



# STATE OF THE DISTRICT REPORT

2022- 2023

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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 Maltzberger • San Antonio, Texas 78247  
830 - 557 - 6181 • FAX 830 - 557 - 5424

Dear Partners in Education,

Thank you for contributing to the academic success of another year with RMA Public Schools. We are thrilled to share some of our district accomplishments for the year while highlighting our students and staff. We are pleased to celebrate the district-wide growth and achievement reflected in our elevated STAAR scores this year. It is a testament to our continued commitment to curriculum and instruction, fostering a growth mindset culture within our District. In addition, 472 students have successfully graduated from RMA across the state this year. This increased number highlights the dedication and hard work of our students, teachers, and staff.

Maintaining balance and continuity throughout the District remains a priority for us. We strive to provide a consistent and supportive learning environment for all our students. We are also committed to financial transparency and responsible fiscal decision-making, focusing on student-centered initiatives.

Building alliances and relationships continues with legislative leaders in each region of the state is essential for advocating for the needs and interests of RMA Public Schools. These partnerships enable us to impact education policy and resource allocation.

Much like many districts across the state, we have experienced a decrease in enrollment; we remain focused on student retention and average daily attendance. We aim to ensure that every student receives the best education and support throughout their academic journey.

Focusing on a bright future, we are in the process of acquiring property for our Amarillo and Fort Worth campuses. Our Fort Worth location will include a dedicated central office building in order to provide support and service to the students, staff, and communities we serve. These expansions will enable us to broaden our reach and serve a larger population of students, providing them with access to quality education.

Our faculty and staff remain a top priority, and the District is committed to retaining and recruiting high-quality personnel. It is the goal of the District to implement the first district-wide pay increase in three years. We value our teachers and staff's hard work and dedication and recognize the importance of fair and competitive compensation.

The 2023-2024 school year will mark RMA's 25th anniversary of serving students across the state of Texas. The upcoming school year will also implement our second three-year strategic plan. The new strategic plan will focus on the following initiatives:

- Post-Graduation Outcomes
- School Leadership Success
- Teacher Recruitment and Retention
- Risk Mitigation
- Establishment of an RMA Education Foundation

The success of our District would not be possible without a supportive board of trustees, dedicated faculty and staff, and the trust of the communities that we serve. Once again, we appreciate your support and collaboration in making RMA Public Schools a hub of academic excellence. Together, we will continue to nurture and empower our students to achieve their full potential.

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

Dr. Armard Anderson  
Superintendent of Schools

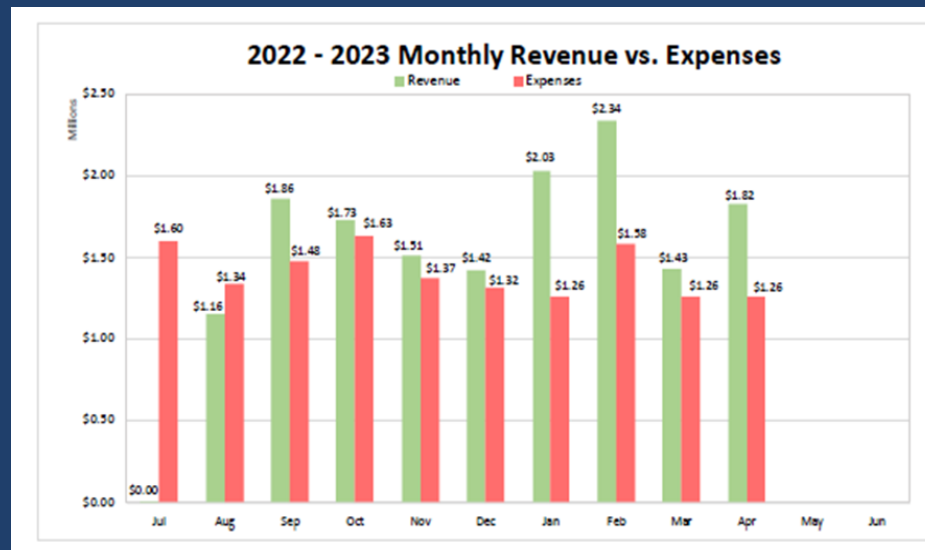
# BUSINESS OFFICE

## Section 2

For the past seven 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.



Our 2022-2023 expenditures are approximately 30% under budget, as of this point in the year. Our strong fiscal responsibility and efficient resources have also allowed us to record a surplus for this year. Although we haven't met our enrollment goal, we have shifted the focus to making sure that our expenses are aligned appropriately. The chart below tracks our monthly expenses and revenues for the 2022-2023 fiscal year.



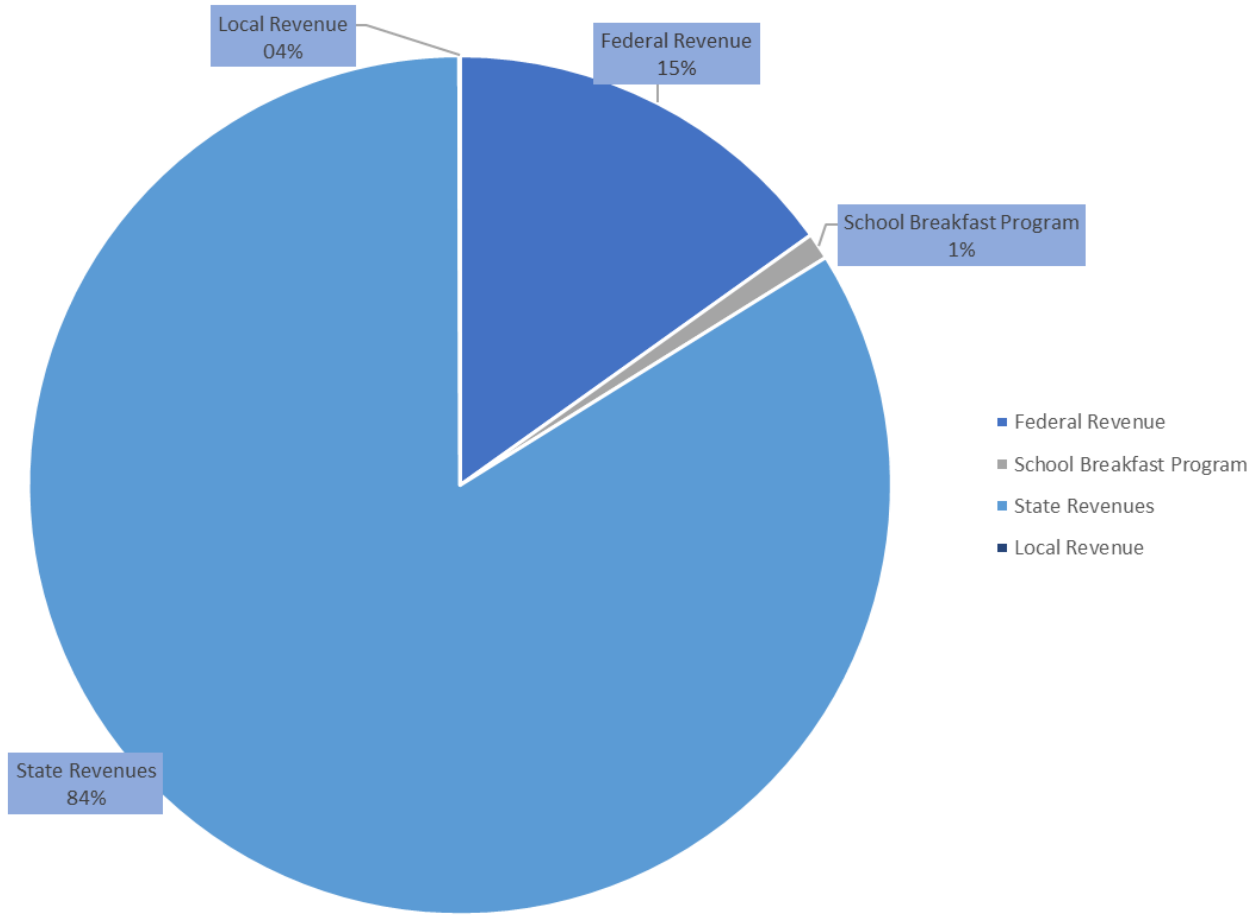
Richard Milburn Academy has a very robust fund balance that substantiates years of good financial decisions. A fund balance is intended to serve as a measure of the financial resources available to an institution. TEA's Charter First indicator number six, indicates that 75 days of operational expenditures is the measure for success. For RMA, that would equate to approximately \$2.9M. RMA has more than four times that amount in our fund balance. The number below represents nearly 355 days of operating expenditures.

Operating Fund Balance  
June 30, 2022

**\$ 13,748,217**

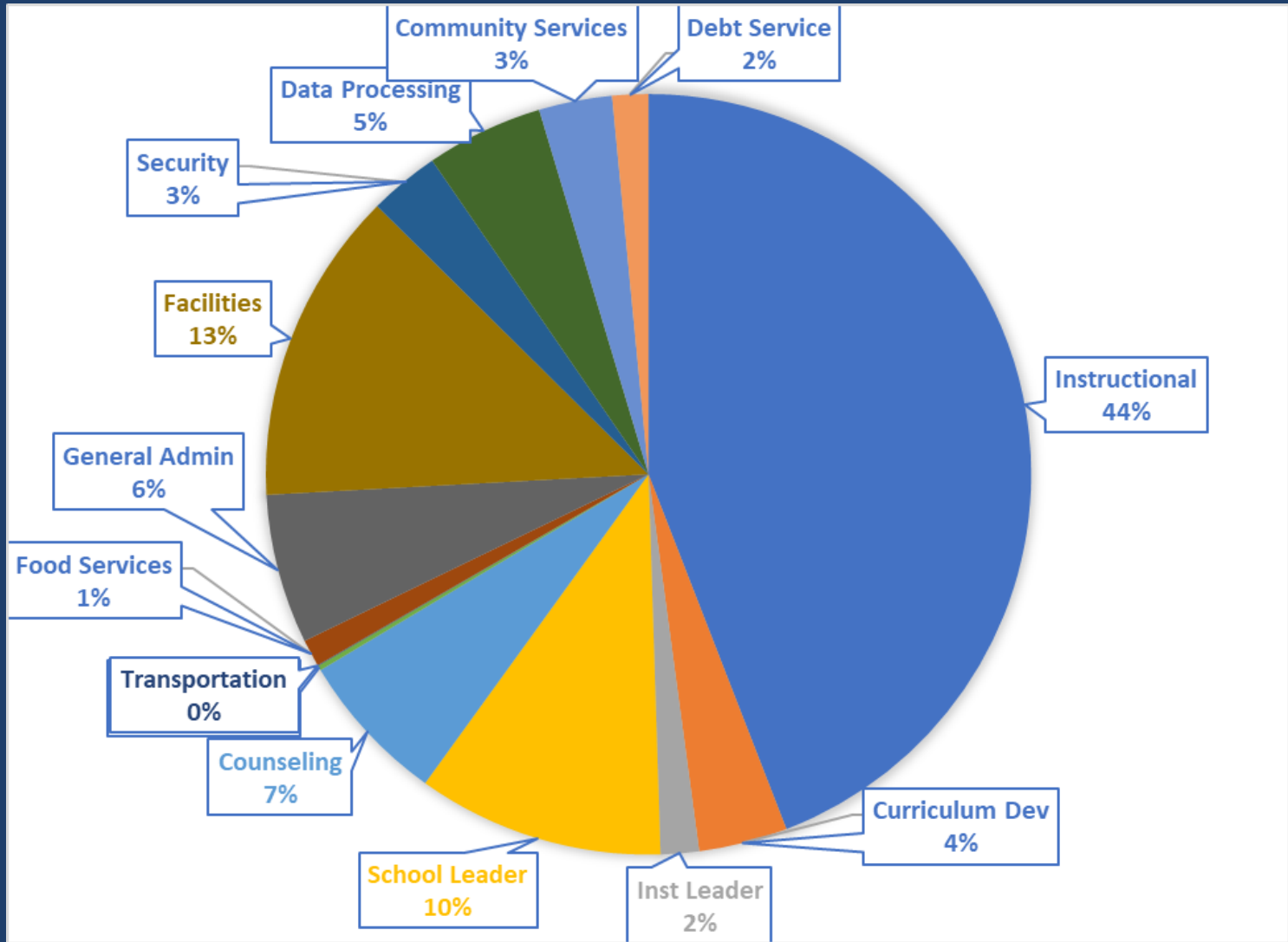
RMA depends primarily on state revenue derived from student attendance. The other sources of operating revenue are federal grant funds, the school breakfast program, and also local revenue generated from our E-Rate program. Our federal grant funds have doubled this year accounting for 15% of total revenue. This is primarily due to the Elementary and Secondary School Emergency Relief (ESSER) awards.

