION BY LOCATION**



**INVOLUNTARY VS. VOLUNTARY  
AVERAGE TERMINATIONS**



Terminations by Month	18-20 SY	19-20 SY	20-21 SY	21-22 SY
August	26	3	5	5
September	5	4	5	4
October	9	4	2	6
November	5	4	2	7
December	8	4	2	0
January	5	5	8	3
February	8	3	3	4
March	3	10	1	8
April	2	0	0	4
May	29	0	12	2
June	4	22	6	-
July	13	12	2	-

## LEGEND

Amarillo-AMA : Corpus Christi-COR : Fort Worth-FOR : Houston-HOU : Killeen-KIL : Lubbock-LUB : Midland-MID : Odessa-ODE : Pasadena-PAS : Distance Learning-DIS : Central Office-CO : District-TOTAL

# COMPLAINTS

The Human Resource Department handles complaints of all types to include, employee mediation, general complaints, employee grievances, etc. During the 2021-2022 school year, there were two employee mediations scheduled and fulfilled; the mediations were successful, and no further assistance was needed. There were three employee grievances filed. The complainants were issued Level I statements; the complainants were satisfied as they did not pursue appeals.

Complaints	AMA	COR	FOR	HOU	KIL	LUB	MID	ODE	PAS	DIS	CO		TOTAL
2018-2019	0	0	1	0	1	0	0	0	0	0	0		2
2019-2020	1	1	1	0	0	0	0	0	1	0	1		5
2020-2021	3	0	1	1	1	0	0	0	1	0	0		7
2021-2022	1	0	0	1	0	0	0	1	0	0	2		5

## LEGEND

Amarillo-AMA : Corpus Christi-COR : Fort Worth-FOR : Houston-HOU : Killeen-KIL : Lubbock-LUB : Midland-MID : Odessa-ODE : Pasadena-PAS : Distance Learning-DIS : Central Office-CO : District-TOTAL

## 2021-2022 VACANT POSITIONS

On average, there are approximately 16 vacant positions throughout the district at any given time. Currently there are 18 vacant positions district wide. However, that number typically increases as we approach the summer months. Our Principals and administrative staff are working diligently to fill these positions before school starts in August. Currently RMA has 156 full-time staff, 14 part-time staff, and 44 temporary staff.

Vacant Positions	AMA	COR	FOR	HOU	KIL	LUB	MID	ODE	PAS	DIS	CO		TOTAL
2021-2022	2	1	1	3	1	2	1	5	1	1	0		18

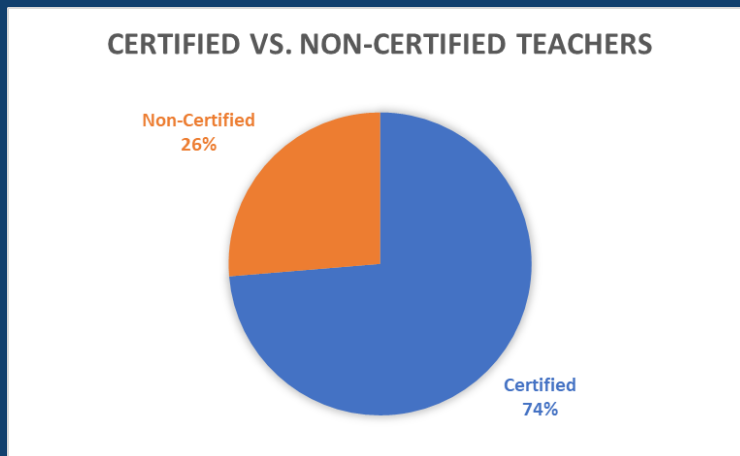
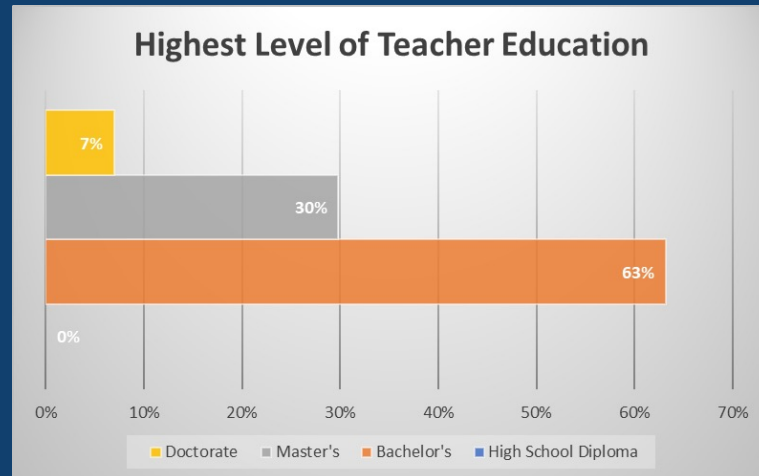
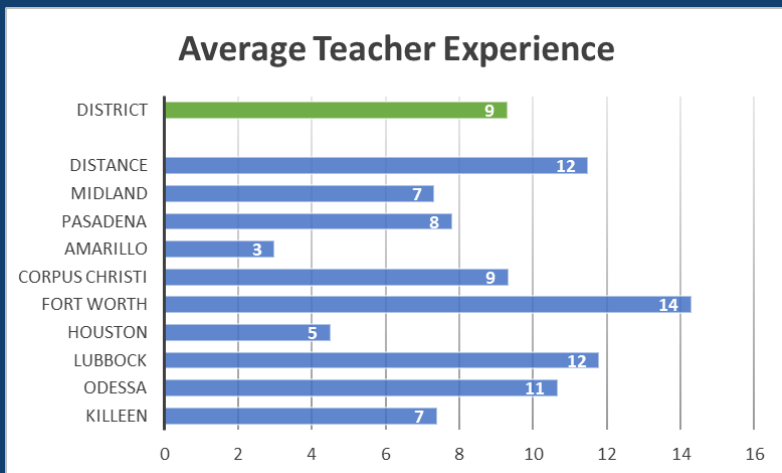
Campus		Central Office		Campus		Central Office	
Position	# of Vacancies	Position	# of Vacancies	Position	# of Vacancies	Position	# of Vacancies
Principal	0	Superintendent	0	Principal	0	Superintendent	0
Counselor	2	Executive Director	0	Counselor	2	Executive Director	0
Student Community Liaison	0	Director	0	Student Community Liaison	0	Director	0
Registrar	0	Coordinator	0	Registrar	0	Coordinator	0
Administrative Secretary	0	LSSP	0	Administrative Secretary	0	LSSP	0
Teacher - Core	11	Specialist	0	Teacher - Core	11	Specialist	0
Teacher - SPED	2	Executive Admin	0	Teacher - SPED	2	Executive Admin	0
Instructional Aide	4	Registrar	0	Instructional Aide	4	Registrar	0

