



# STATE OF THE DISTRICT REPORT

2024- 2025

# TABLE OF CONTENTS

1	SUPERINTENDENT'S REPORT	Page 3
2	BUSINESS OFFICE	Page 5
3	TECHNOLOGY, SAFETY, FACILITIES	Page 13
4	ACADEMIC PERFORMANCE	Page 20
5	RMA GRADUATES 24-25	Page 24
6	CAREER & TECHNOLOGY EDUCATION	Page 38
7	SPECIAL POPULATIONS	Page 46
8	ENROLLMENT & ATTENDANCE	Page 57
9	STUDENT SERVICES	Page 60
10	HUMAN RESOURCES	Page 68
11	MARKETING	Page 75

# SUPERINTENDENT'S REPORT

## Section 1



RMA Public School District  
Dr. Armard Anderson Superintendent of Schools  
6785 Camp Bowie Blvd Suite 200 • Fort Worth, Texas 76116  
830 - 557 - 6181 • FAX 830 - 557 - 5424

# Annual Letter from Dr. Anderson

Dear Partners in Education,

At RMA Public Schools, every milestone tells a story—of persistence, purpose, and the power of possibility. As we reflect on the past school year, I am writing to share the remarkable progress we have made together and the bright path ahead.

In October 2024, the Texas Education Agency confirmed RMA's accountability rating at 80—a clear affirmation of the progress made academically. This number speaks to more than academic performance; it reflects the collective effort of our educators, students, and families in pursuit of a higher standard of learning. This year, 296 graduates crossed the stage throughout our district, each one a testament to what happens when commitment meets opportunity. An overwhelming 96% of our graduates earned endorsements, signaling specialized preparation for life beyond high school. Even more inspiring: 75% completed high school as a distinguished graduate, and 96% earned credit in College, Career, and Military Readiness (CCMR). These numbers are not just statistics. They are proof that our students are prepared—and they are rising.

This school year, we focused on building relationships, creating community engagement opportunities, and sharing our message with a broader audience. Our voice remains strong across the regions we serve, as we continue to work closely with policymakers and education leaders to advocate for the students and communities that rely on us.

A new and exciting development this year was the launch of the RMA Public Schools Educational Foundation. In its first year alone, the foundation raised nearly \$20,000 to support student scholarships, campus programs, and innovative learning opportunities. This new endeavor opens the door for increased community investment in our mission and creates meaningful pathways to support the success of our students across Texas.

Inside the district, our focus remains steady on the essentials: safety, stability, and sustainability. We've taken firm steps toward acquiring and improving our facilities—building environments that are not only safe but also designed with student success in mind. With the aid of grants and strategic funding, our campuses are now equipped with security enhancements that exceed state standards.

We have always believed that students thrive when they are known and valued. We continue to strengthen support systems that extend far beyond academics. From college guidance to workforce preparation, we remain deeply invested in helping students find their path—and stay on it.

Our strength lies in our people. From our Board of Trustees to every teacher, staff member, parent, and community partner—you are the reason RMA thrives. Thank you for believing in our students, standing with our mission, and helping us prove that public education can provide students with a second chance.

We look forward to the road ahead—it is filled with promise. With your continued support, RMA will keep rising—one student at a time.

With gratitude,

A handwritten signature in cursive script that reads "Armard Anderson".

Dr. Armard Anderson  
Superintendent of Schools

# BUSINESS OFFICE

## Section 2



Charter First

Charter First Performance Framework

Fund Balance

Campus Profit & Loss

Operating Revenue & Expenses



The Charter First Rating System ensures that charter schools are held accountable for the quality of their financial management practices and provide the maximum allocation possible for direct instructional purposes.

**Richard Milburn Academy has achieved a Superior Achievement Rating with Charter First Rating System for nine consecutive years.**

TEXAS EDUCATION AGENCY  
2022 Charter School Performance Framework (CSPF)

**RICHARD MILBURN ALTER HIGH SCHOOL - KILLEEN**

CDN 014801

2022 CSPF – NA

**Financial Standard**

Indicator		Points	Score	Weight	Weighted Score
2a	Overall performance on Charter FIRST	100 out of 100	100	70%	70
2b	Solvency: cash on hand	10 out of 10	100	7.5%	7.5
2c	Solvency: ratio of current assets to current liabilities	10 out of 10	100	7.5%	7.5
2d	Solvency: revenues equal or exceed expenses	5 out of 5	100	7.5%	7.5
2e	Solvency: debt service coverage ratio	10 out of 10	100	7.5%	7.5
TOTAL					100

100

**Meets**



Richard Milburn Academy's robust fund balance substantiates and provides a testament to years of sound financial decisions. A fund balance serves as a measure of the financial resources available to an institution. TEA's Charter First indicator number six demonstrates that 75 days of operational expenditures is the measure of success. For our school district, 75 days of operational expenditures equates to approximately \$3.45M.

**RMA** currently holds more than four times that amount in our fund balance. The number below represents almost 389 days of operating expenditures.

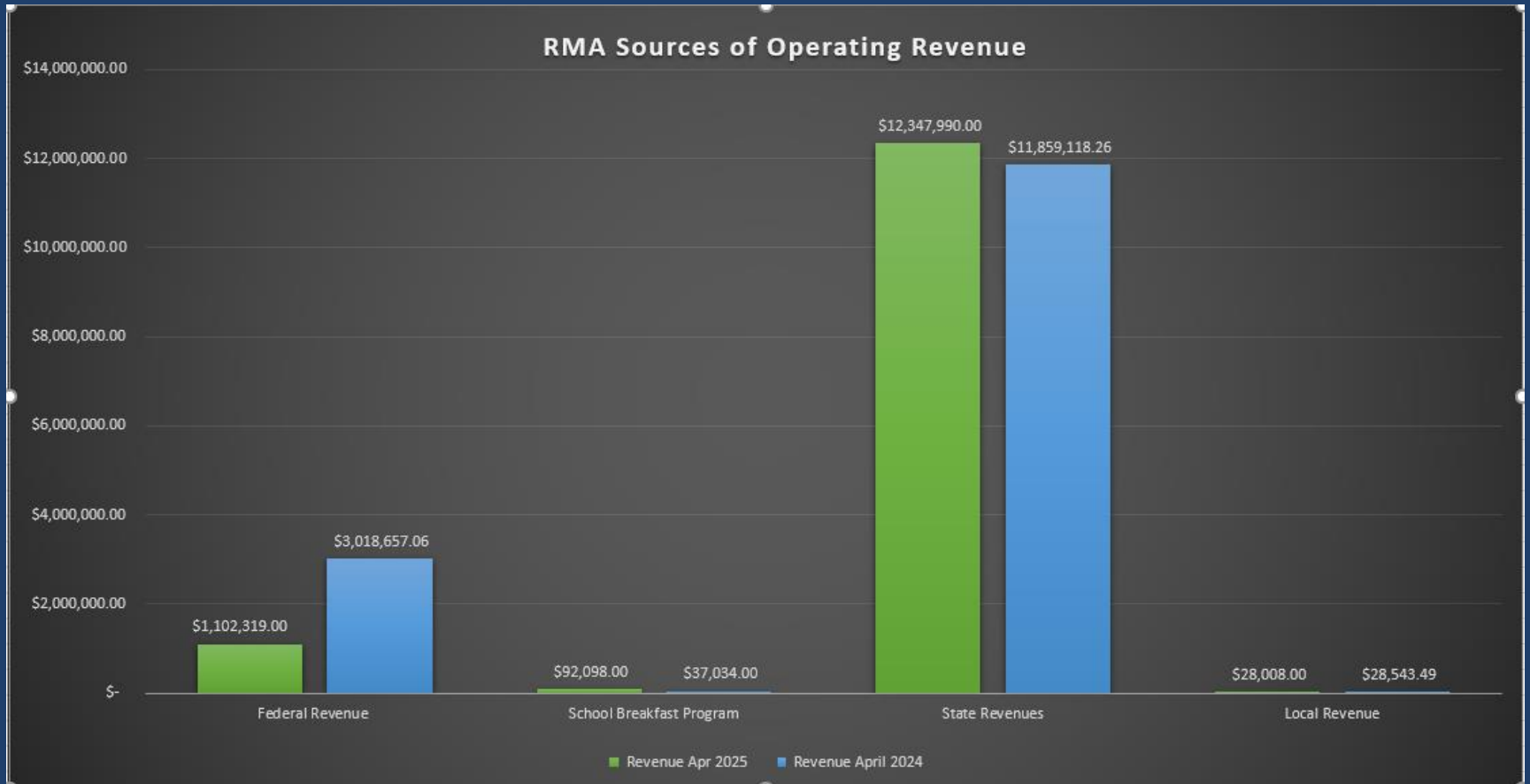
Operating Fund Balance  
June 30, 2024

**\$ 15,067,884**

# Profit & Loss by Campus

	Killeen	Odessa	Lubbock	Houston	Ft Worth	Corpus	Amarillo	Pasadena	Midland	Total
Revenue *	1,139,080	2,597,902	1,129,614	1,241,103	964,673	1,779,615	970,795	937,138	1,211,653	11,971,572
11 Instruction	386,680	459,345	510,774	422,152	432,751	494,436	445,527	484,625	394,104	4,030,395
13 Curriculum	845	115	1,180	1,425	20	1,145	1,178	943	872	7,721
23 School Leadership	184,172	197,532	184,370	221,963	85,564	171,590	171,903	114,922	160,299	1,492,315
31 Counseling	75,163	48,859	60,543	69,298	54,259	78,837	84,277	67,026	52,114	590,375
33 Health Services	3,125	3,415	2,775	1,693	2,696	3,976	2,102	3,072	2,961	25,814
34 Transportation	25	-	-	-	100	-	100	5,956	-	6,181
35 Child Nutrition Program	6,751	7,355	8,394	8,902	7,009	7,293	7,402	161,934	8,487	223,527
51 Maintenance	91,339	215,096	104,637	219,724	262,173	174,602	172,346	41,231	202,347	1,483,496
52 Security	37,670	44,801	38,530	39,886	39,678	43,173	37,174	31,536	36,433	348,881
53 Data Processing	35,015	54,143	33,021	32,515	33,492	38,539	36,451	-	33,726	296,902
61 Community Services 71	-	-	425	130	-	648	26	-	107	1,336
71 Debt Service	20,918	43,738	15,213	-	54,581	60,853	30,716	49,443	-	275,462
Indirect Costs **	350,513	799,416	347,600	381,907	294,845	547,616	298,729	288,372	372,845	3,681,844
Total Expenses	1,192,216	1,873,813	1,307,463	1,399,593	1,267,167	1,622,707	1,287,932	1,249,061	1,264,296	12,464,249
Net Profit (Loss)	(53,136)	724,088	(177,849)	(158,491)	(302,494)	156,908	(317,137)	(311,924)	(52,643)	(492,677)