# 2022-2023 Operating Revenue





# 2022-2023 USES OF OPERATING EXPENDITURES





- In the next fiscal year, we will be transitioning our district software platform from WebSmart to Ascender. This change will save the district, \$30K per year. This software is not only used by the Business Office, but also by all of our campus staff for attendance and also Gradebook.
- We are also in the process of securing properties for our Ft. Worth and Amarillo campuses. Once this process is complete, we will own seven of the nine campus properties.

# TECHNOLOGY SCHOOL SAFETY FACILITIES

## Section 3

# School Operations Department

This department serves as the primary point of contact for all school operations, managing and coordinating all activities related to the smooth running of the school.

Student  
Services

Technology

Safety and  
Security

Facilities

# Technology

Provide network connectivity, security, and support

- eRate management
- Internet access
- Communications

Maintain the districts endpoint devices

- Computers
- Cell Phones
- Copiers/printers

Managing and controlling inventory

- RCI asset inventory

# Technology

## New Computers

- 330 Student Laptops, 27 Teacher Laptops

## Midland Relocation

- New Cabling, Network Setup

## Lobby Monitors

- 9 Locations

## RMA Cellular Service

- Migration to AT&T FirstNet (First Responder Service/Lower Cost)
- Premier Wireless, 25 Homeless Student Cell Phones

## Office 365 (International) Geofencing

- Enhanced security for Office 365

## ASCENDER Migration Project

- Migration of RMA financial and Student information management

# Technology / Safety and Security



Raptor Upgrade – Alert and Drill Manager

Two-Way Radio Refresh

- Corpus Christi, Fort Worth, Houston, Killeen, Midland, Pasadena

Additional Campus Cameras

- Amarillo, Fort Worth, Killeen, Midland, Odessa

New Camera Servers

- Lubbock, Fort Worth

## 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 HotSpots
- 9 Failover Modem Services
- 2 Factor Authentication
- New STAAR Test Vendor

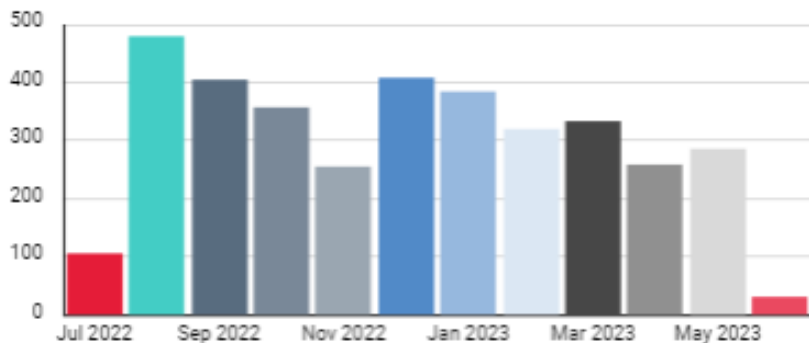




# Technology

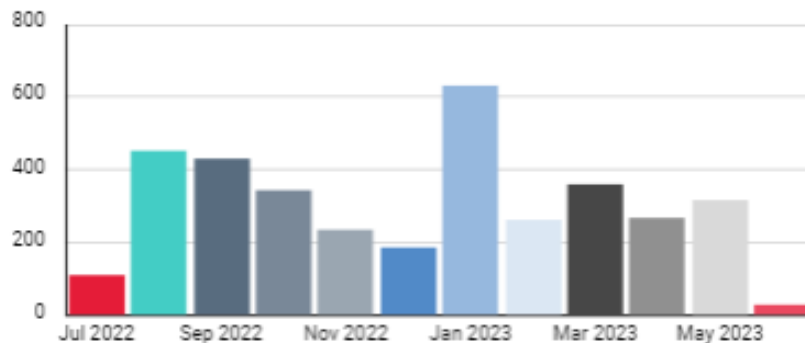
Tickets Created RMA - July 1 to June 30

Total: 3,624



Tickets Completed RMA - July 1 - June 30

Total: 3,610



# Safety and Security

## Campus Reports on Criminal Incidents (2022 – 2023)

Campus	Firearm (Deadly Weapon)	Knife (Deadly Weapon)	Aggravated Assault
Corpus Christi	2	0	0
Fort Worth	0	0	1
Pasadena	0	1	0

# Safety and Security

1

## SPAT Grant

- Raptor upgrade to improve the Alert System for emergencies
- Added Drill Manager feature for better emergency preparation at campuses

2

## 22-25 School Safety Standards Grant

- Improvement on school perimeter fencing
- Upgrades on locking systems for door safety

3

## 21-23 COVID-19 School Health Support Grant

Purchase of air filter systems, face masks, hand sanitizers, and COVID test kits

4

## Maintain compliance with the TEAs safety audits

- 2022 Three-year Audit Report

# Safety and Security Audits and Filing Highlights

## Fall EOP Submission Completed & Accepted by TxSSC

- Completed Hazard Analysis @ Each Campus

## Summer Safety Tasks

- Summer Targeted Partial Safety Audit
- Exterior Door Safety Audit

## Completed Charter 3 Year Audit Report

- Audit submitted to TXSSC in September 2022

## 9 Intruder Detection Audits

- 2 required Corrective Actions for single occurrences

## Safety and Security Training Highlights



Behavioral Threat Assessment

Psychological First Aid

Standard Response Protocol

AED/CPR

Stop the Bleed

# Facilities

Provide facilities maintenance for nine campuses and CO

- Including new safety and security mandates from the TEA

Property asset management

- Five purchased campuses
- Four leased campuses

Construction management

- Midland Campus
- ESSER II & III HVAC Projects

# Facilities Maintenance



Completed 33 capital repair projects

Performed installation and repair associated with TEA mandates

Performed site searches associated with future expansion

- Bryan/College Station
- Grand Prairie

Performed site searches associated with campus relocations

- Amarillo
- Fort Worth

# Facilities Asset Management

## Midland relocation

- Negotiated lease extensions for Belmont Market Place
- Negotiated lease concessions with AHBC

## San Antonio Central Office

- Decommissioning Existing San Antonio Office
- Negotiated lease with Regus Temp Office Space

## Amarillo relocation

- Negotiated LOI, PSA
- Performing due diligence on property

## Fort Worth relocation

- Negotiated LOI



# Facilities Construction Management

## Midland relocation

- Managed new campus finish out/construction

## ESSER II & III

- Bid as a federal project
- Negotiated term with winning bidder

## Amarillo relocation

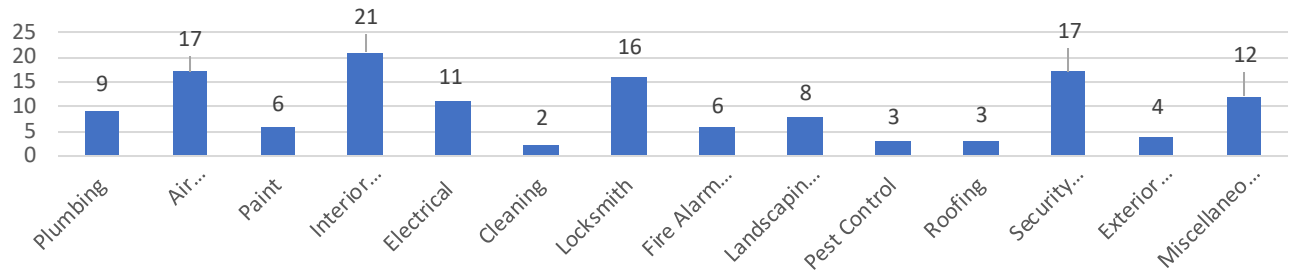
- Begun discussions with Architect
- Working to identify contractors of interest

## Fort Worth relocation

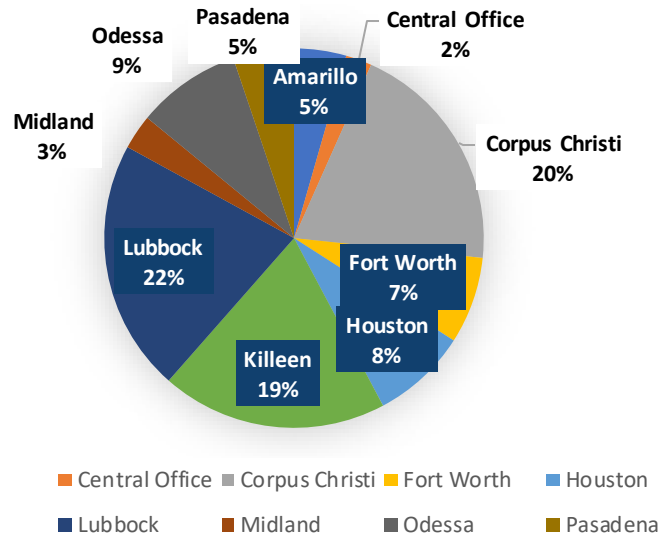
- Begun discussions with Architect
- Working to identify contractors of interest

Total Number of Completed Work Orders July 1, 2022 to June 5, 2023: **135**

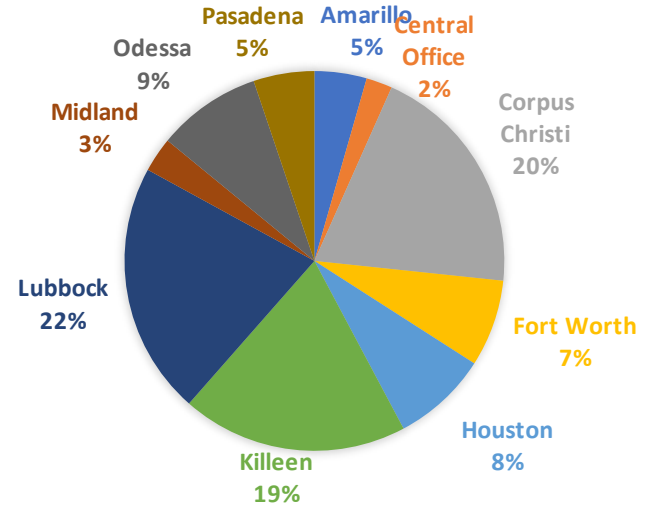
### Completed Work Orders by Type July 1, 2023 - June 5, 2023



### Work Orders Completed by School July 1, 2022 to June 5, 2023



### WORK ORDERS COMPLETED BY SCHOOL JULY 1, 2022 TO JUNE 5, 2023



# Completed Projects July 1, 2022, to June 5, 2023

School	Project Type	Project Description
Amarillo	Life Safety	Installing new carbon monoxide detectors to the building
Amarillo	Life Safety	Installation of new cellular dialer for the building.
Killeen	Life Safety	Installation of new cellular dialer for the building.
Ft Worth	Admin	Document shredding and destruction
Pasadena	HVAC	Installation of a new drain pane
Pasadena	Roofing	Roof repairs
Killeen	HVAC	Installation of a new 5-ton rooftop HVAC unit
Pasadena	Electrical	Installation new exterior lighting using LED fixtures and lamps.
Odessa	Exterior Building	Replacement of exterior front doors with new doors.
Ft Worth	Exterior Building	Front door upgrades and reinforcement
Midland	HVAC	Rooftop unit No. 5 Ignitor control board replacement.

# Completed Projects July 1, 2022, to June 5, 2023

School	Project Type	Project Description
Lubbock	HVAC	HVAC Rooftop Unit No. 1 Inducer Motor Replacement
Pasadena	HVAC	Rooftop Units 4, 6 and 8 Contactor Replacement
Pasadena	Life Safety	Emergency Light Fixture Replacement
Ft Worth	HVAC	Rooftop Unit No. 1 Gas Valve Replacement
Odessa	Life Safety	Fire Alarm Cellular Dialer Installation
Lubbock	Life Safety	Emergency Light Fixture Replacement
Killeen	HVAC	HVAC RTU 5 Compressor Replacement
Lubbock	HVAC	HVAC RTU 2 and 107 Upgrades and Repairs
Pasadena	HVAC	HVAC RTU 1, 2, 3, 5 and 8 Heat Kit Replacements
Lubbock	Electrical	Exterior Light Replacement
Pasadena	HVAC	HVAC Unit 1, 3 and 4 Upgrades and Repairs

# Completed Projects July 1, 2022, to June 5, 2023

School	Project Type	Project Description
Lubbock	Exterior site	Exterior restriping of parking and fire lane
Lubbock	HVAC	HVAC RTU 3 and 107 Electrical Repairs
Lubbock	HVAC	HVAC RTU 3 Compressor and Refrigerant Replacement
Lubbock	HVAC	HVAC RTU 3 and 107 Condenser Fan Motor Replacement
Lubbock	HVAC	HVAC RTU 3 and 107 Pole Contactors Replacement
Lubbock	HVAC	Lubbock HVAC Sensors and Thermostat Covers Installation
Killeen	Locks and Keys	Killeen Room 104 and 105 door and lock repairs.
Corpus	Life Safety	Corpus Christi Fire System Backflow Device Repair
Midland	Moving	Refrigerator moving and disposal
Lubbock	Exterior Building	Window replacement due to vandalism
Odessa	Exterior site	Removal of a damaged light pole.