### LEGEND

Amarillo-AMA : Corpus Christi-COR : Fort Worth-FOR : Houston-HOU : Killeen-KIL : Lubbock-LUB : Midland-MID :  
Odessa-ODE : Pasadena-PAS : Distance Learning-DIS : Central Office-CO : District-TOTAL

# 2021-2022 TEACHERS EXPERIENCE, EDUCATION, & CERTIFICATION

Teachers at an open-enrollment charter school must have at least a baccalaureate degree unless they are a special education or bilingual education/ESL teacher; these teachers must also have state certification. Currently RMA does not require general education teachers be certified; however, it is highly recommended that a certification be held.



## LEGEND

Amarillo-AMA : Corpus Christi-COR : Fort Worth-FOR : Houston-HOU : Killeen-KIL : Lubbock-LUB : Midland-MID : Odessa-ODE : Pasadena-PAS : Distance Learning-DIS : Central Office-CO : District-TOTAL

## 2021-2022 ACCOMPLISHMENTS

Developed an Employee Service Recognition program. Staff will receive a personalized certificate for 1 year of service, a bronze star lapel pin for 3 years of service, a silver star lapel pin for 5 years of service, and a gold star lapel pin for 10 years of service. This program will be implemented, and awards will be distributed during the 2022-2023 Convocation.

Successfully and continually decreased the Texas Workforce Commission (TWC) Benefit Ratio starting in 2019. This was achieved by consistently monitoring all claims, appeals, and chargeback inquiries in a timely manner within the deadlines set by TWC.

Effectively hired and onboarded 51 full-time employees, 14 part-time employees, and 35 temporary employees. Full-time employees refer to Associate Teachers, Teacher, Campus Support Positions, or Central Office staff. Part-time employees refer to the required HB4545 Tutors, and temporary employees refer to our campus Substitutes.

## 2022-2023 AREA OF FOCUS

Expand the employee service recognition program to include years of service past 10 years, and look into cost effective incentive strategies that continue to encourage highly qualified staff to remain with RMA.