## RMA Operating Expenditures



# TECHNOLOGY SCHOOL SAFETY FACILITIES

## Section 3

# Technology

## **TECHNOLOGY LAB MANAGED IT SOLUTIONS**

- Contracted with Technology Lab for IT service and support

## **XEROX OFFICE SYSTEMS**

- Extended RMA contract for office equipment and support

## **NEW COMPUTERS**

- Purchase of Dell Latitude laptops
- ESSER grant

## **CLASSROOM DIGITAL DISPLAYS**

- Completed installation of ViewSonic display monitors
- Purchased for Math, English, Science and Social Studies classrooms
- TCLAS grant

## **CYBERSECURITY AUDIT**

- Submission to TXSSC for Cybersecurity Audit, October 2024
- Completion of Audit Report, February 2025

# Safety and Security

## TEA/Texas School Safety Center (TxSSC) Requirements

- School Safety Standards
- Emergency Operations Plan & Annex Submissions
- Intruder Detection Audits (IDAs)
- Safety & Security Committees
- Behavioral Threat Assessment Teams (Safe and Supportive Schools Program, SSSP)
- 3-Year Audits
- Grant Compliance - School Safety Standards Grant, SPAT Grant, Safety & Facilities Grant I (SAFE), Safety & Facilities Grant II (SAFE)

## TEA Sentinel Document Repository

- Door Sweeps
- Drills
- Intruder Detection Audits
- Behavioral Threat Assessments
- District Vulnerability Assessments

## Required Training, Presentations & Postings

- Standard Response Protocol
- Standard Reunification Method
- Youth Mental Health First Aid
- Behavioral Threat Assessment
- Psychological First Aid
- AED/CPR Training
- FEMA-NIMS ICS 100, 200, 700 & 800
- Stop-the-Bleed
- HR Safety Training Courses
- Fentanyl Awareness
- Medication Administration

## Campus Safety Audits (Site Visits)

- Campus Emergency Operations Plan & Crisis Management Plans
- Staff Skills Surveys
- Campus Hazard Analysis Review
- Committee Databases
- Drill Logs
- Fire Marshall Inspections
- Campus Maps & Map-sharing Logs
- Safety Binder Review

## Contract Renewals

- AED123
- Cascadia Global Security
- Dr. Shaylon Rettig, Medical Consultant

# Safety and Security

## Audits and Filing Highlights

### Fall EOP Submission Completed & Accepted by TxSSC

- **Completed Basic Plan Updates & Cybersecurity Annex**

### Summer Safety Tasks

- **Texas School Safety Conference**
- **Prepare for September's TEA Visit: District Vulnerability Assessment (Sept 1-5, 2025)**
- **Prepare SSSP Reporting (Due August 29, 2025)**

### Completed Charter 3 Year Audit Report

- **Campus audits complete, data is due to TXSSC on August 31, 2025**

### 9 Intruder Detection Audits

- **1 of 9 campuses required corrective actions**



# Annual Safety and Security Audits

RMA completed our previous Charter 3-Year Audit Report in September 2022, the current one is due August 31, 2025.

Four campus audits were conducted by School Safety Pros in 2023-2024, five campus audits were conducted this school year.

Once data is reviewed, it will be presented to the school board and submitted to Texas School Safety Center.

## School Safety Pros

A safety audit of the Richard Milburn Academy, Midland Campus was conducted by School Safety Pros (Staci Weaver) using the Texas School Safety Center Audit tool. The audit was completed on January 18, 2024. The audit included an intruder audit, exterior audit, interior audit, Principal interview, and staff interviews. The following suggestions are provided because of the audit. This feedback is to assist RMA in mitigating safety and security risks, it is by no means to be considered a comprehensive plan or to be considered directives to prevent a threat. The RMA Multi-Hazard EOP should be used to guide and plan for any intruder or threatening situations. The audit is to ensure you are meeting the minimum safety standards required.

### Intruder Detection

Upon arrival I walked the exterior of the campus and began to take photographs. I was immediately approached by a member of the staff wearing a school ID badge. He asked me what my purpose was as to taking pictures and walking on the school property. I explained who I was, and he escorted me to a double vestibule entrance where I was met by security who requested my driver's license and asked who I was there to see. My license was scanned into Raptor. I was given a visitor badge and told to display it on my shirt. My license was then returned to me.

### Geographic/Demographic Information

The charter school campus is located off a 4-lane roadway. The neighborhood is residential with businesses lining the roadways. The school leases space from a church. The facility is a one-story building, consisting of an additional building used for CTE courses. The student traveled area is within a courtyard area that leads to and from the parking lot. The area has fencing to provide a barrier between the business behind the school but does not have fencing to keep individuals from trespassing. There are also no barriers to keep church visitors or personnel from entering the school.

# Compliance with Drill Log Standards

- Raptor currently being used for
  - Visitor Check-ins
  - Drill Manager
    - 100% compliance for 24-25
- StudentSafe
  - Behavioral Threat Assessment Management
  - Integration in Progress

Building Schedule Compliance - RMA 24-25 Drill Schedule (AM)

	Evacuate File 08/01/2024 - 12/15/2024 2.49% required <a href="#">Details</a>	Lockdown No Satage 08/01/2024 - 12/15/2024 1.49% required <a href="#">Details</a>	Lockdown No Satage 01/01/2025 - 05/29/2025 1.49% required <a href="#">Details</a>	Shelter Severe Storm 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Shelter Chemical Accident 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Evacuate Hazardous Materials 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Evacuate Bomb Threat 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Evacuate File 01/01/2025 - 05/29/2025 2.49% required <a href="#">Details</a>	Evacuate File 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Hold No Satage 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Secure No Satage 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>
✓ Richard Williams Academy - Amarillo	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Corpus Christi	N/A	●	●	●	●	●	●	N/A	●	●	●
✓ Richard Williams Academy - Fort Worth	N/A	●	●	●	●	●	●	N/A	●	●	●
✓ Richard Williams Academy - Houston	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Kilgus	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Odessa	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Pasadena	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Lubbock	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Midland	●	●	●	●	●	●	●	●	N/A	●	●

Building Schedule Compliance - RMA 24-25 Drill Schedule (PM)

	Evacuate File 08/01/2024 - 12/15/2024 2.49% required <a href="#">Details</a>	Lockdown No Satage 08/01/2024 - 12/15/2024 1.49% required <a href="#">Details</a>	Lockdown No Satage 01/01/2025 - 05/29/2025 1.49% required <a href="#">Details</a>	Shelter Severe Storm 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Shelter Chemical Accident 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Evacuate Hazardous Materials 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Evacuate Bomb Threat 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Evacuate File 01/01/2025 - 05/29/2025 2.49% required <a href="#">Details</a>	Evacuate File 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Hold No Satage 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>	Secure No Satage 08/01/2024 - 05/29/2025 1.49% required <a href="#">Details</a>
✓ Richard Williams Academy - Amarillo	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Corpus Christi	N/A	●	●	●	●	●	●	N/A	●	●	●
✓ Richard Williams Academy - Fort Worth	N/A	●	●	●	●	●	●	N/A	●	●	●
✓ Richard Williams Academy - Houston	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Kilgus	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Odessa	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Pasadena	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Lubbock	●	●	●	●	●	●	●	●	N/A	●	●
✓ Richard Williams Academy - Midland	●	●	●	●	●	●	●	●	N/A	●	●

# Compliance with Intruder Detection Audits

- Auditors attempt to breach entry, review campus access control & check classroom doors as RMA has a locked-door policy in place.
- Exterior door sweeps are conducted twice daily
- 89% compliance for 2024-2025
  - Corrective action measures have been implemented

Intruder Detection Audit Campus List			
<< Back to IDA Dashboard			
Below is a list of all campuses that are to be visited during the school year as part of the Intruder Detection Audit (IDA) program for your district. As they are visited, the campus name will be automatically activated with a link to the full audit report.			
Campus List			
Audit Date	Campus	Finding(s)	Corrective Actions
10/24/2024	<a href="#">RICHARD MILBURN ACADEMY AMARILLO</a>	✓	-
02/13/2025	<a href="#">RICHARD MILBURN ACADEMY CORPUS CHRISTI</a>	✓	-
01/17/2025	<a href="#">RICHARD MILBURN ACADEMY FORT WORTH</a>	✓	-
11/08/2024	<a href="#">RICHARD MILBURN ACADEMY HOUSTON (SUBURBAN)</a>	✗	✓
01/22/2025	<a href="#">RICHARD MILBURN ACADEMY LUBBOCK</a>	✓	-
04/07/2025	<a href="#">RICHARD MILBURN ACADEMY MIDLAND SOUTH</a>	✓	-
05/01/2025	<a href="#">RICHARD MILBURN ACADEMY ODESSA</a>	✓	-
04/24/2025	<a href="#">RICHARD MILBURN ACADEMY PASADENA</a>	✓	-
05/02/2025	<a href="#">RICHARD MILBURN ALTER H S (KILLEEN)</a>	✓	-
✓ - Completed and Approved			