# ACADEMIC PERFORMANCE

## Section 4

C

*73 out of 100*



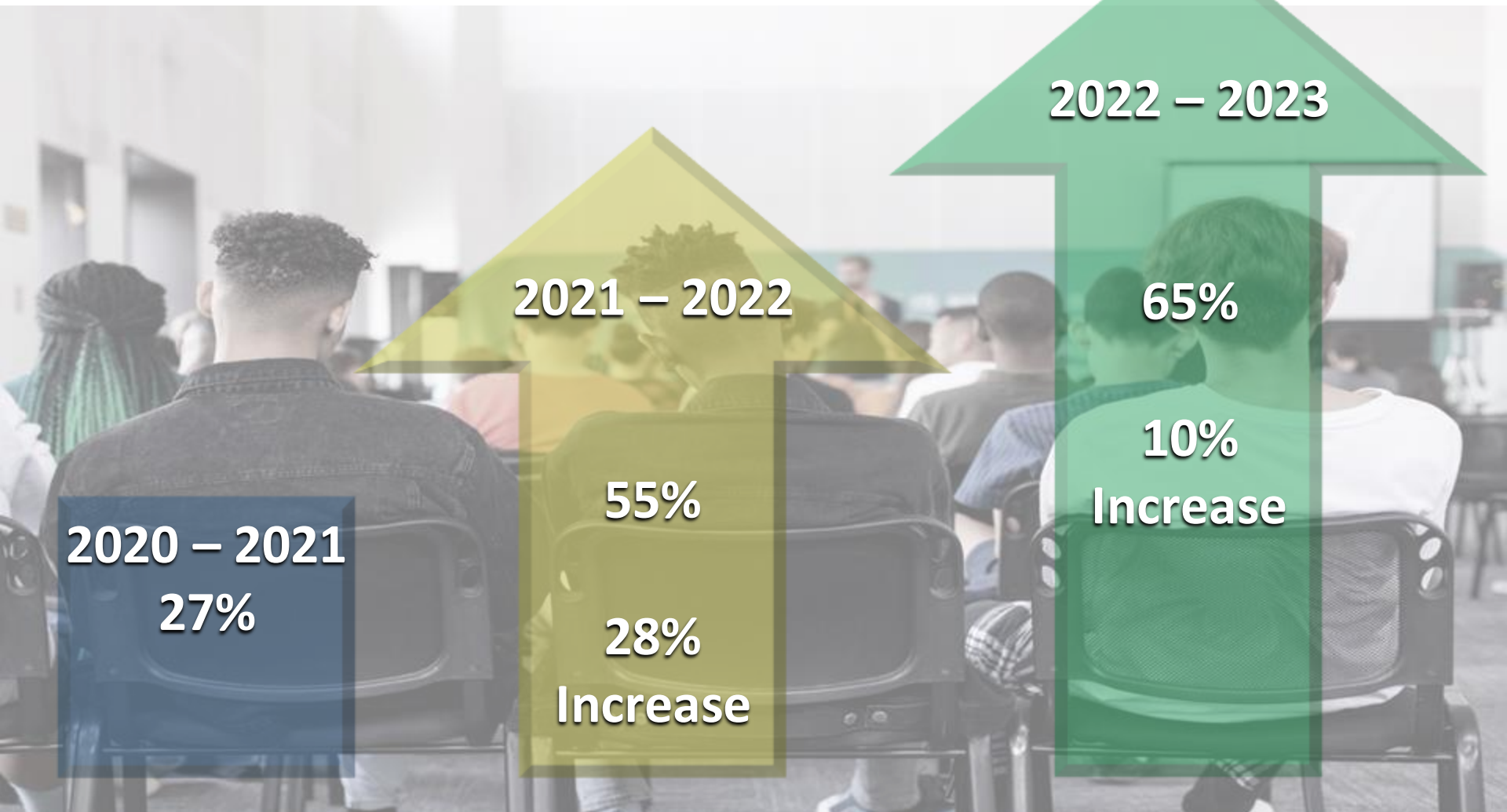
472

Graduates  
2022 - 2023





# Course Completion Rate School Years 21 to 23





# STAAR Performance

**STAAR**

State of Texas  
Assessments of  
Academic Readiness

# ALL TIME HIGH!!!

The spring 2023 passing rate is the highest RMA has seen for a single test administration since RMA consolidated in 2014. The following percentages are the overall spring STAAR EOC passing rates for the past 8 test administrations, excluding the COVID year:

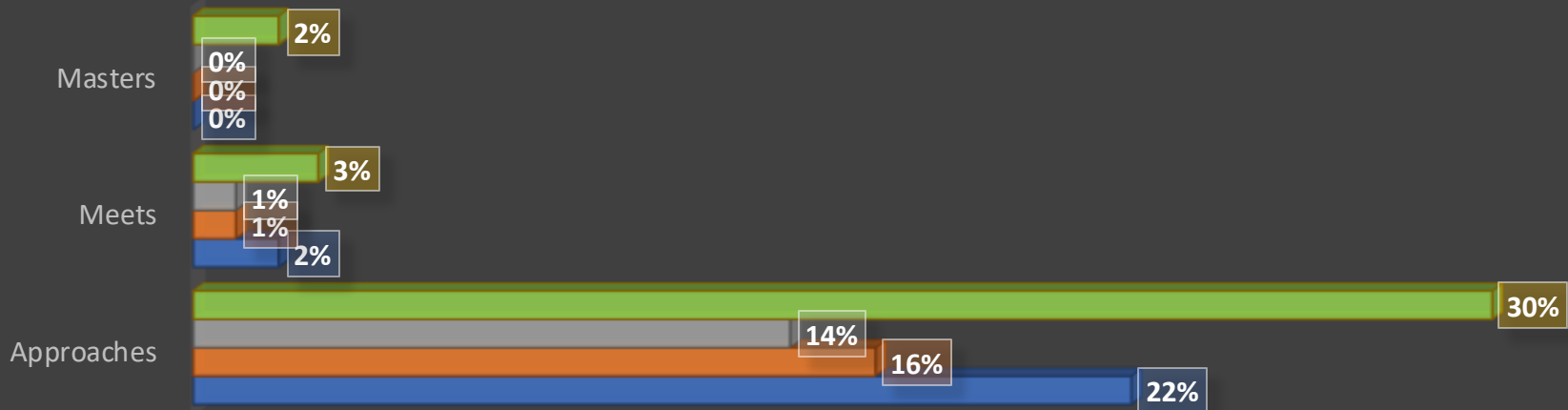
# 2023 40%

2022	29%
2021	28%
2020	COVID
2019	31%
2018	30%
2017	24%
2016	16%
2015	32%

# Algebra I 2021 – 2022 Compared to 2022 - 2023

## ALGEBRA I

■ Algebra I S-2023 ■ Algebra I F-2022 ■ Algebra I S-2022 ■ Algebra I F-2021

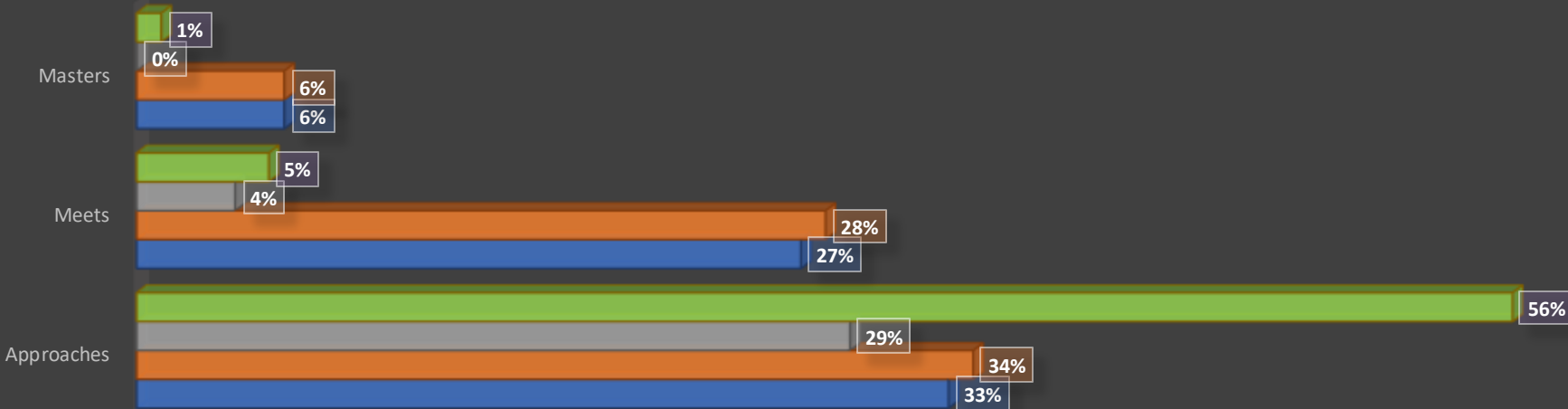


# Biology

## 2021 – 2022 Compared to 2022 - 2023

### BIOLOGY

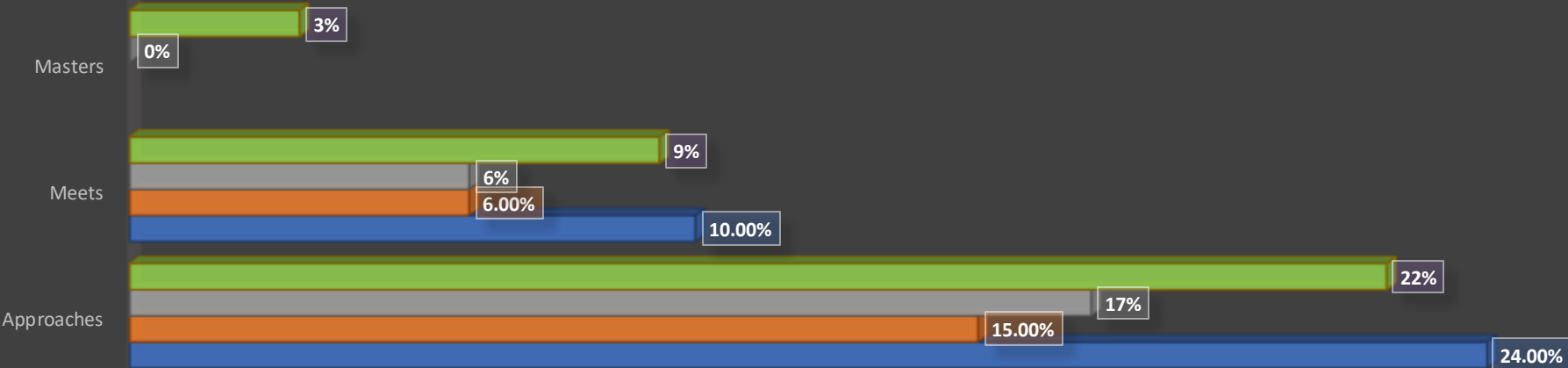
■ Biology S-2023  
 ■ Biology F-2022  
 ■ Biology S-2022  
 ■ Biology F-2021