### LEGEND

Amarillo-AMA : Corpus Christi-COR : Fort Worth-FOR : Houston-HOU : Killeen-KIL : Lubbock-LUB : Midland-MID : Odessa-ODE : Pasadena-PAS : Distance Learning-DIS : Central Office-CO : District-TOTAL

# MARKETING & COMMUNICATIONS

## Section 9

# RMA PUBLIC SCHOOLS MARKETING INITIATIVES



## Marketing Materials

- Template Creation for Events and Promotions
- Updated Brochures
- Increased Brand Awareness
- Standardized Message
- Staff RMA shirts
- Friday is RMA spirit day
- A shirt for each student
- Newsletters
- Planning for New Signage at each Campus 2022-2023
- Giveaway Bags
- Campus Giveaways for referrals
- Increased Photo and Video opportunities
- Early Enrollment Campaign

## Centralized Marketing Campaign

- SCL Marketing Plan with Community Outreach
- Counselor Tours for Campus
- Community Council
- Annual Marketing Plan
- Survey Creation
- School Messenger Integration for information and surveys
- State Representative Campus Tours
- Campus Branding
- Student Leadership Council Creation
- Texas Tech Partnership for Undergrad and Graduate Courses – Marketing Data
- Creation of Educational Alliance Group
- Principal feedback and input for localized marketing initiatives

## Website/Online Presence

- Creation and Rollout of New Website
- Creation of New Campus Websites with local administrative rights
- Creation of Campus Social Media Accounts
- Advertising with google
- Campus Challenges – Online Contests promoting RMA
- Social Media Content Calendar
- Linked social media accounts to website
- Creation and implementation of District App
- Advertising online in youth focused areas
- Commercial in Corpus – NBC and Telemundo





**RMA PASADENA RIBBON CUTTING**



**RMA CORPUS CHRISTI MAYOR VISIT**

**RMA AMARILLO  
GRANT RECIPIENTS**



# REGISTER FOR NEXT YEAR!

Now Accepting Students for 2022-2023!  
Reserve Your Spot Today!

@ @rmaschools.org

*Be One of the First to Register and Receive an RMA T-Shirt!*

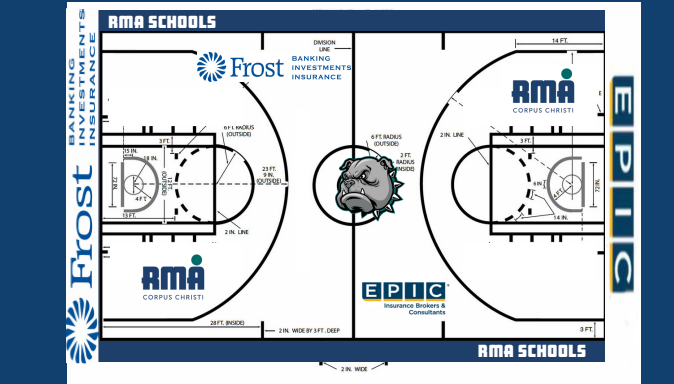
**RE-ENROLL TODAY!**



**RMA CORPUS CHRISTI GRADUATION**




**RMA KILLEEN STATE REP VISIT**



**RMA CORPUS CHRISTI BASKETBALL COURT BRANDING**

# RMA PUBLIC SCHOOLS MARKETING INITIATIVES

# Campus Websites

 MENU

RMA Public Schools

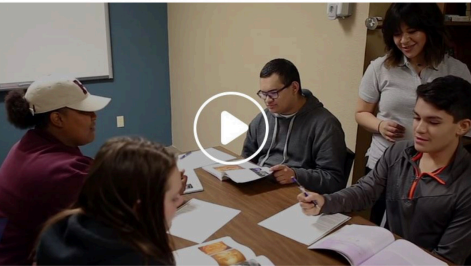
Amarillo

4106 SW 51st St.

Amarillo, TX 79109

(806) 463-2284

Welcome to Amarillo Campus



**RMA Amarillo Campus Video**  
This is the caption  
<https://youtu.be/9WmznhD4efQ>

WEBSITES ARE HOSTED BY BLACKBOARD  
AND ARE SET UP IN A TEMPLATE  
FORMAT.

THE TEMPLATES ARE CREATED FOR  
EACH CAMPUS.

THE REASON FOR THIS CHANGE IS  
TO GIVE CONTROL AND OWNERSHIP  
BACK TO THE CAMPUS PRINCIPALS

EACH CAMPUS HAS THEIR OWN  
INDIVIDUAL WEBPAGE .  
EACH CAMPUS IS RESPONSIBLE FOR  
THEIR CONTENT.

CAMPUS PRINCIPALS ARE EXPECTED TO  
DESIGNATE A PERSON TO UPDATE THE  
CAMPUS WEBSITE AND EVENT  
CALENDAR.