# ACADEMIC PERFORMANCE

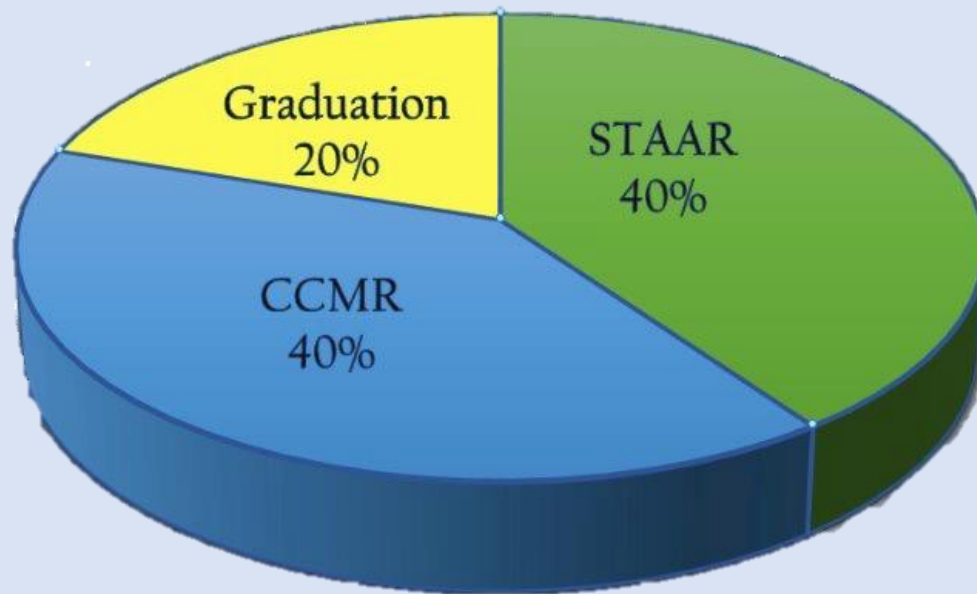
## Section 4

# 80



TEA verified RMA's accountability score as 80 in October 2024.

# ACCOUNTABILITY



22

# GRADUATES FOR 2025





# 295

Graduates  
2024 - 2025

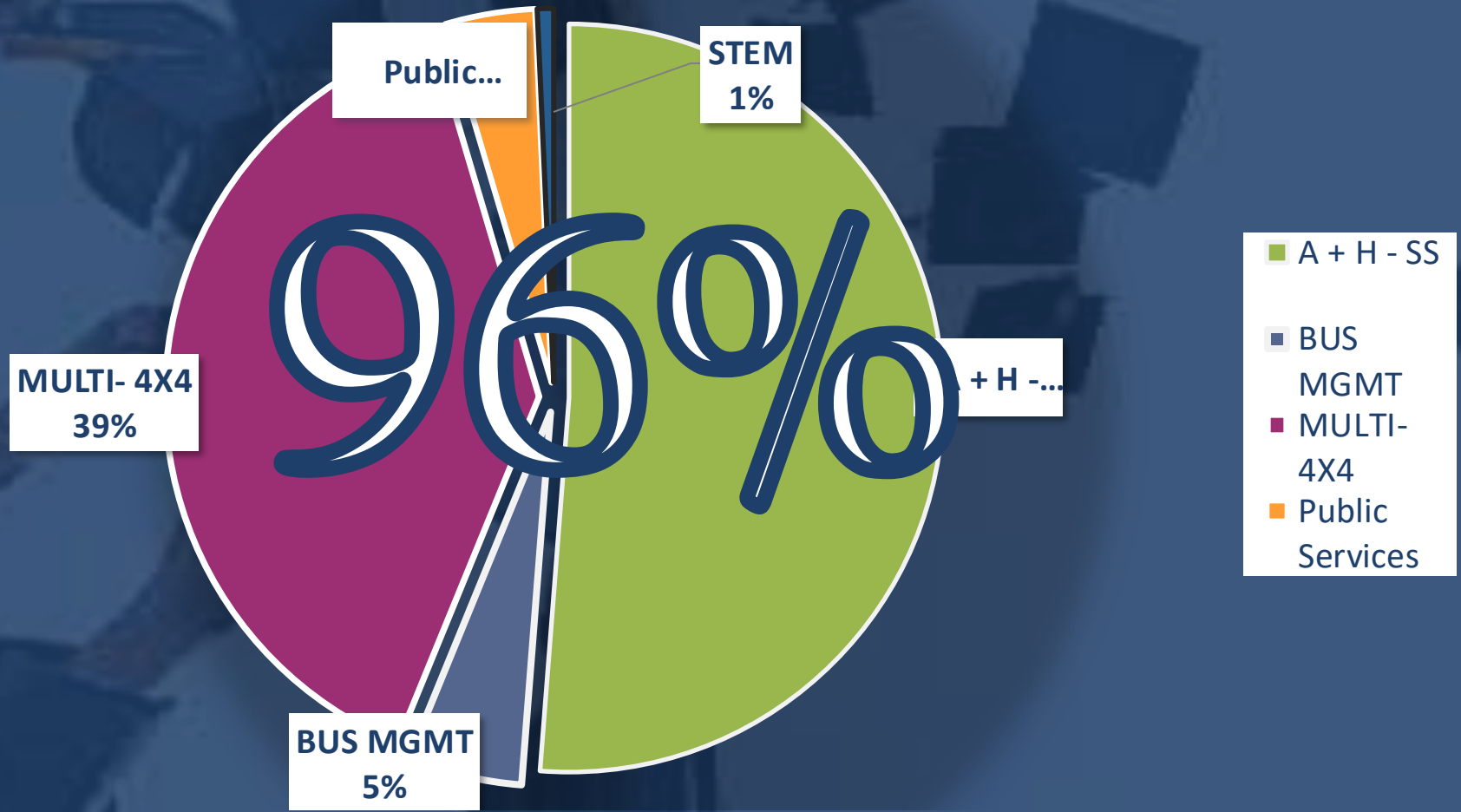


# RMA Graduates by Campus



Amarillo	Corpus Christi	Fort Worth	Houston	Killeen	Lubbock	Midland	Odessa	Pasadena
31	45	19	58	24	25	24	32	37

# ENDORSEMENTS FOR GRADUATES



# Distinguished Graduates

75%

Amarillo	Corpus Christi	Ft. Worth	Houston	Killeen	Lubbock	Midland	Odessa	Pasadena
61%	60%	76%	90%	64	60%	83%	71%	92%

# College and Career Readiness for Graduates

96% of Graduates Earned  
CCMR Credit



# STAAR Performance

# STAAR EOC Performance 2024 - 2025

School Year	Total	Approaches	Approaches	Meets	Masters	Domain 1 (STAAR)	Domain 1 (STAAR)
24-25	4061	1331	33%	7%	1%	14	57

# COLLEGE CAREER MILITARY READINESS

## CCMR





# College and Career Readiness for Graduates

## 96% of Graduates Earned CCMR Credit

### Highlights:

- 93% of Graduates Earned CCMR from Texas College Bridge
- 50% of Graduates Earned Multiple CCMR Credits
- 100% of Special Education Graduates Earned a CCMR Credit



## Graduates With CCMR Credit

96%

Amarillo	Corpus Christi	Ft. Worth	Houston	Killeen	Lubbock	Midland	Odessa	Pasadena
100%	82%	100%	100%	100%	96%	100%	92%	92%



# 612

2024 - 2025

612 RMA Students Successfully  
Completed a College Prep Courses  
through the  
Texas College Bridge Partnership

## Memorandums of Understanding

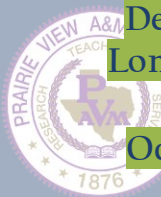


Alamo College

Central Texas College



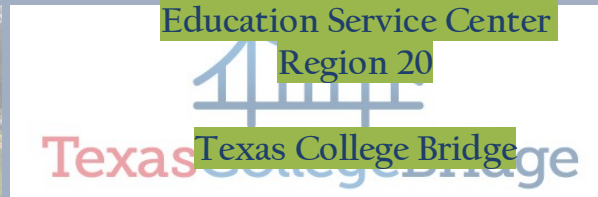
San Jacinto Community College District



Delmar College

Lone Star College

Odessa College



Education Service Center Region 20

Texas College Bridge



South Plains College

Tarrant College

Coastal Bend College



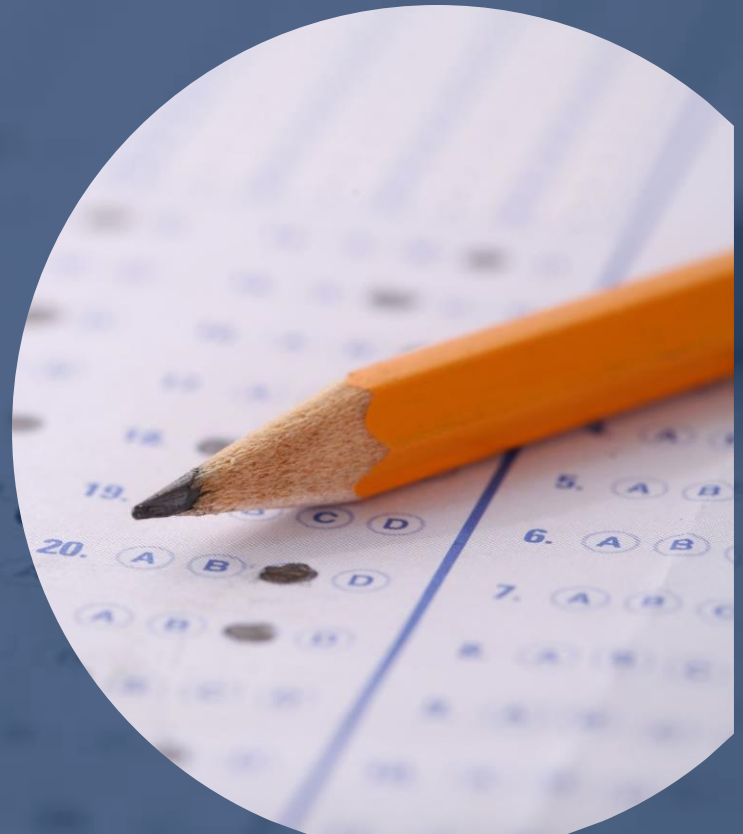
Craft Training Center

Diverse Training Resources



448

*Students Participated  
in  
Texas Success  
Initiative (TSI)  
Math and English  
Language Arts & Reading  
(ELAR)  
Increase of 104 students!*