# English I 2021 – 2022 Compared to 2022 - 2023

## ENGLISH I

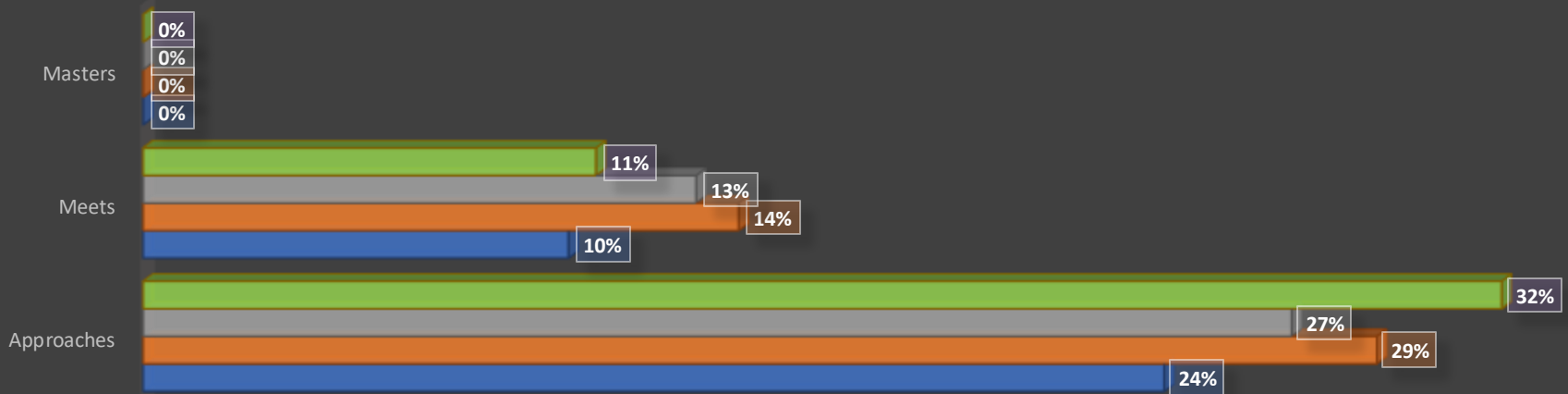
English I S-2023   English I F-2022   English I S-2022   English I F- 2021



# English II 2021 – 2022 Compared to 2022 - 2023

## ENGLISH 2

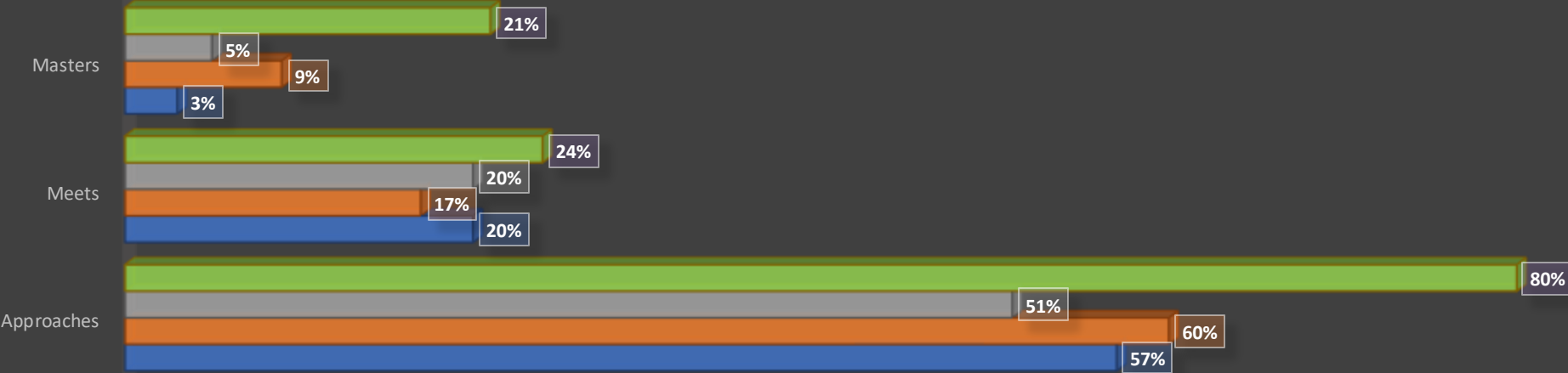
English II S-2023   English II F-2022   English II S-2022   English II F- 2021



# US History 2021 – 2022 Compared to 2022 - 2023

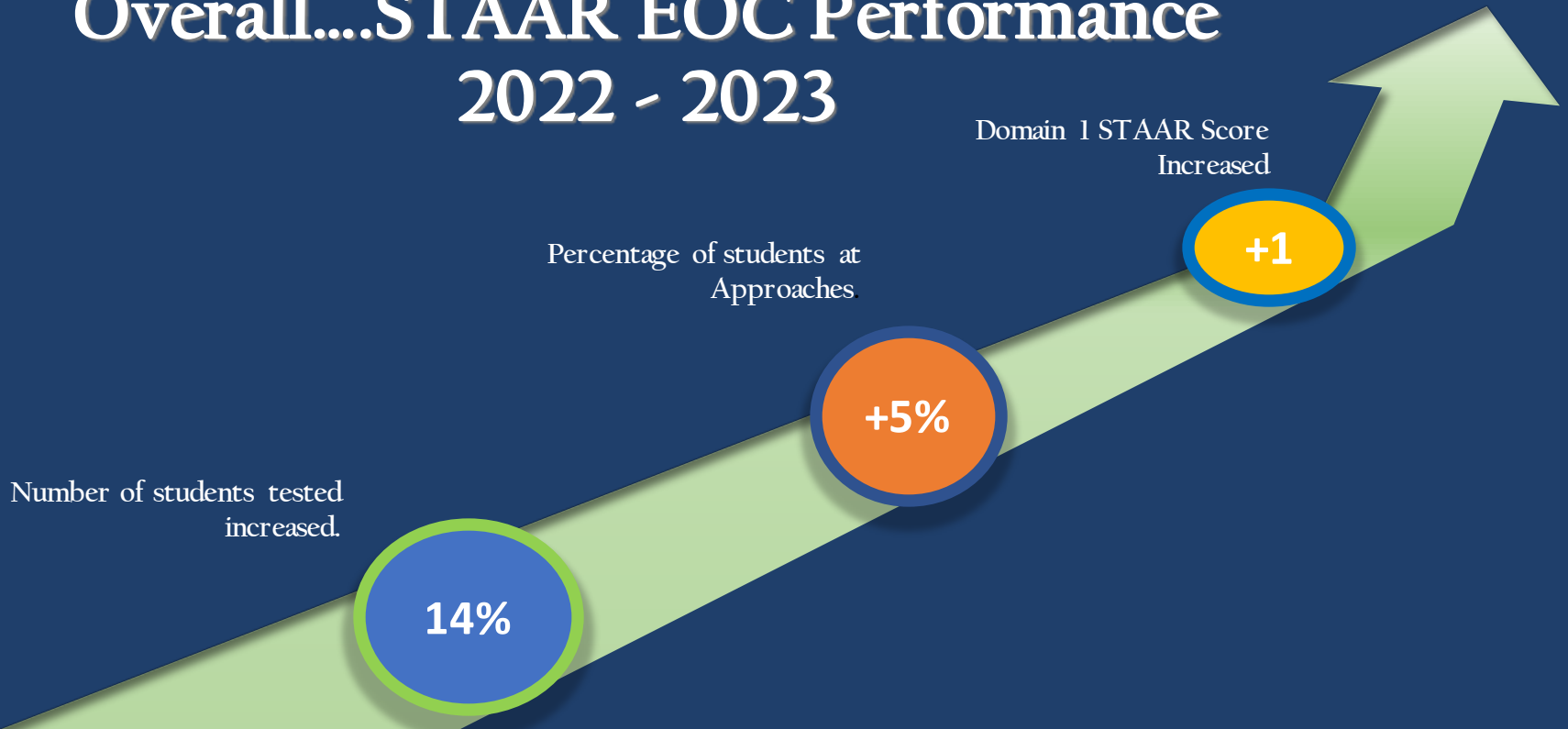
## US HISTORY

■ US History S-2023 ■ US History F-2022 ■ US History S-2022 ■ US History F-2021





# Overall...STAAR EOC Performance 2022 - 2023



School Year	Total	Approaches	Approaches	Meets	Meets	Masters	Masters	Domain 1 (STAAR)	Domain 1 (STAAR)
21 - 22	3907	1263	32%	411	11%	43	1%	15	59
22-23	4445	1664	37%	352	9%	44	1%	16	60



# College Career Military Readiness CCMR



*113 to 726*

2022 - 2023

726 RMA students successfully completed a college prep courses through the Texas College Bridge partnership

2021 - 2022

113 RMA students took a college prep course

# Memorandums of Understanding

Amarillo College

Central Texas College

Delmar College

Lee College

Lone Star College

Midland College

Odessa College

South Plains College

Tarrant College



Prairie View A&M University

Education Service Center  
Region 20

Texas College Bridge

Craft Training Center

Diverse Training Resources



279

*Students Participated  
in  
Texas Success  
Initiative (TSI)  
Math and English  
Language Arts & Reading  
(ELAR)*



## *Texas Success Initiative (TSI)*

- Met Benchmark ELAR 48 17%
- Met Benchmark Math 14 5%
- Met Benchmark for Writerplacer 39 14%
- Total Number of CCMR (*met benchmark ELAR & Math*) 11 4%



2022 – 2023

Industry-based Certification  
increased

*121 Students!*

2021 – 2022  
152 Earned

2020 -2021  
31 Earned

# CAREER & TECHNOLOGY EDUCATION (CTE)

## Section 5



- 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 continue investment in high quality CTE programs that prepare students with new skills, training, or credentials to pursue job opportunities for in-demand careers.

- RMA (CTE), **currently maintaining 6** Programs of Study with 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 a minimal of 3 programs.**
- RMA (CTE) curriculum has over **25 courses offering a Coherent Sequence** (Level 1 – Level 4) for each Program of Study per TEA guidelines.
- Through our Memorandum of Understanding with Communities Colleges, we offered additional courses in: Business, EKG, Phlebotomy, NCEER Core Curriculum, OSHA 30.
- RMA (CTE) **student enrollment increased 23%** from 2021-22 to average of 570 per semester in 2022-23.
- RMA (CTE) afforded the opportunity for **over 135 students** to obtain an **Industry Based Certification (IBC)** in OSHA 30, NCCER, Microsoft Office Specialist or Adobe.

<p>Although we enhanced the distant CTE programs, our short-term goal is to develop more CTE certification programs with Community College Partnerships at with each RMA campus.</p>	<p>With the increase of students actively enrolled in CTE programs, the top priority is to minimize the course failure rate and increase students successful completing 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 students will be afforded the access to state-of-art equipment and software atcampus or through partnership with community college, trade schools, etc.</li> <li>▪ Complete CTE expansion program /plans for each campus by 2024-25 academic year.</li> <li>▪ Utilize the “NeedsAssessment” and 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 increased the number of CTE pathway completer by 40 percent during the 2022-2023 school year, while decreasing disproportionate number of non-traditional completers by 15 percent.</li> <li>▪ Established a per term process that internally evaluate our 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 consistently building awareness of CTE programs to all stakeholders which allows every student to have the opportunity to pursue a Industry Based Certification (IBC) with identified CTE programs, which will result in the continuous increase of enrollment in all CTE programs.</li> <li>▪ Curriculum developed and TEA approved with Teachers trained in effective monitoring of performance and developing instructions to prepare students to be "Career Ready".</li> <li>▪ Implemented progress monitoring to track students progress, performance and growth for <b>CTE Student of Term</b> and <b>CTE Student of the Year</b> per program.</li> </ul>

Superintendent: Dr. Armard Anderson    Executive Director of Academics: Dr. Uneeda Givens

District CTE Coordinator: Jerel Showers

### CTE Enrollment By Program of Study:

**OUTCOMES**

	<b>TERM 1 (Fall)</b>	<b>TERM 2 (Fall)</b>	<b>TERM 3 (Spring)</b>	<b>TERM 4 (Spring)</b>	<b>2021-2022 TOTAL ENROLLMENT</b>
<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>

# CTE Continues to Expand



## CTE COURSES

Offered through an Online Platform

- Career Preparation (full year)
- Introduction to Careers in Architecture & Construction
  - Fundamentals of Digital Media
  - Business Information Management I
    - Microsoft Office Specialist
  - Principles of Business/Marketing and Finance
    - Family and Community Services
    - Introduction to Human Services
  - Forensics: Using Science to Solve a Mystery
- Introduction to Law, Public Safety Corrections, & Security
  - Animation
  - Game Design 1A
  - Game Design 1B
  - Creative Writing

# STATE OF THE DISTRICT

## Career & Technical Education

### CTE: Industry Based Certification

**OUTCOMES**

	TERM 1	TERM 2 (Fall)	TERM 3 (Spring)	TERM 4 (Spring)	2022-2023 TOTAL
ASE Refrigerant	1	0	0	0	1
Certified EKG & or Phlebotomy Technician	3	9	15	13	37
Microsoft Office & or Adobe Certification	0	2	3	3	8
NCCER Core Curriculum	0	0	0	5	5
OSHA 30	12	22	32	8	84
<b>TOTAL DISTRICT CERTIFICATIONS</b>					<b>135</b>

