

2023 - 2026

# STRATEGIC PLAN AND ORGANIZATIONAL PRIORITIES



# POST-GRADUATION OUTCOMES

We believe that our role is to prepare our students for post-secondary success. We believe that we can capitalize on our current momentum to continue to prepare our students for their options of their choosing.

By 2026, all RMA students will graduate as College, Career, and Military Ready as defined by TEA



# SCHOOL LEADERSHIP SUCCESS

We believe that the key to successful outcomes for our students hinge on equipping our leaders for success. We must build a culture of success with principals at the core

By 2026, RMA will increase the average tenure of an RMA principal by 1.5 years

## TEACHER RECRUITMENT AND RETENTION

We believe that culture drives commitment. We understand that it is a shared responsibility to build a culture where our shared values are seen, heard, and felt every day

By 2026, RMA will decrease the mid-year attrition rate to XX%

## RISK MITIGATION

We believe that by minimizing and mitigating risks that we can best serve our students and families. We believe that by adhering to established TEA standards, RMA will continue to serve students for years to come.

By 2026, all budget and site safety metrics will be met

## ESTABLISH RMA EDUCATION FOUNDATION

We believe that through the creation of an education foundation that we will be better able to secure resources that support our mission

By 2026, RMA will establish a District Education Foundation with \$X,XXX of philanthropy

## Governing Board

Robert Clemons, President  
Donald Nemec, Vice President  
Dr. Francis White, 2nd Vice President  
Mirza Pearson, Secretary  
Rose Thompson, Secretary



## District Leadership

### **Richard Milburn Academy**

13003 Jones Maltsberger Road  
San Antonio, TX 78247

[www.rmaschools.org](http://www.rmaschools.org)

Dr. Armard Anderson, Superintendent  
Dr. Uneeda Givens, Executive Director of Academics  
Tammy Padilla, Chief Financial Officer  
Carl Tanton, Executive Director of School Operations and Facilities