## *Texas Success Initiative (TSI)*

- Met Benchmark ELAR 54
- Met Benchmark Math 17
- Met Benchmark for Writer Placer 63
- Total Number of CCMR (met benchmark ELAR & Math) 17

ACADEMIC PERFORMANCE

# CAREER & TECHNOLOGY EDUCATION (CTE)

## Section 5



**CCMR Progress:** Increased from **5% (2018)** to over **85% (2025)** in overall CCMR accountability indicators



**RMA Corpus Christi Approved as an Early College High School (ECHS)** by the Texas Education Agency – our **most significant CCMR achievement** of the year, providing college-aligned pathways through Del Mar College.



**Texas College Bridge:** 425+ seniors enrolled in English/Math college prep.



**TSI Week Expansion:** Grew from 2 to 3 annual test administrations, enhancing districtwide access structured college readiness

# CTE Program Success & Outcomes

## CTE Enrollment

*84% of students enrolled in CTE course.*

*Current Year Metrics*

## CTE Course Completion by Student Group:

### Student Group

### Course Completion Rate

*General Education*



*Emergent Bilingual*



*SPED*



➤ *Notable closing of gaps in completion for Emergent Bilinguals and SPED students.*

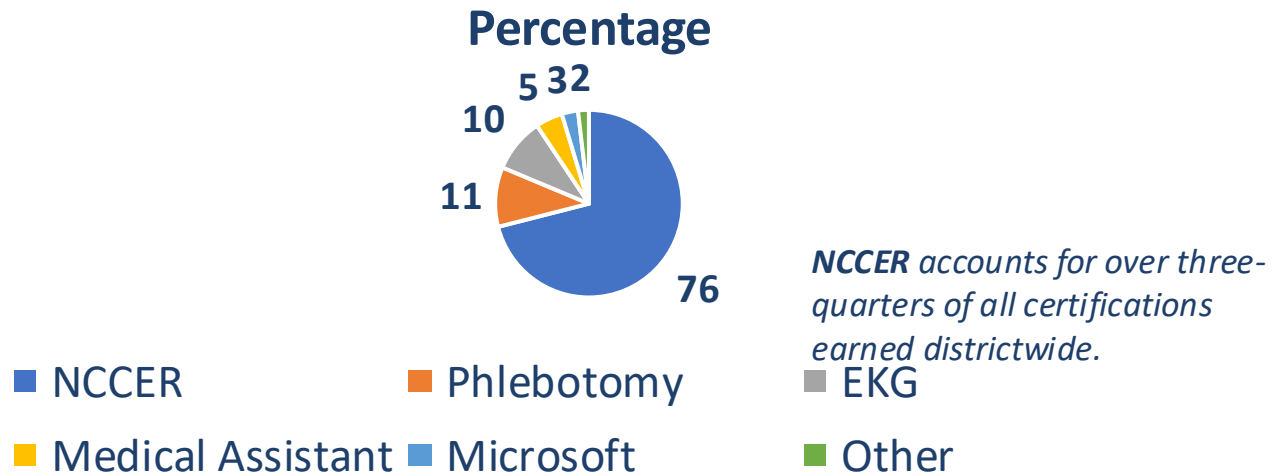


## CTE Program Success & Outcomes

### Student Certification Outcomes:

*Over 300 certifications awarded, including NCCER, EKG, Phlebotomy, and Medical Assistant.*

### Certificate Distribution



# Future Focus Fridays

*District-Wide Initiative Launched Spring 2025*

- ❖ Monthly career readiness events hosted at all campuses on the 4th Friday
- ❖ Featured guest speakers, college recruiters, industry professionals, and military representatives
- ❖ Designed to increase student awareness and engagement across college, career, and military pathways
- ❖ Positions CCMR as a shared responsibility—empowering counselors, CTE teachers, principals, and Student Community Liaisons

## Pilot Year Success

- ✓ *All campuses participated in at least one event.*
- ✓ *Strong foundation built for required implementation districtwide in 2025-26.*

# EARLY COLLEGE HIGH SCHOOL

## Launching RMA's Flagship Postsecondary Model

*RMA Corpus Christi Approved by TEA*

### This Year's Breakthrough

- ❖ RMA Corpus Christi earned designation as an Early College High School (ECHS) by the Texas Education Agency
- ❖ Formulized dual credit and workforce partnership with Del Mar College

### ECHS Model Integration:

- ❖ Academic advising and postsecondary planning now embedded across grade levels
- ❖ Greater access to dual credit coursework and career-aligned endorsements

### What's Ahead: Districtwide Strategy Rollout

- ❖ District and campus leadership teams established to lead implementation
- ❖ Partnership with Educate Texas for strategic planning and staff development (*begins summer '25*)
- ❖ ECHS becomes the district's blueprint to expand career-focused dual credit and technical education pathways

## Driving Growth Through the **Principal's Playbook Framework**

*(Strategic Priorities for 2025–26)*

**Pathways** - Strengthen campus-led initiatives like Future Focus Fridays, expand certification pathways (e.g., NCCER), and grow student enrollment in career-aligned CTE sequences

**Programs** - Embed structured scheduling that supports graduation endorsement and prioritize college prep mastery initiatives such as TCB and targeted TSI readiness

**Partnerships** - Grow MOU networks with colleges, military branches, and local industries to expand real-world learning opportunities like internships and career mentoring



**Goal:** Continue transforming CCMR from a **compliance** measure into a culture of opportunity and readiness across every RMA campus.

A dark blue ribbon banner with a central rectangular box containing white text.

**Thank You for Your  
Time and Attention!**

**RMA's CCMR is Movement  
not just a Mandate!**

*Let's continue leading with purpose, planning with vision, and delivering results that transform futures.*