### College Readiness: Texas Success Initiative Assessment (TSIA)

**OUTCOMES**

	TERM 1	TSI WEEK (Fall)	TERM 3 (Spring)	TSI WEEK (Spring)	2022-2023 TOTAL
<b>Students Tested</b>		153		123	276
<b>Met Benchmark ELAR</b>		29		19	48
<b>Met Benchmark Math</b>		7		7	14
<b>Met Benchmark Writerplace</b>		18		21	39
<b>Total CCMR</b>		5		6	11
<b>TOTAL DISTRICT TSI GROWTH FROM 21-22</b>					<b>14%</b>

### College Readiness: Dual Enrollment

**OUTCOMES**

	TERM 1 (Fall)	TERM 2 (Fall)	TERM 3 (Spring)	TERM 4 (Spring)	2022-2023 TOTAL ENROLLMENT
RMA Corpus Christi	10	10	9	20	49
RMA Houston	25	5	4	7	41
RMA Pasadena	0	10	5	8	23
RMA Lubbock	0	0		9	9
RMA Ft. Worth, Killeen, & Odessa	31	26	0	0	57
<b>TOTAL DISTRICT DUAL ENROLLMENT</b>					<b>169</b>

### CTE: Industry Based Certification

**OUTCOMES**

	TERM 1	TERM 2 (Fall)	TERM 3 (Spring)	TERM 4 (Spring)	2022-2023 TOTAL
RMA Corpus Christi	1	0	0	0	1
RMA Houston	3	9	15	13	37
RMA Pasadena	0	2	3	3	8
RMA Lubbock	0	0	0	5	5
RMA Ft. Worth, Killeen, & Odessa	12	22	32	8	84
<b>TOTAL DISTRICT CERTIFICATIONS</b>					<b>135</b>



**MILESTONES**

ACTION	PRIORITIZED FOCUS AREA	TIMELINE
RMA will expand the integration & alignment of CTE programs by utilizing partnership with Community Colleges, Trade School, & Universities.	1	Ongoing per Term Fall/Spring semester
RMA will continue to identify pilot projects to increase the quality of, and participation in, Career & Technical Education Programs which prepares students for workforce	2	Ongoing monthly
RMA will consistently promote students attainment of as CTE Completer with IBC & CTE endorsement for graduation that allow grad to earn living wage, gain post-secondary credit, industry recognized credentials.	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 Fall/Spring semester

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

**FOR MORE INFORMATION CONTACT:**

**AAVTC:** Jennifer Barber / **ARCHITECTURAL:** Antonio Ramos / **BUSINESS:** Guillermo Mendez

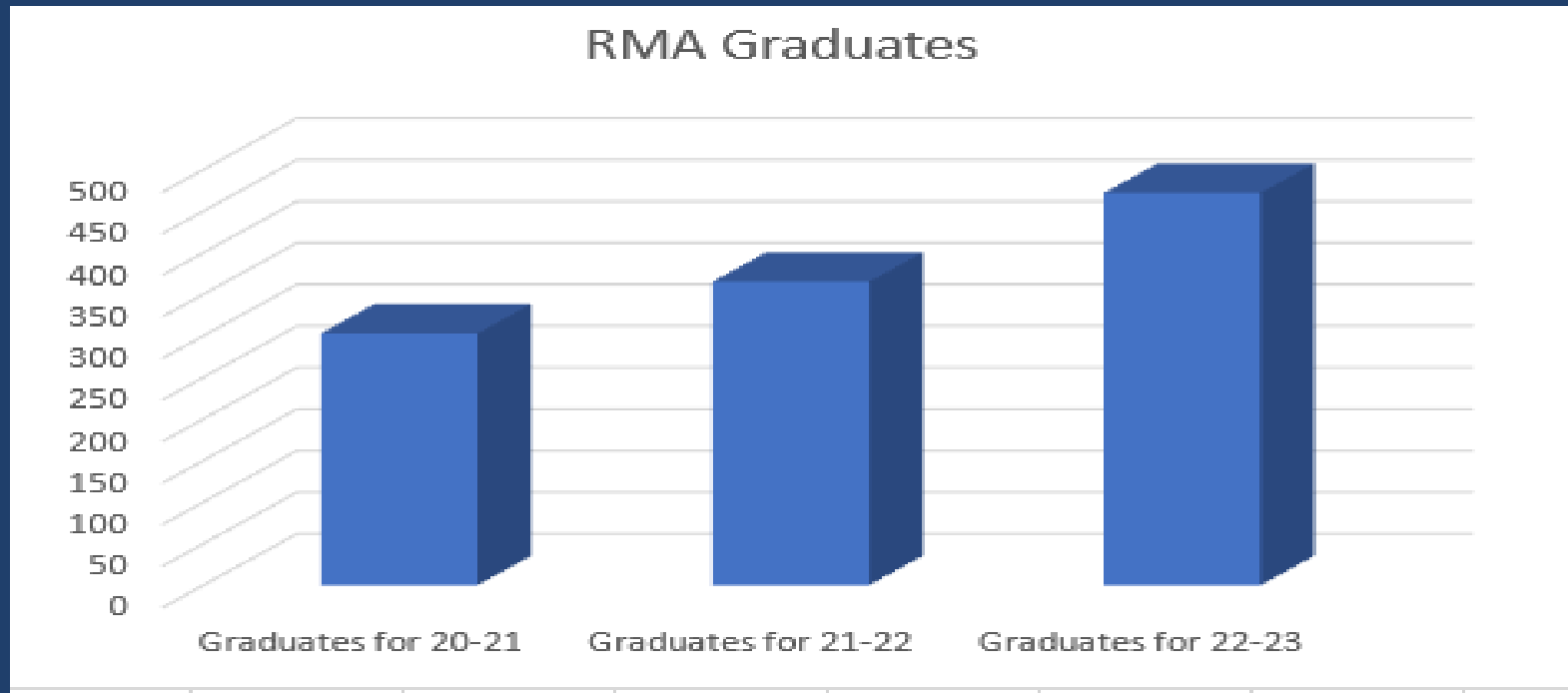
**HUMAN SERVICES:** Stacy Rutledge / **LAW ENFORCEMENT:** Tami Price



# RMA STUDENT GRADUATION

## Section 6

# GRADUATES COMPARISON

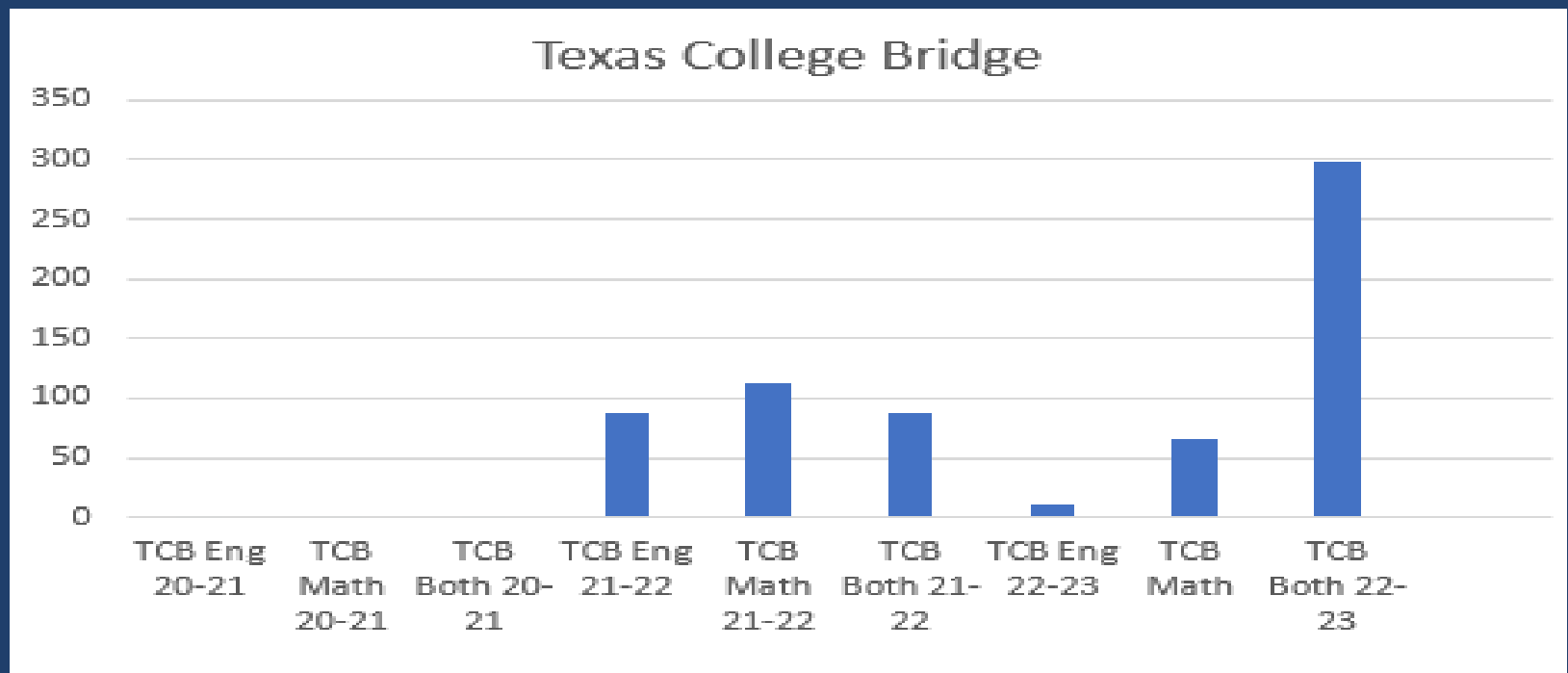


# RMA TOTAL GRADUATION 472 + GRADUATING SENIORS

Amarillo	Corpus Christi	Fort Worth	Houston	Killeen	Lubbock	Midland	Odessa	Pasadena
40	98	30	55	84	37	40	64	23

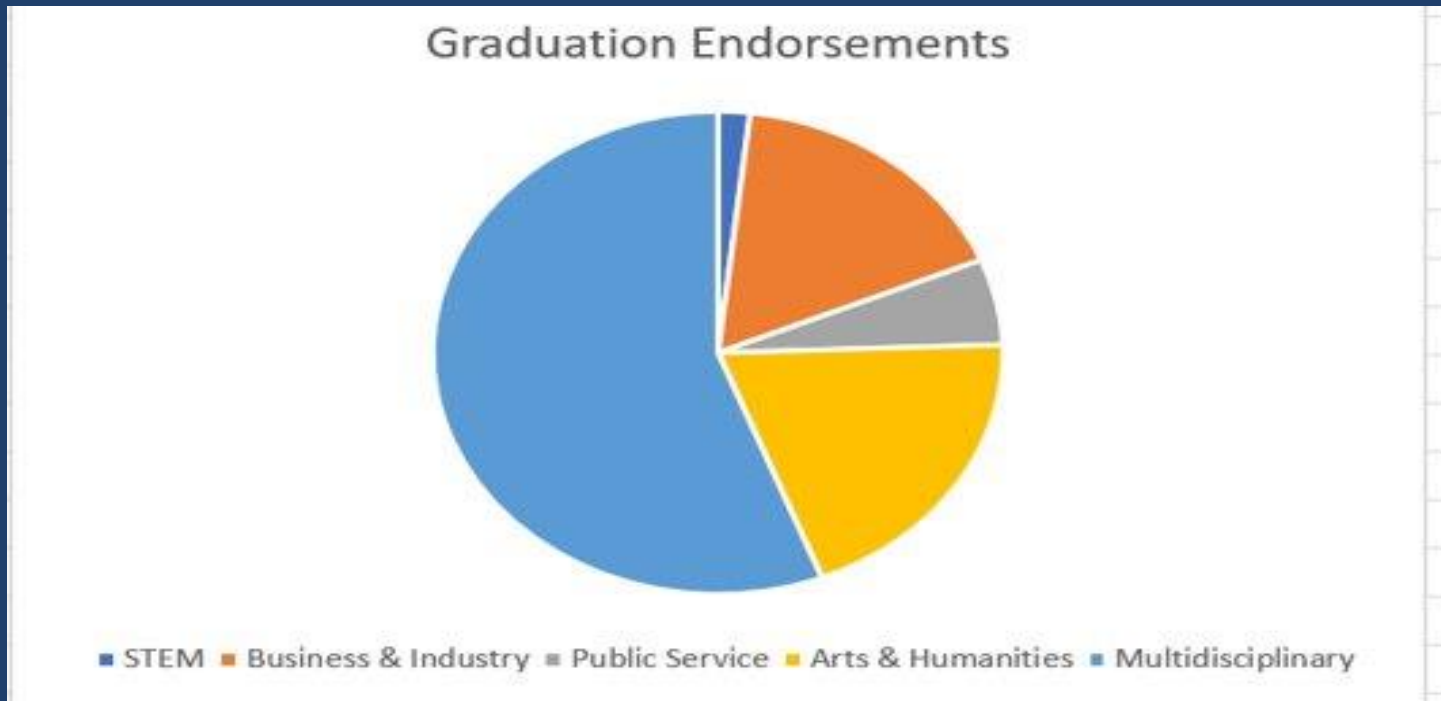
# COLLEGE AND CAREER READINESS FOR GRADUATES

(\*TCB indicates Texas College Bridge)



