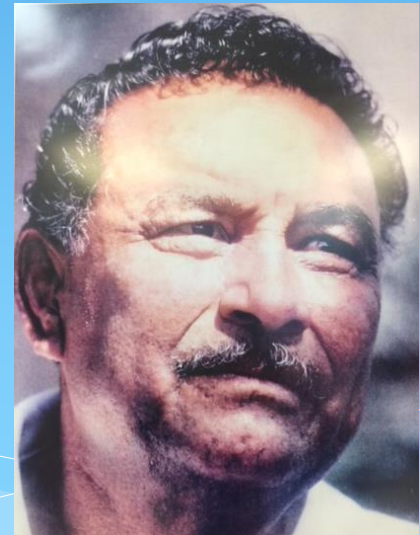




Reyes Maria Ruiz Leadership Academy

Espiritu CDC
South Phoenix
Central and Broadway



ESPIRITU CDC
Founded 1995

Mission

The mission of Reyes Maria Ruiz Leadership Academy is to prepare students to acquire foundational knowledge, seek truth, and become international servant leaders committed to changing the world.



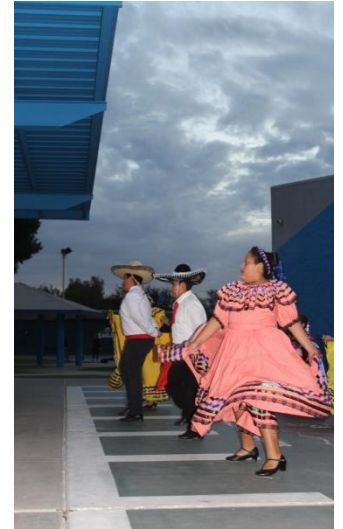
3 Circle
7 Virtues
DNA of a Servant Leader



Culture and Climate

Consistency

- * Create a culture of high expectations built on trust
 - * Teachers/Staff
 - * Building a trusting relationship
 - * Meaningful coaching with honest feedback
 - * Transparency
 - * Recognition
 - * Parents
 - * Relationships and expectations
 - * Student / Family retention



Physical – Intellectual – Spiritual

Irreplaceable

RMR must retain more *Irreplaceables* while simultaneously raising expectations for teachers and retaining fewer of those who consistently perform poorly.

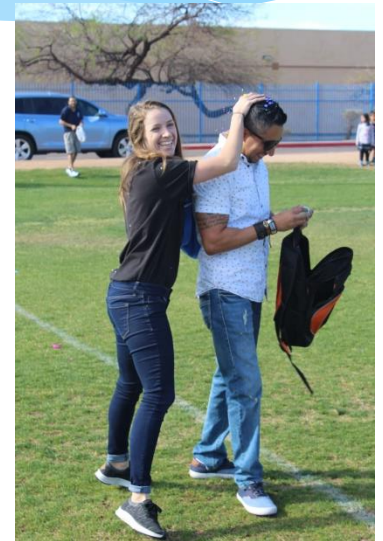
The New Teacher Project – case study

- * Core Teachers
 - * Teachers avg. 4.78 years at RMR
 - * Pay Irreplaceables what they are worth, and create pathways that extend their reach.
 - * Form other leaders – Empower teachers to lead (Servant Leaders)
 - * Path 1 for molding = Classroom Management
 - * Path 2 for molding = Instruction



Hiring the right fit!

- * Character is greater than Knowledge 60/40
- * Teachers superpower – strengths
 - * Intense focus in 2nd-6th on ELA, Info Text, Math
 - * Teacher's Passion (Grade and Subject)
 - * Depth not width
 - * Intense Focus
 - * ELA Literature / ELA Informational Text / Math
- * TFA – Has a clear understanding of our teacher profile
- * Honest about who we are, we are not perfect



Strategic Goals and Planning

- District Goals via state data
- Take purposeful advantage of state and federal funding
 - * Fall Tutoring
 - * Spring Tutoring
 - * Summer School
 - * Conducted internally opposed to an outside agency coming in.
- Grammar and Logic K-6th
- Realistic Goals that can be hit
 - * Growth
 - * 80% sounds good but not realistic



Purposeful Direction

- * Data Driven – accountability
 - * How to reflective / Self Diagnostic
 - * Data Presentations
 - * Data Wall (Accountable)
- * Biweekly Azmerit-ish test
 - * Constant reflection
- * CFUs
 - * Exit tickets aligned to AzMERIT



Student Lead Conferences



Replication

- * Preschool through 6th Grade
- * Impact greater % in South Phoenix
 - * Area of greatest need
 - * Students and Families
- * Martin Luther King Jr. (War on Poverty)
 - * Education reduces the poverty rate
- * RMR's Mother Teresa Rule
 - * "You never know who is going to be the next Mother Teresa."