# SPECIAL POPULATIONS

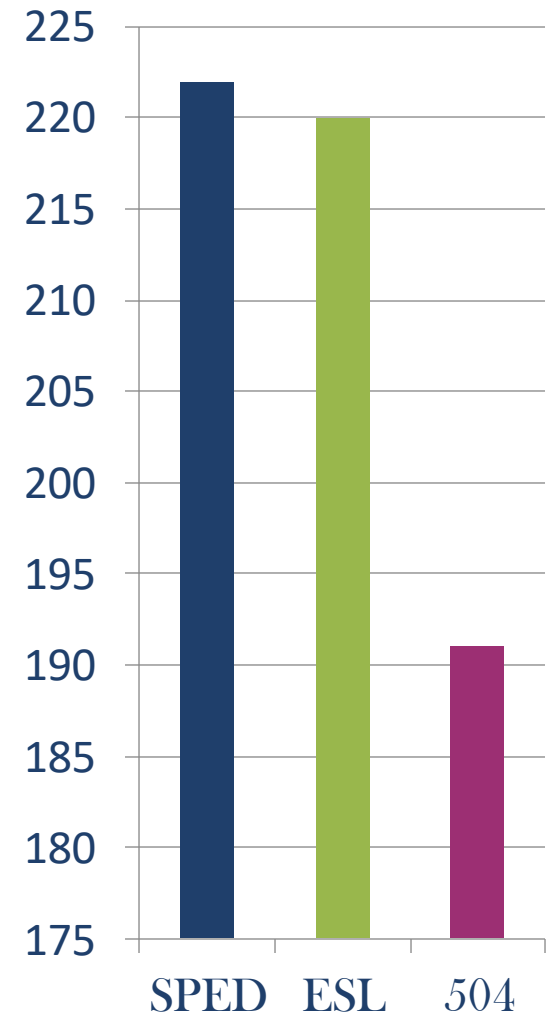
## Section 7

# WHO WE SERVE

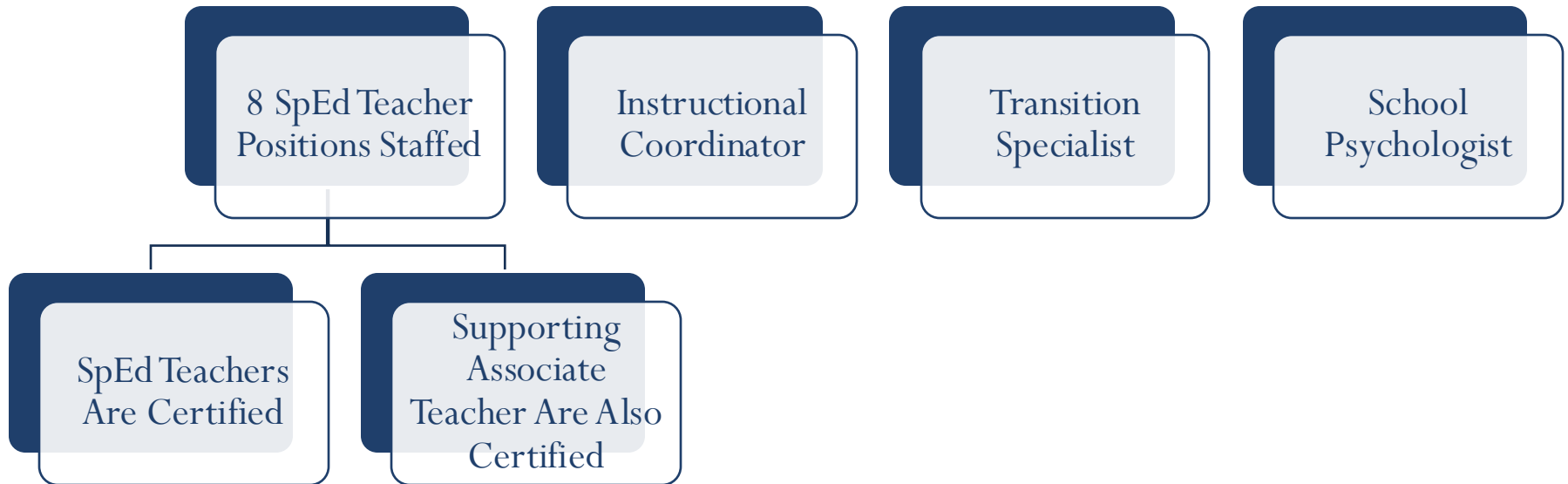
## OUR DEPARTMENT SUPPORTS:

- 222 Special Education (SPED) students
- 220 English as a Second Language (ESL) students
- 191 Section 504 students

## SPECIAL POPULATIONS BREAKDOWN



# SPECIAL EDUCATION PROGRAM OVERVIEW





# SPED SUPPORT & TRAINING



Created And Implemented A SPED Teacher Handbook

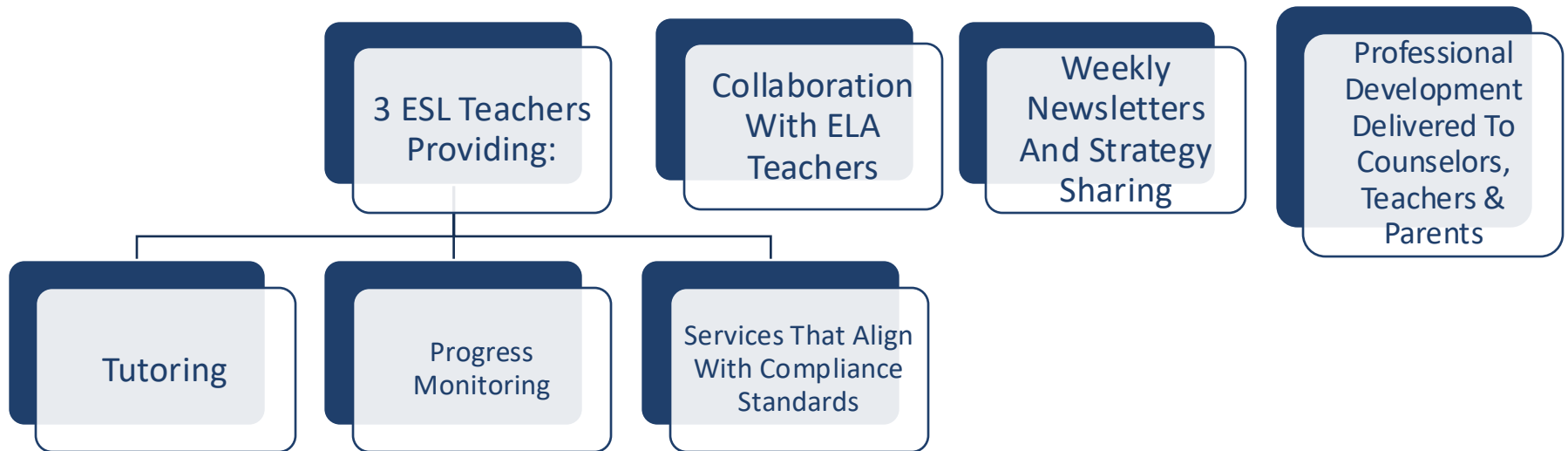


Delivered 140+ Hours Of Training To New Teachers



Weekly Check-ins To Ensure Support And Compliance

# ESL PROGRAM HIGHLIGHTS



# PARENT ENGAGEMENT ACTIVITIES

- Partnered with Learning Inc on the Lubbock Campus
- Author Diana Lopez of the Book “Coco” Visited Corpus Campus
- Texas Tech Field Lesson



# SECTION 504 SERVICES

191 Students Receiving Accommodations



Consistent Plan Monitoring and Accommodation Implementation



Ongoing Support Provided to Ensure Fidelity of Services

# FOCUS ON GRADUATION

Focused Efforts On Graduating Our  
Special Population Students



Tracking Graduation Data Closely  
Across All Campuses



Collaborating With Staff To Identify  
And Support At-Risk Students

# TRANSITION & CAREER READINESS



Transition/Graduation Specialist Partnered With Student Services



Student Job Fairs Added To Annual Transition Events



Visited All Campuses And Supported Each Event On-site



Positive Feedback From Staff And Students

# STAFF COMMITMENT & RECOGNITION

Dedicated Team With  
Strong Retention

Consistent Improvement  
Across Programs  
Since Last Year

Received Positive Feedback  
from TEA On  
Progress and Systems

Results Driven  
Accountability Rating  
Decrease to Determination  
Level 1 - Meets  
Requirements for Special  
Education

# LOOKING AHEAD

Our 2025–2026 Goals Include:

- Filling Open Positions
- Supporting Ongoing Certification Efforts
- Increasing Family Engagement
- Continuing Focus On Graduation And Postsecondary Success



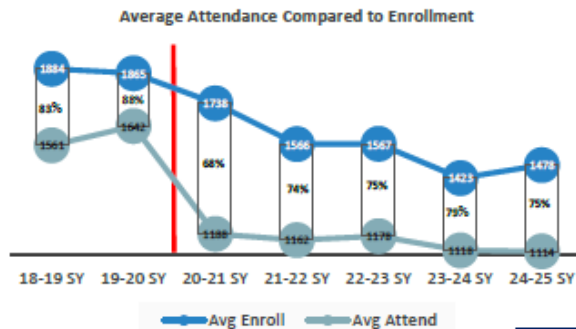


# ENROLLMENT & ATTENDANCE

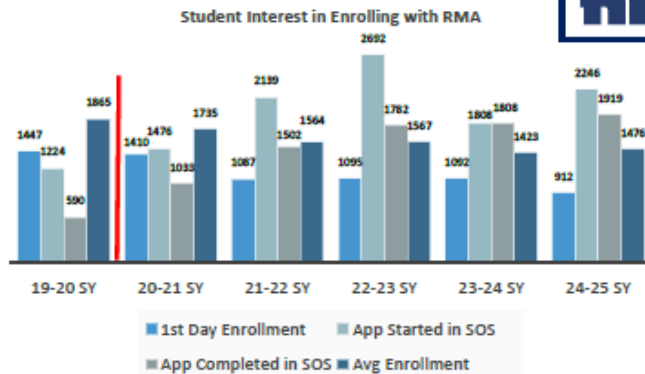
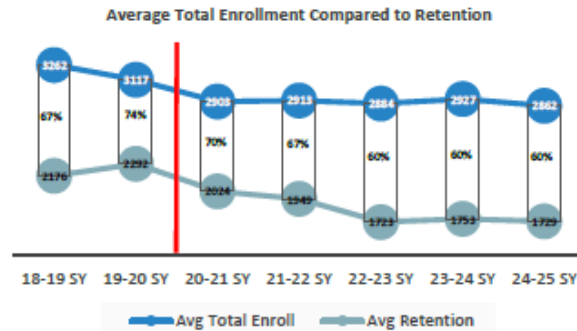
## Section 8

# Enrollment & Attendance

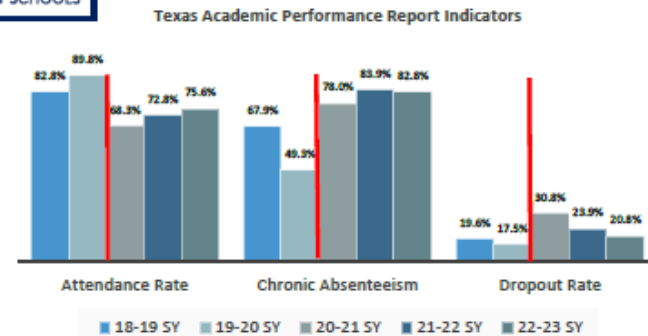
While average enrollment has increased during the current school year—a positive indicator of growth and community interest—average attendance has slightly declined, reverting to levels observed two to three years ago.



The average retention rate has remained steady at 60% over the past several years indicating a stable core of students who choose to remain year over year, reflecting a baseline level of satisfaction.



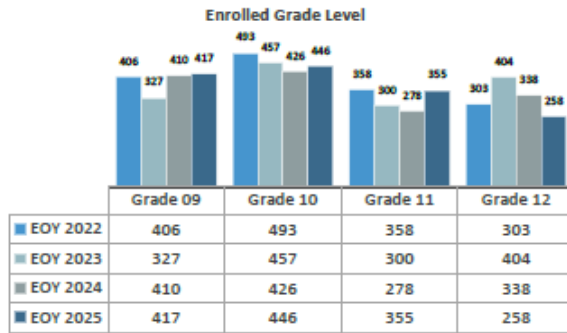
Although student interest in RMA continues to grow—as evidenced by a steady increase in enrollment applications over the past several years—average enrollment still falls short of pre-pandemic levels, reflecting broader trends seen both statewide and nationally.