# ENDORSEMENTS FOR GRADUATES

429 of our Graduates  
have earned an Endorsement

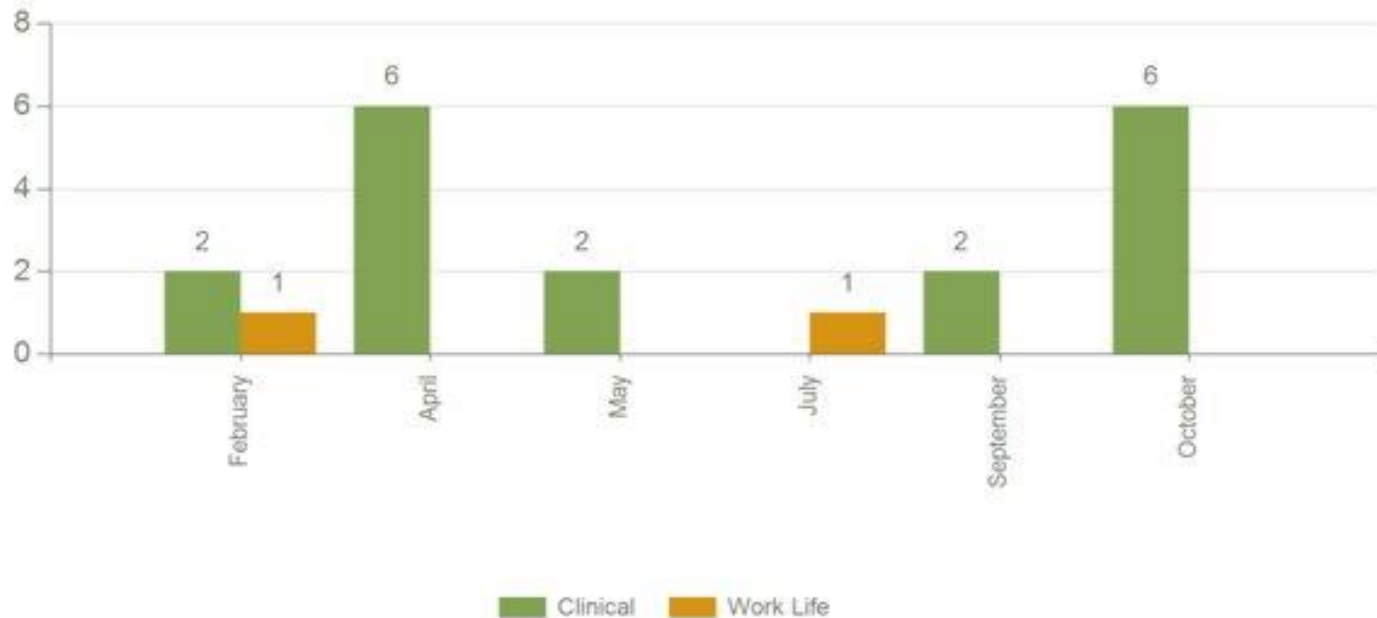


# GRADUATION ENDORSEMENTS

Endorsements	186 Graduates with multiple endorsements
Distinguished Graduates	389

# STUDENT SERVICES UTILIZATION

CASES BY MONTH





# STUDENT ASSISTANCE PROGRAM



*Increase in Usage - Compared to the previous year where utilization was up by 1.67%*

# SPECIAL POPULATIONS

## Section 7

# Professional Development Opportunities Provided

Special Education & ESL Teachers participated in over **100 hours** of professional development in the areas of:

Inclusive Teaching Practices

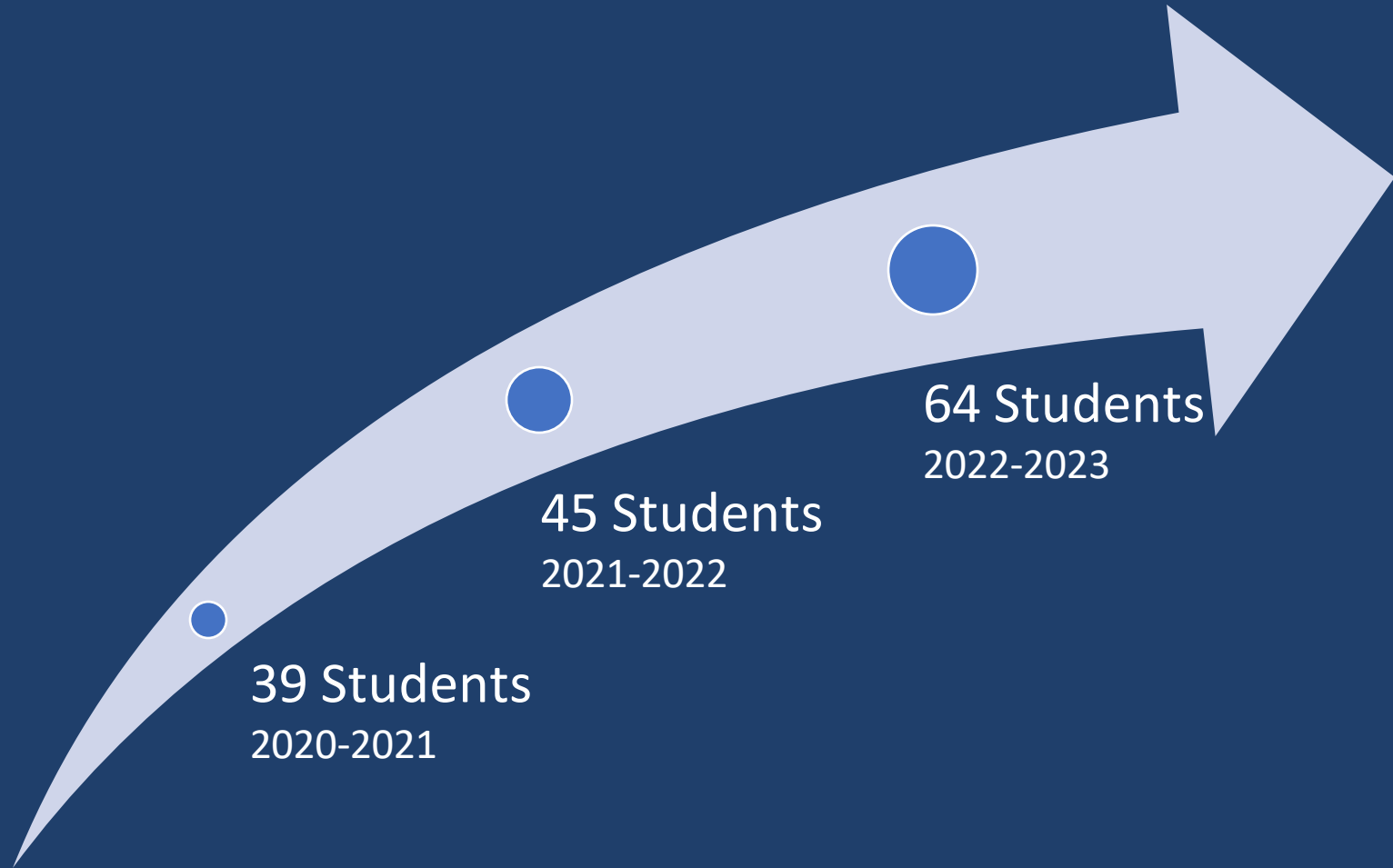
Graduation

Transition

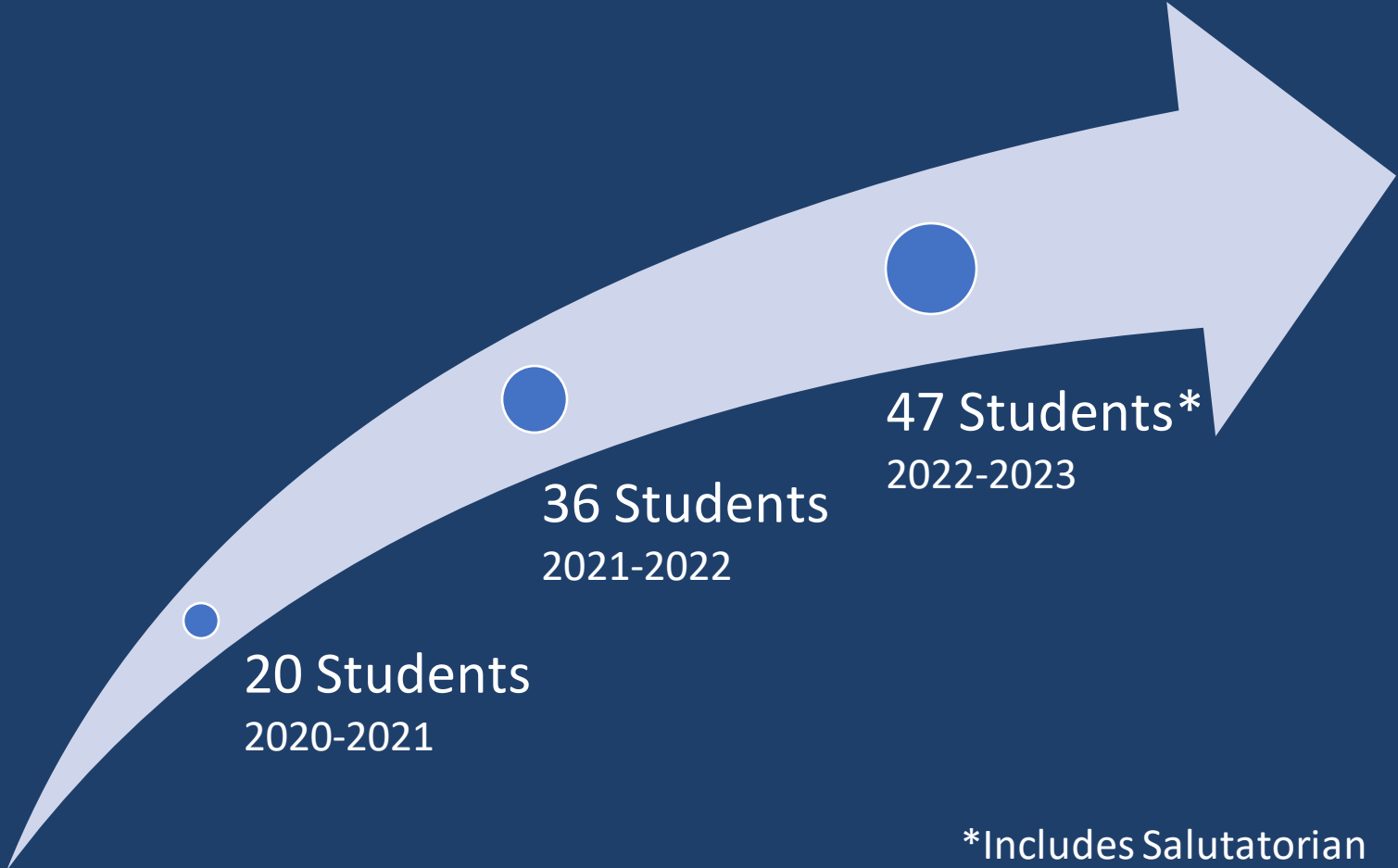
Post Secondary Planning

PLAAFP/IEP Development

# Graduating Students with Disabilities



# Graduating Emergent Bilingual Students



\*Includes Salutatorian at the Houston campus

# Post-Secondary Preparation

## Special Education

Texas College Bridge- **69**  
**credits awarded**

CTE -**12 students**  
passed  
assessments to  
earn certification

## Emergent Bilingual

Texas College Bridge – **30**  
**credits awarded**

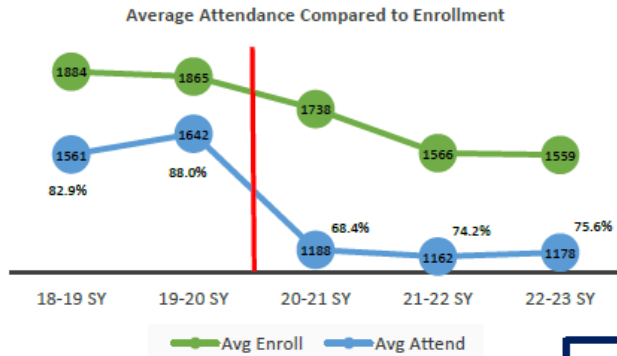
CTE – **79**  
**students** passed  
assessments to  
earn certification