## PARTNERSHIPS



# CAREER & TECHNOLOGY EDUCATION (CTE)

## Section 10

### *CTE Enrollment By Program of Study:*

#### OUTCOMES

	TERM 1 (Fall)	TERM 2 (Fall)	TERM 3 (Spring)	TERM 4 (Spring)	2021-2022 TOTAL ENROLLMENT
<b>Architectural Design</b>	48	45	73	63	229
<b>Arts, Audio/Video Technology &amp; Communication</b>	63	90	81	55	289
<b>Business, Marketing &amp; Finance</b>	288	282	190	164	924
<b>Human Services</b>	133	138	118	107	496
<b>Law Enforcement</b>	68	56	62	46	232
<b>TOTAL DISTRICT CTE ENROLLMENT</b>					<b>2170</b>

# MILESTONES

ACTION	PRIORITIZED FOCUS AREA	TIMELINE
RMA CTE will develop and maintain industry partnerships through the Advisory Board Committee.	1	Ongoing, monthly Bi-annual meeting (Fall/Spring)
RMA will promote instruction and learning that leads to mastery of coherent sequence and IBC	2	Ongoing weekly
RMA will offer multiple pathways and course offerings for student learning	3	Ongoing, Term I, II, III, IV
Invest resources in a strategic way, to support what maximize student achievement, while securing additional sources of funding.	4	Ongoing, semester

**SUPERINTENDENT:** Dr. Armard Anderson   **EXECUTIVE DIRECTOR OF ACADEMICS:** Dr. Uneeda Givens  
**DISTRICT CTE COORDINATOR:** Jerel Showers

## FOR MORE INFORMATION CONTACT:

**AAVTC:** Brittany Stewart / **ARCHITECTURAL:** Antonio Ramos / **BUSINESS:** Guillermo Mendez

**HUMAN SERVICES:** Stacy Rutledge / **LAW ENFORCEMENT:** Tami Price

- RMA's Career and Technical Education (CTE) programs will offer a sequence of courses that provides students with coherent and rigorous content directly related to their preparation to further education and training within a career pathway.
- RMA's CTE programs is dedicated to preparing young people to manage the dual roles of a family member and wage earner through training for employment in a high-skill, high wage job.
- RMA will promote CTE students pursuing postsecondary education/ training.
- RMA CTE will organize and maintain an advisory committee to help equip students with the ever-changing knowledge and skills needed in the world of work.

- RMA (CTE), **grew from 3 programs of study to currently offering 6** from the 16 defined career clusters. RMA CTE focuses on Architecture & Construction Arts, A/V Technology and Communication, Law and Public Service, Business and Marketing and Finance, and Human Services. Varying by campus, **each RMA campus offers 3 programs.**
- RMA (CTE) curriculum, **expanded course** offerings from 14 (Level 1 & 2) to **26 courses which now offers a Coherent Sequence** (Level 1 – Level 4) for each Program of Study per TEA guidelines.
- RMA (CTE) **student participation increased 103%** from 268 per semester in 2020-21 to average of 543 per semester in 2021-22.
- RMA (CTE) afforded the opportunity for **over 150 students** to obtain an **Industry Based Certification (IBC)** in OSHA 30, Microsoft Office Specialist or Adobe.

<p>Although we enhanced the distant CTE programs, our long-term goal is to create a flagship CTE program on each campus (<b>Pasadena Xerox: Printing &amp; Imaging</b>)</p>	<p>With the increase of students actively enrolled in CTE programs, the next priority is to minimize the course failure rate and increase students successful completing CTE programs of study endorsements (Completers)</p>	<p>Prior to the 21-22 school year, less than 2% graduated with a CTE Industry Based Certification (IBC).</p>
<ul style="list-style-type: none"> <li>▪ All CTE pathways with RMA will have access to state-of-art equipment and software at campus or through partnership with community college, trade schools, etc.</li> <li>▪ Complete CTE “flagship” program proposal/plans for each campus by 2024-25 academic year.</li> <li>▪ Develop a “Needs Assessment” and utilize an internal tracking system to monitor the growth and performance of current CTE programs.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Operating within budget, resource availability and physical space, RMA will increase the number of CTE pathway completer by 30 percent by the 2022-2023 school year, while decreasing disproportionate number of non-traditional completers by 10 percent by the 2022-2023.</li> <li>▪ By the end of 2023, establish a bi-annual process that will evaluate CTE pathway offerings, capacity, student participation and interests, and labor market demands so that decisions to increase access and effectiveness of the CTE programs are data-informed.</li> </ul>	<ul style="list-style-type: none"> <li>▪ RMA will build awareness of CTE programs to all stakeholders using communication strategies to allow every student to have the opportunity to pursue a Industry Based Certification (IBC) with each CTE program, which will result in the continuous increase of enrollment in all CTE programs.</li> <li>▪ Curriculum developed and Teachers trained in effective monitoring of performance and developing instructions to prepare students for certifications by 2023-2024.</li> <li>▪ In 2022-2023, implement progress monitoring to track students progress, performance and growth throughout the school year.</li> </ul>

Superintendent: Dr. Armard Anderson    Executive Director of Academics: Dr. Uneeda Givens    District Coordinator: Jerel Showers

# RMA Public Schools 2021 -2022

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