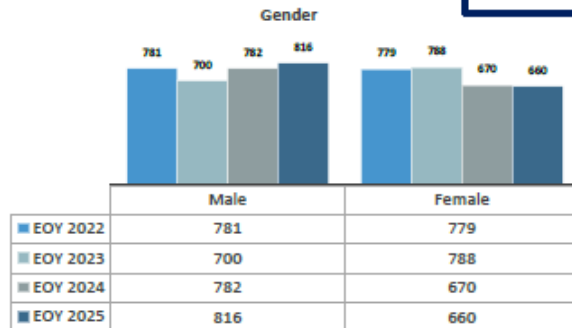
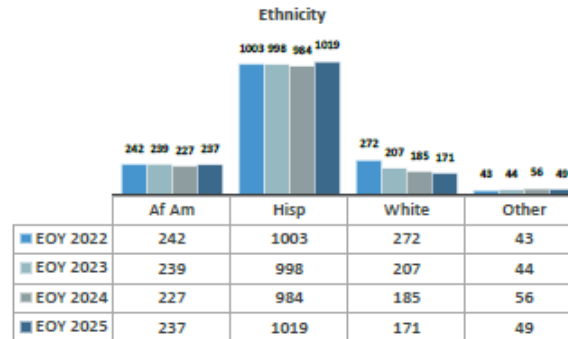
According to the TAPR, which reflects data with a one-year lag, RMA continues to show signs of recovery from the impact of the COVID-19 pandemic. While chronic absenteeism remains a persistent challenge, there are notable improvements in overall attendance and dropout rates, signaling positive momentum in student engagement and retention.

# Student Demographics

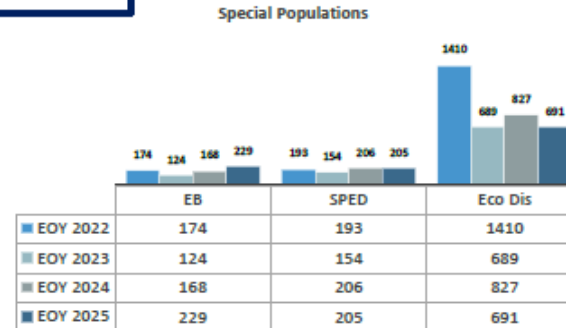
Grade 9's share of enrollment increased by over 6%, while Grade 10 remained stable at approximately 30%. After a period of decline, Grade 11 rebounded to 24% in 2025. In contrast, Grade 12 dropped sharply from a peak of 27% in 2023 to just 18% in 2025.



From 2022 to 2025, Hispanic student enrollment increased from 64% to 69%, reflecting ongoing demographic shifts. African American enrollment remained stable at 16%, while White student representation declined from 17% to 12%.



From 2022 to 2025, the gender distribution shifted slightly, with male enrollment increasing from 50% to 55% and female enrollment decreasing from 50% to 45%. This trend suggests a growing male majority.



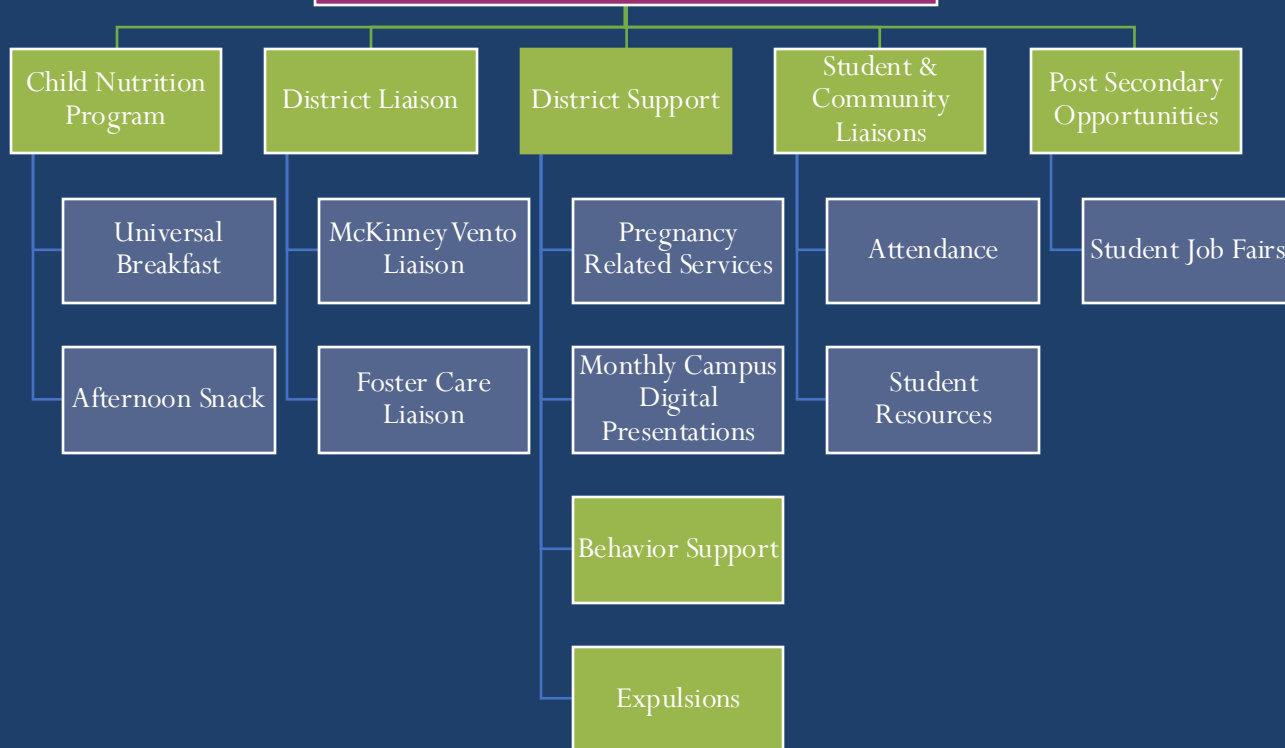
From 2022 to 2025, Emergent Bilingual enrollment rose from 11% to 16%, and SPED enrollment increased to 14%. Economically Disadvantaged enrollment declined significantly from 90% to 47% over the same period.

# STUDENT SERVICES

## Section 9

STUDENT  
SERVICES

# STUDENT SERVICES



# CHILD NUTRITION PROGRAM

## Universal Breakfast

Breakfast is free for all AM students.

## Reimbursable Meal:

2 oz of grains  
1 cup of fruit/juice  
8 oz of Milk

## 2023-2024 Reimbursement Rate:

Free - \$2.37  
Reduced - \$2.07\*  
Paid - \$0.39

\*88<sup>th</sup> Legislative Session approved funds to offset the cost of reduced-priced breakfast to make it free.

Served Over  
32,000 meals



## CNP Supply Chain Grant

\$55,906.55

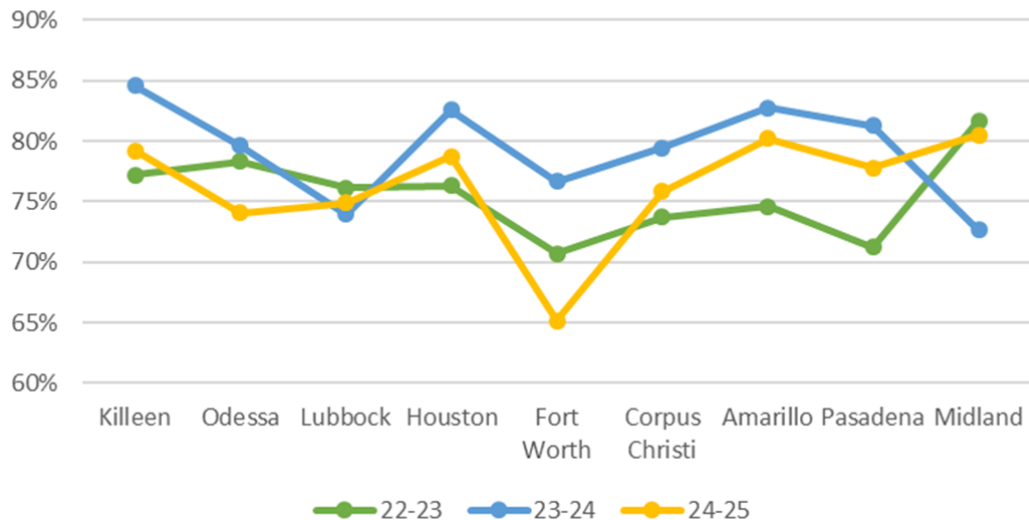
Covers the costs of dairy items and fruit and will carry over to 25-26 SY.



# STUDENT & COMMUNITY LIAISON

## Focus: Increase Attendance

Average Daily Attendance Rate



### SCL Daily Efforts

- Daily communication with parents and guardians regarding attendance.
- Remove barriers for students to be academically successful, graduate and be prepared for lifelong success.
- Provide Resources for students and families.
- Assisting with attendance credit recovery.

