

DREAMS4RPS Top 10 Goals

Five years ago, we joined together as a community to draft our Dreams4RPS, an ambitious list of goals to help every RPS student pursue their dreams. The pandemic threw us off course, but we're proud of how we cared for each other during those difficult years and kept pushing forward towards our goals. Here's a snapshot of how we did – our successes and where we still need to improve.

GOAL 1: ACCREDITATION



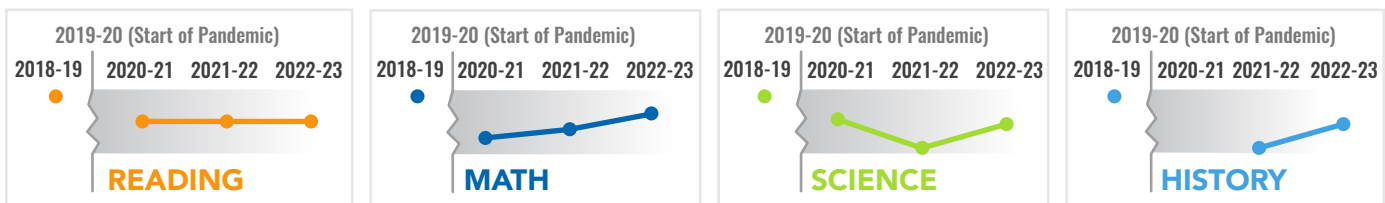
We have **20** accredited schools now, **four** more than we did in the 2018-19 school year, including our first high school – John Marshall HS – and our first middle school – Albert Hill MS!

GOAL 2: GRADUATION



Graduation rates increased just slightly – from **71%** to **72%** – in the last five years. Like school systems across the country, we struggled to keep high school students engaged during the pandemic. We have lots of work to do here, but need to highlight one very bright spot: our graduation rate for Black students increased by **8 points!**

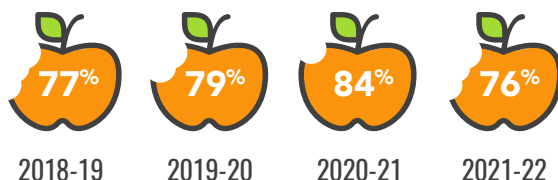
GOAL 3: ACADEMICS



The pandemic had a huge impact on our reading, math, science, and history scores. But we're bouncing back – in most cases, faster than the state.

GOAL 4: TEACHER RETENTION

Fall Retention Rates



The last few years were some of the hardest for teachers, but our educators rose to the occasion. We're proud we were able to increase average teacher pay by **\$12,000** over the last five years and can't wait to do even more to increase retention.

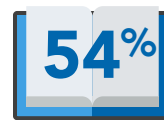
GOAL 5: EQUITY



218%

increase in middle school students enrolled in Algebra 1

Research shows that exposure to advanced coursework is critical to success in college and beyond. The number of RPS students – **particularly economically disadvantaged students** – taking these classes increased significantly over the last five years.



54%

increase in students enrolled in AP courses

GOAL 6: SATISFACTION

Teacher & Staff Satisfaction Rates

35% 2018-19 **47%** 2021-22

We want our schools to be joyful, and that starts with teacher satisfaction. We've made strides here, but we also know the pandemic took a toll. We're grateful to be heading in the right direction, and know we have more work to do.

GOAL 7: ENROLLMENT



21,706

enrolled students in SY 2022-23

Many districts across Virginia face lower enrollments today because of the pandemic. At RPS, we're down from about **23,000** to roughly **22,000**. We're working hard to bring students back and attract even more families to join us.

GOAL 8: ATTENDANCE



Attendance also became a national challenge after the pandemic. Five years ago our chronic absenteeism rate was **15%** and in the 2021-22 school year, it peaked at **28%**. The good news is that we were down to **25%** last year and are continuing to see improvements.

GOAL 9: RESTORATIVE JUSTICE

Suspension Days per 100 Students

135 2019-20 **135** 2022-23

Since 2018, we've been on a journey to #LeadWithLove and decrease the number of suspensions, particularly for students of color and students with disabilities. We're still trying to solve this. We know the trauma families felt during the pandemic continues to show up at school, which is why we created our first ever Wellness Office. Our goal: ensure every student feels they belong at school and has the mental health support they deserve.

GOAL 10: FUNDING



Because of your advocacy and the leadership of the School Board, Mayor, and City Council, we've seen an increase of **\$62 million** in local and state funding over the last five years – and this year we received **\$27.7 million** from the Virginia School Construction Assistance Program. But we need to keep the pressure on – particularly at the state level. As the Virginia General Assembly's research arm concluded, Virginia underfunds public education by over **\$3 billion** every year!