# ENROLLMENT & ATTENDANCE

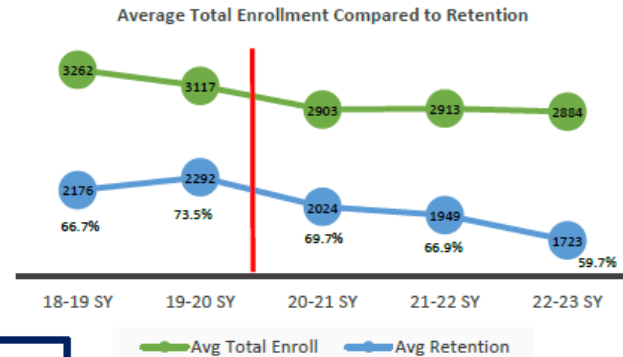
## Section 8

# Enrollment & Attendance

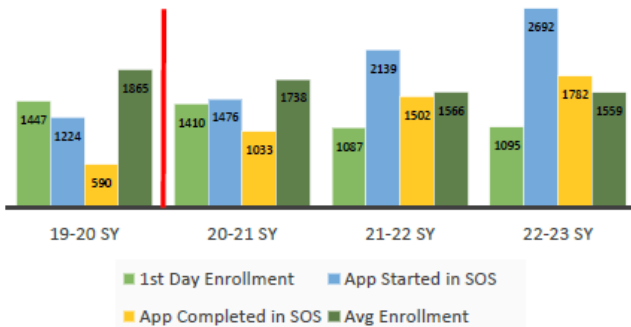
Average daily attendance continues to improve after the impacts of the COVID-19 pandemic.



Although daily attendance has improved since the pandemic, student retention continues to decline.

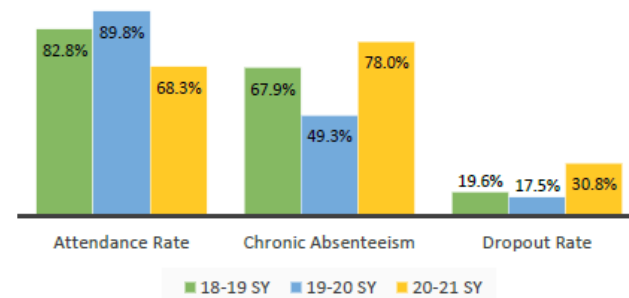


Student Interest in Enrolling with RMA



Although student interest in RMA continues to increase as evidenced by the enrollment applications started and completed in the SOS over the past several years, average enrollment has not met pre-pandemic levels.

Texas Academic Performance Report (TAPR) Indicators

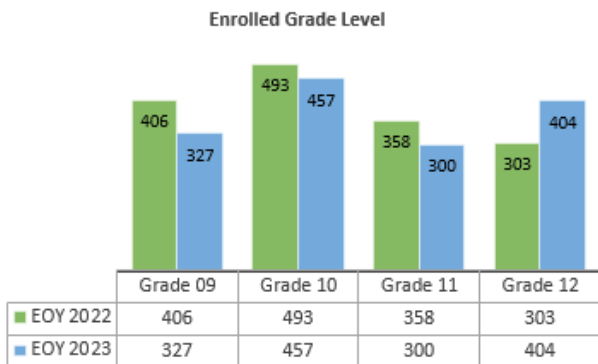


TAPR data compiled by TEA lags one year and shows RMA has been negatively impacted by the pandemic including lower attendance due to chronic absenteeism and an increased dropout rate.

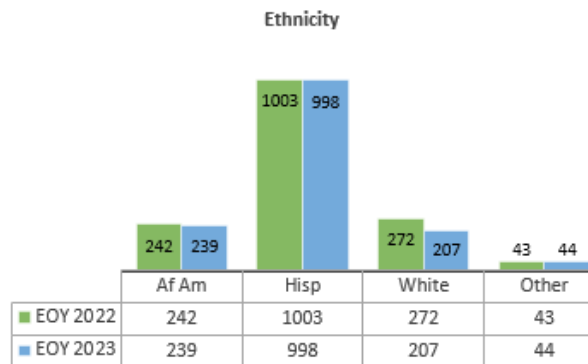


# Student Demographics

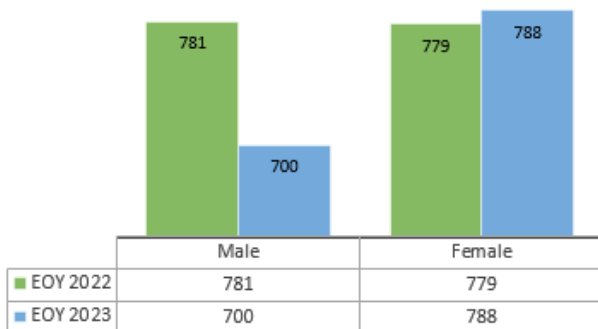
Although most grade levels experienced a decrease in enrollment, grade 12 students increased by 33%.



The rate of students from different ethnicity groups remains stable.

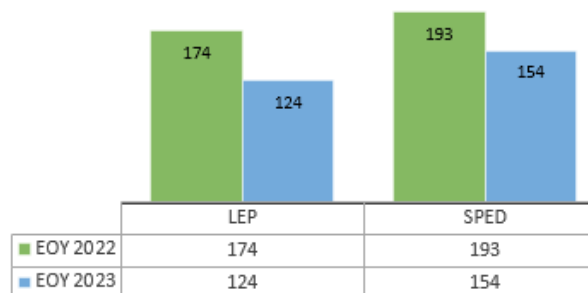


## Gender



RMA experienced a 10% decrease in the number of male students, offset by a 1% increase in female students

## Special Population



RMA experienced an average 25% decrease of students identified by a special population.

# STUDENT SERVICES

## Section 9

# Student Services...

## Child Nutrition Program

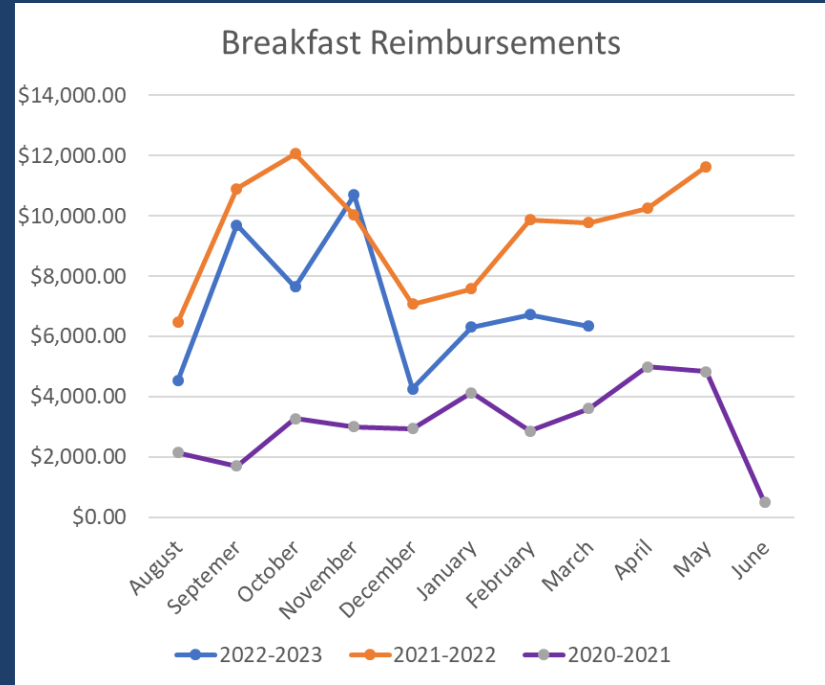
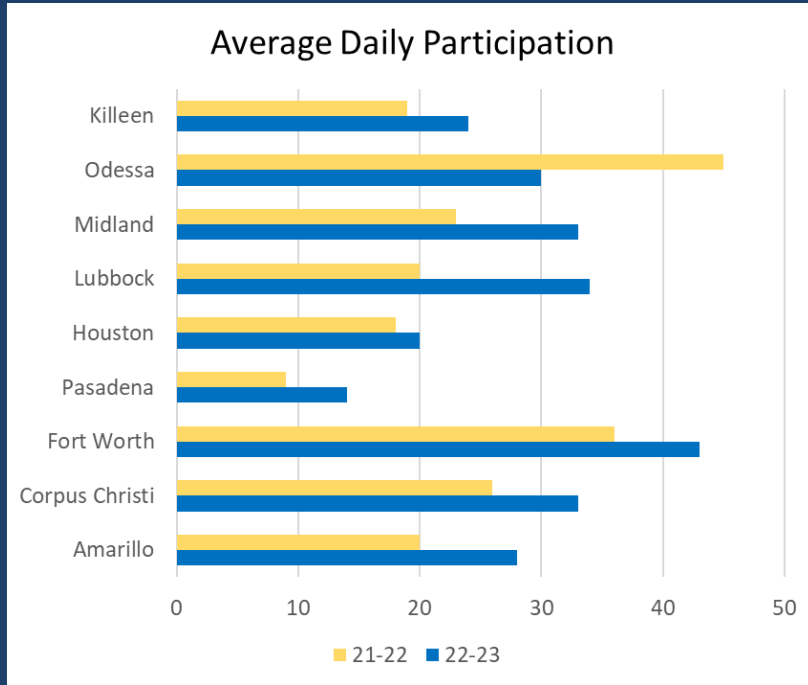
- RMA provides a FREE reimbursable breakfast to AM students thru the USDA School Breakfast Program and a snack to PM students.
- Breakfast consists of:
  - 2 oz of grain: cereal & grahams, yogurt & granola, concho, pb&j, etc.
  - 1 cup of fruit: fruit cup, sliced apples, 100% fruit juice
  - 8 oz of milk: Fat Free Chocolate or 1% White Milk
- 22-23 Reimbursement Rates:
  - Free - \$1.97
  - Reduced - \$1.67
  - Paid - \$0.33
- Received \$60,000 from the Child Nutrition Program Supply Chain Assistance Grant to assist with high food expenses due to COVID-19. Grant used to cover milk, cheese, yogurt, and fruit.
  - Utilized \$57,000
  - The grant helped tremendously with rising food costs, only used 70% of the CNP budget

## 2023-24

- Continue with the USDA School Breakfast Program in which RMA will be reimbursed per meal according to student eligibility determined by the Free & Reduced Meal Application
- Campuses will continue to offer a grab & go breakfast or breakfast in the classroom.

# Student Services...

## Child Nutrition Program



# Student Services...

## Child Nutrition Program

- The Texas Department of Agriculture completed an Administrative Review on RMA's child nutrition program.
- TDA evaluates compliance with the following program requirements in the Critical and General Areas of Review which include:
  - Meal Access & Reimbursement
  - Meal Pattern & Nutritional Quality
  - Resource Management
  - General Program Compliance
- RMA had 2 minor findings:
  - Local School Wellness Policy – must conduct a triannual assessment
    - RMA held a triannual assessment after the administrative review and now compliant with TDA requirement
  - Nonprofit School Food Service Account – cannot carry a negative balance from one school year to the next.
    - The food service fund incurred a loss due to an audit entry that was required to fix a salary accrual. Our auditors did not suggest an additional entry to transfer that amount from Fund 420 therefore creating a negative balance. Prior to the financial audit, RMA did transfer funds from 420 to 240 to cover the deficit, but due to the auditor recommendations, ended with a negative balance after the books were closed.
- Commendations from auditor:
  - Mrs. Wood has done and is doing an amazing job managing the Child Nutrition Program for Richard Milburn Academy
  - The documents necessary to complete the Administrative Review were organized and available as needed. The Child Nutrition staff did an excellent job serving the students and working together. All the staff was very helpful and pleasant to work with during my visit. Congratulations for doing a wonderful job for Richard Milburn Academy.