# DRIVING ATTENDANCE



Corpus Christi student receiving a scholarship from Texas A&M



Houston College Visit



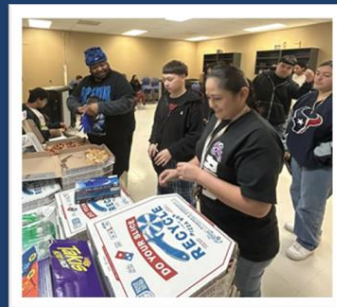
Midland Spirit Week



Midland Perfect Attendance Recognition



Killeen Spirit Week



Pasadena Perfect Attendance Recognition



Lubbock Perfect Attendance Recognition



Odessa Perfect Attendance Recognition



# COMMUNITY PARTNERSHIPS

RMA seeks to engage businesses, community groups, and parents to build opportunities for our students beyond the classroom and after graduation. RMA SCLs and Principals work to provide resources for students and their families from healthcare to financial and career planning.



# DISTRICT SUPPORT SERVICES PROVIDED:

## McKinney-Vento & Foster Care Services:

- 32 McKinney-Vento Students  
↑ from 23-24 SY
- 1 Foster Care Students  
↓ from 23-24

## Pregnancy Related Services

- 48 PRS Students; 28 withdrew  
↑ from 23-24 SY
- 14 offered CEHI Services
- 7 Students will carry over to 25-26 SY

- Pregnancy Related Services are support services, including Compensatory Education Home Instruction (CEHI), that a pregnant student receives during the pregnancy prenatal and postpartum periods.
- The goal of the PRS program is to provide support for the student to prevent them from dropping out of school due to pregnancy or parenthood.

## Behavior Support

Suspensions: 669 = 1517 days  
↑ from 23-24 SY  
Expulsions: 24  
↓ from 23-24 SY

### Reason for Suspensions:

- Truancy
- Vaping
- Disrespectful behavior

### Reason for Expulsions:

- Threatening staff
- Assault against another student
- Assault against a teacher
- Terroristic Threat



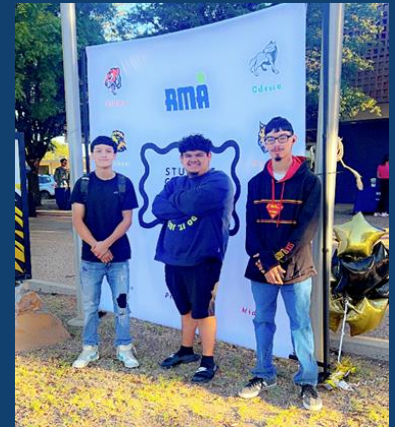
Corpus Christi Student Parents and Parents-to-be Christmas gift exchange

# POST SECONDARY OPPORTUNITIES...

## Exploring Career Opportunities

RMA will invite local employers, colleges, and military branches to participate in a student job & career fair, allowing in-person career exploration for RMA students.

- Exposure to various opportunities
- Build student employable skills
  - Networking
- Inspiration to Graduate



# HUMAN RESOURCES

## Section 10

HUMAN  
RESOURCES

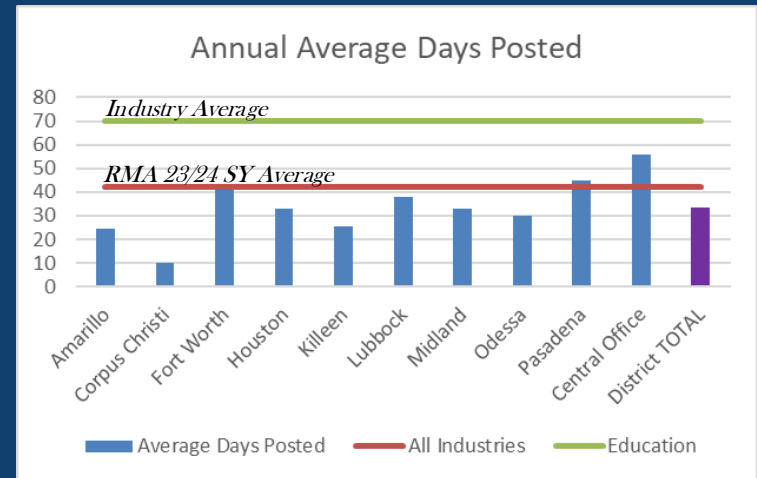
# ANNUAL HIRING & RECRUITMENT

Applications  
1,237

11 applications  
on average per posting.  
*(5–8 applications per posting, dropout recovery may get <5 in rural/underserved areas)*

Days Posted  
34

42–50 days for  
Texas charters  
*(dropout recovery often longer: 55–60 days)*



19% decrease  
in time-to-fill!

## Current Posting Locations:





# KEY WORKFORCE IMPROVEMENTS

Retention Average: Rate Increased  
10%

*More Staff Are Staying, Showing  
Stronger Engagement And Stability.*

Attrition Average: Rate Dropped  
10%

*Fewer Employees Are  
Leaving The District.*

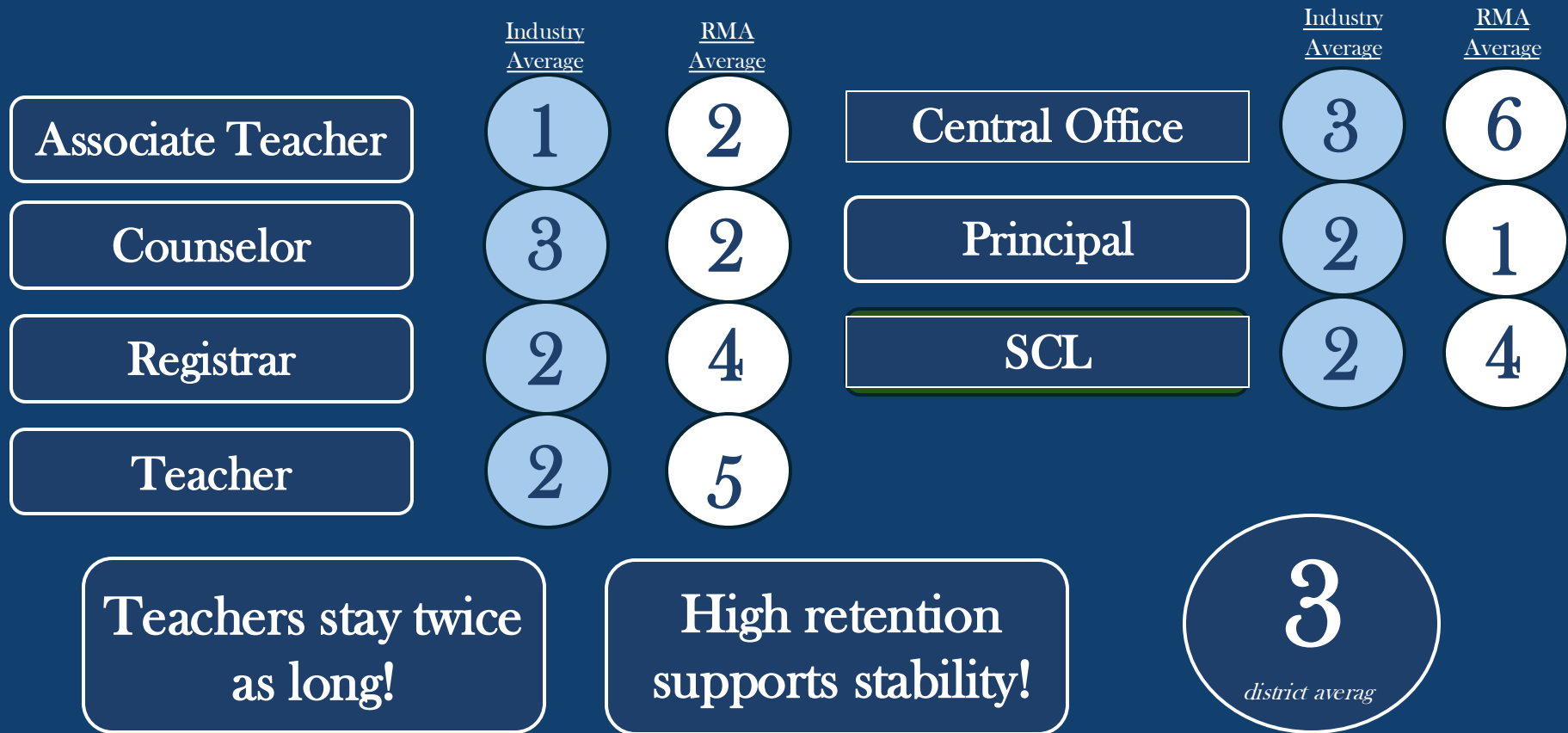
Fill Rate Average: Improved  
5%

*More Positions Were Successfully  
Staffed And Maintained.*

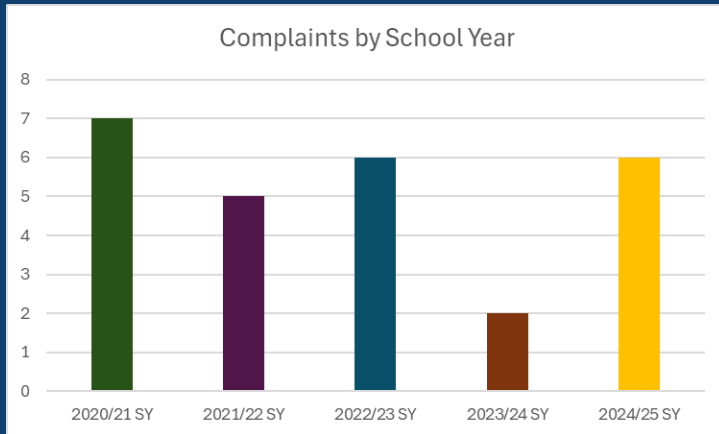
23

*Fewer  
Separation*

# STAFF RETENTION BY ROLE



# COMPLAINT RESOLUTION



## Resolution Highlights:

100%

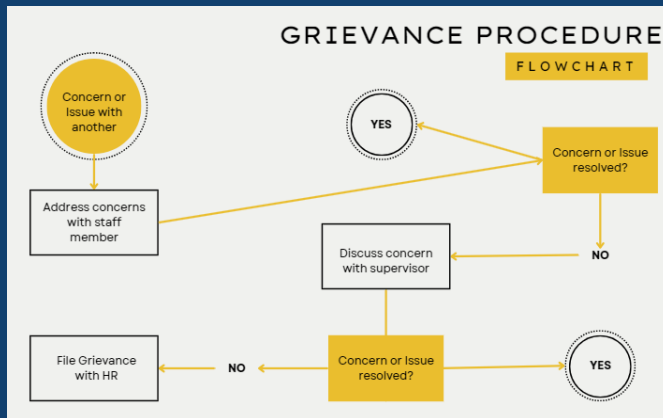
*Resolved at the lowest level*

Timely Responses

*w/in policy guidelines*

No appeals filed

RMA's commitment to timely, respectful resolution continues to strengthen staff trust and organizational transparency.





# QUALIFIED TEACHERS @ RMA

RMA

55%

Certified Teachers

*Above the charter school average;  
specific to RMA campuses*

Texas Charter  
School Average

40%

Certified Teacher

*Approximately 60% uncertified  
teachers statewide in charter schools*

Austin ISD  
Charter Schools

59%

Certified Teachers

*Reflects certification rates within  
Austin ISD-affiliated charter schools*

More  
experienced  
workforce

15%  
higher

Texas charter schools are not required to hire  
certified teachers *(except for special education and  
bilingual positions)*

TEACHING  
RESOURCES

# ACCOMPLISHMENTS

- ✓ **Reduced TWC Benefit Ratio:** Successfully and continually decreased the Texas Workforce Commission (TWC) Benefit Ratio starting in 2019 by consistently monitoring all claims, appeals, and chargeback inquiries in a timely manner within state deadlines.
- ✓ **Strategic Hiring and Onboarding:** Effectively hired and/or onboarded **104 full-time employees** (Associate Teachers, Teachers, Campus Support Positions, Central Office staff) and **48 temporary employees** (Campus Substitutes), ensuring all staff were prepared and positioned to support district operations.
- ✓ **Retirement Plan Continuity:** Maintained the **403(b)** and **457(b)** retirement savings plans for all staff, providing a convenient and tax-advantaged vehicle for employees to prepare for their financial futures.
- ✓ **Applicant Tracking System Implementation:** Created a district-wide **Applicant Tracking Document** to streamline the hiring process. This innovation significantly reduced the average time required to find and onboard qualified candidates.
- ✓ **Onboarding & Offboarding Protocols:** Established consistent and compliant procedures for onboarding new hires and managing terminations, especially for remote staff, ensuring seamless transitions and adherence to legal and policy standards.
- ✓ **ADA Accommodations Implementation:** Developed and implemented tailored accommodations for staff with disabilities, balancing legal compliance with operational feasibility and employee well-being.
- ✓ **Timekeeping Training for Supervisors:** Produced a **45-minute pre-recorded training** on Timekeeping & Pay Management for campus supervisors, leading to measurable improvements in payroll accuracy and manager accountability.
- ✓ **Policy Modernization - Background Checks:** Led the full revision of the district's Fingerprinting and Background Clearance Policy, including disqualifying offenses, deferred adjudication guidance, and discretionary review processes tailored to Texas law.

# MARKETING & COMMUNICATIONS

## Section 11

MARKETING  
& COMMUNICATIONS

# RMA PUBLIC SCHOOLS FOCUS

Monthly Campus Calendar - with Four Community Events

Digital Graduation Programs

Digital Business Cards

RMA Digital Enrollment Emails to Local ISD Students

Campus Outreach through Website and Social Media

Ads on Google - attached to Google Analytics

Art Contest for New Website

Refer a Friend Promotion

Principals Creating Relationships With Referral Sources

District Initiatives to Celebrate and Recognize Students

Gift Baskets with RMA Gift Bags for Dignitaries & Local Officials

Capital Connections Round Table

State Board of Education Representative Relationships

TPCSA Featured Video of Students Representing Charter Schools

Digital Marketing Campaign with Banner Ads

Alignment with Community Partners for Student Centered Initiatives

**RMA Education Foundation**

Atmos Energy Check Presentation to the RMA Education Foundation

Corpus Christi Telethon Organized by the Education Foundation

Education Foundation Digital Flyers, Facebook Page and Media Responses

Student, Parents, and Staff Digital Surveys



SCHOOL CHOICE WEEK



DIGITAL GRADUATION PROGRAMS



ATMOS ENERGY CHECK PRESENTATION



### RMA CAMPUS BACKDROPS FOR EVERY CAMPUS GRADUATION



### REFER A FRIEND



### COMMUNITY ENGAGEMENT

## STUDENT CENTERED

Texas Public Charter Schools As...  
2h · 🌐

It's hard to overstate the importance of HB 2's passage for our community. We're truly grateful for the leadership of Representative Brad Buckley, Senator Brandon Creighton, and Senator Angela Paxton, as additional facilities funding will make a HUGE difference in classrooms. We're excited for the future 🙌



### TPCSA HIGHLIGHTS RMA THROUGHOUT THE SCHOOL YEAR!

**4 HOUR SCHOOL DAY!**

**GRADUATE ON YOUR TERMS!**

4 OPPORTUNITIES TO GRADUATE PER YEAR  
(OCT., DEC., MARCH, JUNE)

Choose between Morning or Afternoon Classes

4 Hours of Class per Day

Recover Lost Credit

Accelerated Programs

Small Class Sizes

CTE (Career & Technology) Classes

TEA Approved Public High School

No Cost to You

**WE CAN GET YOU BACK ON TRACK TO GRADUATE ON TIME**

ENROLL TODAY!

More Information

info@rma-tx.org

www.rmaschools.org

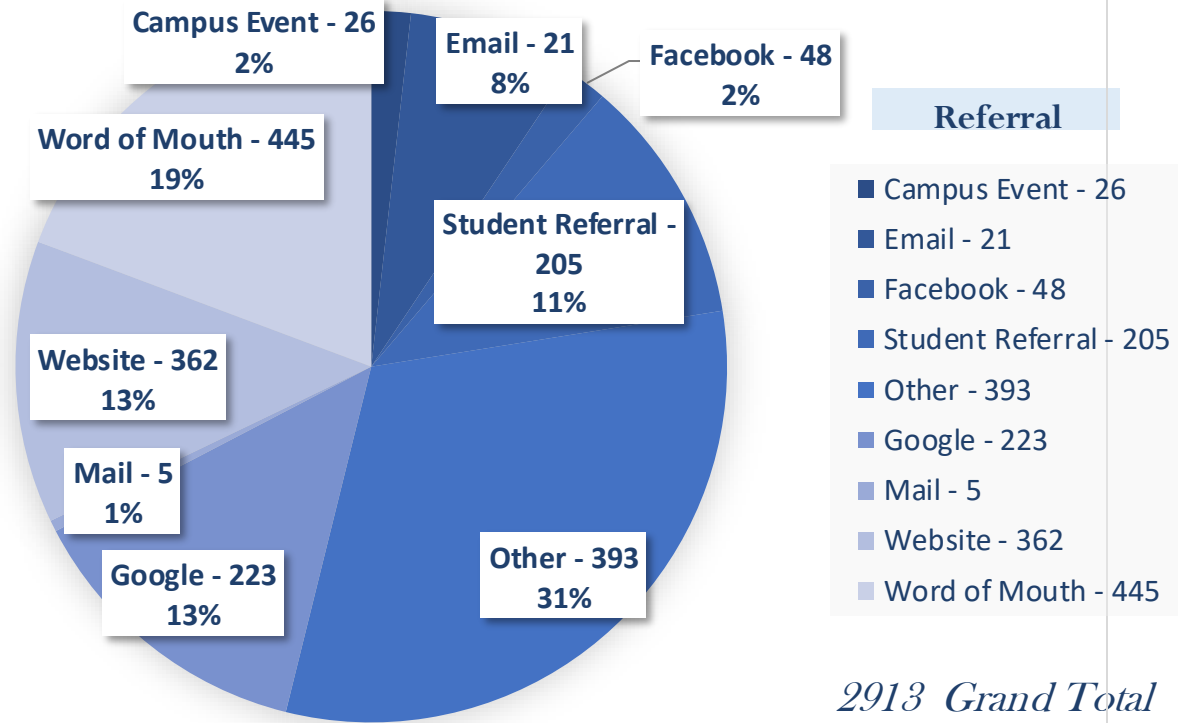
**9 LOCATIONS IN TEXAS**

### ENROLLMENT BROCHURE

# HOW DID YOU HEAR ABOUT US?

*3214 Student Applications*

## STUDENT APPLICANTS





# RMA PUBLIC SCHOOLS WEBSITE TRANSITION

## New Website Creation

- Modern, responsive design that ensures accessibility and a seamless user experience across desktop and mobile devices.
- Streamlined navigation menu for easier access to key pages like Academics, Enrollment, etc.
- Dynamic news and events section to help users find relevant updates, upcoming activities, and announcements in addition to an interactive Chatbot to search through content.
- Integrated call-to-action buttons (e.g., Enroll now) to improve user engagement and conversions.
- Enhanced visual elements and layouts inspired by leading educational websites to improve branding and usability.

36,501 Website Views during May 2025

30,958 Website Views during May 2024

407,991 Total Website Views for 24-25

351,967 Total Website Views for 23-24



# RMA PUBLIC SCHOOLS 2024 -2025

RMA Public Schools Central Office

6785 Camp Bowie Boulevard

Suite 200

Fort Worth, Texas 76116

210.557.6181

[info@rma-tx.org](mailto:info@rma-tx.org)