# Student Services...

## School Health Support Grant

- The primary purpose of the 2022-2023 COVID-19 School Health Grant is to support safe, in-person instruction in schools by establishing a screening testing program and by offering a grant opportunity to school systems for allowable support activities.
- Received \$71,123
- Purchased PPE, hygiene & sanitizing products, air purifiers, support on campus COVID-19 testing

## McKinney-Vento/Foster Care:

- 30 McKinney-Vento Students
- 7 Foster Care Students
- Assistance provided: bus passes, located shelter, clothing, partnered with Texas Workforce to provide assistance with jobs, utilities, childcare.
- Partner with T-Mobile and CPR3 to provide cell phones for 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. Cell phone program will continue for the 23-24 school year.

# Student Services...

## Student & Family Assistant Resources



# HUMAN RESOURCES

## Section 10



# RETENTION

The median number of years that wage and salary workers had been with their current employer was 4.1 years in January 2022, unchanged from the median in January 2020, the U.S. Bureau of Labor Statistics reported today. The study also found that these numbers apply to both men and women, and that older employees typically have longer tenure at a company than their younger counterparts.

## Average Years Staff Spend at RMA



The retention rate has remained the same since the 2018-19 SY

### LEGEND

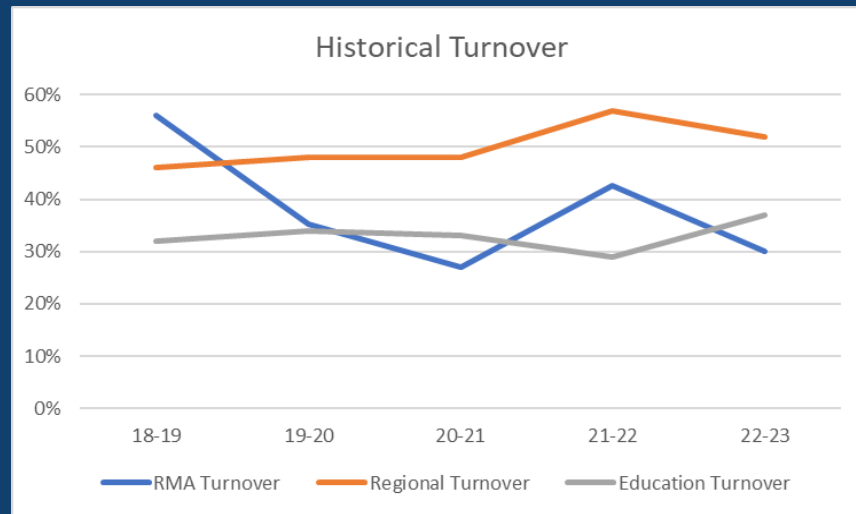
Amarillo-AMA : Corpus Christi-COR : Fort Worth-FOR : Houston-HOU : Killeen-KIL : Lubbock-LUB : Midland-MID : Odessa-ODE : Pasadena-PAS : Distance Learning-DIS : Central Office-CO : District-TOTAL

# TURNOVER RATE

The Bureau of Labor Statistics reported the overall turnover rate is 47%, but that number drops to 33% when considering only voluntary turnover. In the latest study, the turnover rate for educational services saw an increased rate of 29% to 37%. The district turnover rate continues to improve year after year and is currently below both the Bureau of Labor national and educational services average.

From the information provided, it is evident that there was a 12% increase in turnover from the 2020-21 SY to the 2021-22 SY. However, the positive news is that RMA was able to overcome this challenge in the 2022-23 SY. Additionally, this suggests that we have successfully addressed the issues that led to the increase in RMA's turnover and have regained stability.

Turnover Rate	AMA	COR	FOR	HOU	KIL	LUB	MID	ODE	PAS	DIS	CO	TOTAL
2019-2020	29%	35%	56%	29%	25%	53%	24%	14%	38%	11%	14%	30%
2020-2021	69%	29%	7%	21%	43%	31%	0%	24%	38%	38%	10%	28%
2021-2022	60%	31%	27%	20%	40%	47%	33%	60%	33%	43%	41%	40%
2022-2023	57%	25%	53%	20%	43%	29%	23%	53%	7%	14%	11%	30%



### LEGEND

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## FORMAL GRIEVANCE

The Human Resource Department handles complaints of all types to include, employee mediation, general complaints, employee grievances, etc. During the 2022-2023 school year, there were four general complaints, these complaints were investigated and close without further complaint. There were two employee grievances filed. The complainants were issued Level I statements; the complainants were satisfied as they did not pursue appeals.

Grievance	AMA	COR	FOR	HOU	KIL	LUB	MID	ODE	PAS	DIS	CO
Level I	1	0	1	0	0	0	1	0	0	0	0
Level II	0	0	0	0	0	0	0	0	0	0	0
Level III	0	0	0	0	0	0	0	0	0	0	0

## TEA HUMAN RESOURCE INVESTIGATION REQUESTS

	AMA	COR	FOR	HOU	KIL	LUB	MID	ODE	PAS	DIS	CO
TEA HR Request	0	0	0	0	0	0	1	0	1	0	0

- All requests were for previous employees that are no longer employed with RMA
- RMA had significant findings on 1 request, where RMA was the reporting entity

### LEGEND

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## VACANT POSITIONS

Currently there are 26 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 157 full-time staff, and 47 temporary staff.

Campus		Central Office	
Position	# of Vacancies	Position	# of Vacancies
Principal	0	Superintendent	0
Counselor	1	Executive Director	0
Student Community Liaison	1	Director	0
Registrar	3	Coordinator	0
Administrative Secretary	3	LSSP	0
Teacher - Core	10	Specialist	0
Teacher - SPED	1	Executive Admin	1
Instructional Aide	5	Registrar	1

### LEGEND

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# 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.

**AVERAGE  
YEARS OF EXPERIENCE**

**8**

**STAFF QUALIFIED TO  
TEACH IN TEXAS**

**100%**

**68%**

## 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

# ACCOMPLISHMENTS

Expanded the 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, a gold star lapel pin for 10 years of service, a 4" award for 15 years of service, 5" award for 20 years of service, and 6" award for 25 years of service.

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/or onboarded 115 full-time employees, and 138 temporary employees. Full-time employees refer to Associate Teachers, Teacher, Campus Support Positions, or Central Office staff. Temporary employees refer to our campus Substitutes.

With support from the Superintendent, we are in the process of introducing and implementing a 403(b) plan for all our staff members. The 403(b) plan is a retirement savings vehicle specifically designed for employees of educational institutions. By offering this plan, we aim to provide our staff with a convenient and tax-advantaged option to save for their future.

The Human Resource department successfully addressed and resolved all grievance complaints at a Level 1, ensuring that no complaints needed to be escalated to the Board of Directors. This achievement highlights our commitment to fostering a positive and fair work environment where issues are promptly and effectively resolved.

The Human Resource department has developed a comprehensive stipend program, up for approval, tailored to benefit all RMA employees. This initiative is designed to enhance employee satisfaction and support your professional growth.

HR has successfully facilitated the implementation of a raise for staff members in the upcoming 2023-24 school year at RMA. Thanks to the diligent efforts and strategic measures taken by all involved, we have been able to enhance the compensation package and ensure that our valued employees receive a well-deserved increase in their salaries.

## LEGEND

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# MARKETING & COMMUNICATIONS

## Section 11

## Centralized Marketing Campaign

- Rolled Out School Store Online
- Created Alumni Template and Social Media Account
- Annual Marketing Plan
- Survey Creation and Disbursement
- Community Council Creation and Involvement
- School Messenger Standardization – create expectation for parents
- TPCSA Representative assignment for each campus
- Campus Website Social Media training
- Capital Connections with State Reps
- District Initiatives to celebrate Students
- SCL Marketing Plan with Community Outreach
- Education Foundation Implementation
- Rolling out Teacher of the Month next school year
- Why RMA Campaign



RMA HOUSTON  
CREATES ALLIANCE  
WITH THE FOOD BANK



MARKETING



TPCSA TEXAS BLACK CAUCUS LEGISLATOR  
DINNER



RMA CORPUS RIBBON CUTTING



CENTRAL TEXAS COLLEGE SIGNING

# RMA PUBLIC SCHOOLS MARKETING INITIATIVES



## RMA LUBBOCK SUPPORTS SUICIDE PREVENTION

### Marketing Materials

- Shirt for Every RMA Student
- Digital Brochures for every campus
- Brochures for staff and student recruitment
- Promotional Material for online job Fair
- RMA Swag Bags
- School Messenger Standardization – create expectation for parents
- Campus Giveaways for referrals
- TPCSA Featured Student Videos for their Website
- Creation of Staff Videos for Website
- RMA Gift Baskets for visiting guests to campuses



## HOUSTON 2023

In the 2021-2022 school year, I decided to come to Richard Milburn Academy because I was referred by a previous student that was attending here. My vision was to excel in my learning since I was 14, and I wanted to achieve many higher goals later in life. Once my education was completed from my intermediate school and summertime began, my mom and I began searching for the best possible school to suit my learning style. My mom contacted RMA and spoke with the previous principal, who invited us to the campus for a tour and discussed offered programs, how my school year would go, and when's the earliest I would graduate. During that time, I was fighting severe depression, and I was debating if I even wanted to continue my education or if I wanted to focus on my mental health, so eventually, I pulled myself out of my misery and decided to give the school a chance.

Here at RMA, the classes are small, with only 8-10 people per classroom, if that. Which I loved since I wanted to be isolated and just focus on working rather than socializing. I finally gained access to their Edgenuity program and worked hard, putting all I had into completing my courses and achieving my credits, and that I did! The school year ended, and I finished the year with 16 credits. I was so thankful and proud of myself for putting in all the determination and hard work I'd done the previous year that finally paid off.

Starting the 2022-2023 school year, I only needed to remaining credits and one major exam to graduate. I am proud to be in the top 10 percent of my graduating class and represent all my peers and teachers who helped and encouraged me to reach my goal and paved the way for my lifelong journey. Life after high school will result in me getting accepted into the Medical Billing and Coding program at CHCP, where I will strive to begin my career in medical billing.

*Joliza Koen*



### PORTRAIT OF A GRADUATE FOR EACH CAMPUS



**CHOOSE THE DESIGN  
AND MAKE IT YOURS**

### LAUNCHED THE RMA SPIRIT STORE



# RMA Campus Advertising



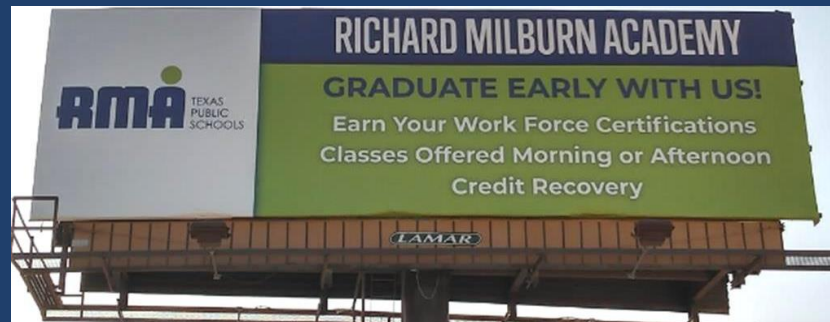
COMMERCIALS FOR FORT WORTH, HOUSTON,  
PASADENA, AMARILLO AND CORPUS CHRISTI



RMA APP TO BE  
LAUNCHED  
WITH ASCENDER

## RMA Advertising

- Website Promotion with Monthly focus
- Campus Outreach through website and social media - online training
- Practicum with CTE Course focusing on website and graphics in Pasadena
- Advertising with Google, Hulu
- Campus Challenges and District Dress Up Days
- Annual Social Media Content Calendar
- Created Instagram Account
- Created Postcards for summer mailer to increase enrollment
- Commercial in Amarillo, Corpus Christi, Fort Worth, Houston/Pasadena
- Billboards in every City



BILLBOARD FOR EACH CAMPUS

# RMA PUBLIC SCHOOLS SOCIAL MEDIA ACCOUNTS

**Facebook Followers up 23%**  
**Average Facebook Post Reaches**  
**1.3k followers**

**Twitter Followers are up 18%**  
**Instagram Views and Interactions**  
**up 48.4%**  
**(from last year)**

**29,767 Website Page Views**  
**From Individual Servers**



# RMA Public Schools 2022 - 2023

RMA Public Schools Central Office  
13003 Jones Maltsberger Road  
San Antonio, Texas 78247  
210.557.6181  
[info@rma-tx.org](mailto:info@rma-tx.org)



RMA