



# YES Prep Partnership Opportunity



YES PREP PUBLIC SCHOOLS



LEADING HOUSTON FORWARD

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# Our Mission



## Why We Exist

Across the nation, only half of all students from low-income communities graduate from high school and only 10% earn a college degree. Over the long term, these statistics damage our economy and prevent the next generation of leaders from emerging. In a country where a child's zip code often determines his or her life trajectory, YES Prep provides evidence that different outcomes are possible when students are given access to high-quality educational opportunities.

At YES Prep, we believe that every student, regardless of race or socioeconomic status, deserves the opportunity to receive a world-class education.



**1984**  
20% of jobs required  
a college degree



**2020**  
56% of jobs will require  
a college degree



**50%**

of students from low-income  
communities graduate from  
high school



**10%**

of students from low-income  
communities graduate from a  
four-year college or university

# Great People Make the Difference

At YES Prep we know that our success is a direct result of hiring great people. We have built innovative programs to ensure we are growing excellent teachers, as well as strong leaders, for our campuses and system.



## Teaching Excellence

For our newest teachers, the Teaching Excellence program provides rigorous training and individualized coaching to support teachers through their crucial first year.



## Teacher Continuum

Our teachers' salaries are not determined by years in the classroom, but by the quality of their instruction and planning. The Teacher Continuum allows teachers to earn a competitive salary on an accelerated timeline, without leaving the classroom.



## Leading Excellence

For those who aspire to high-level leadership, our Leading Excellence program exists to build a pipeline of future YES Prep leaders who will lead our organization forward at both the school and system level.



## Diversity Initiatives

At YES Prep, we embrace and protect diversity in an effort to advance equity and social justice. We hire diversity ambassadors who facilitate a professional learning series for all team members.



*"It is inspiring to work in a system where so many people are invested in my growth and development."*

- Laura Washington, Director of Academics, Fifth Ward



*"I value being able to lead and have an impact without having to leave the classroom."*

- Craig Brandenburg, Advanced Teacher, North Central

# College Counseling & Alumni Support

Robust and comprehensive college counseling is a central component of the YES Prep program. In fact, beginning in sixth grade, students and their families are exposed to colleges and universities across the country through annual trips, parent information sessions, and college counseling seminars. Our ratio of students to counselors is **40 : 1**, compared to the Texas average of **355 : 1**.



The College Initiatives Team exists to develop college-going identities and empower our students and families to fulfill the YES Prep mission and they do so by serving students through the following mindsets:



**Advising: We help students find the best fit.**

Every YES Prep student receives individualized counseling throughout the college selection and application process, including through the creation of personalized college affordability plans with parents.



**Alumni: We help students earn a degree by promoting full-time enrollment.**

In collaboration with campus leadership, our alumni support team works with students across the country to provide support and resources for their transition to and journey through college.



**Seminar: We help students develop their college-going identity by delivering high-quality instruction.**

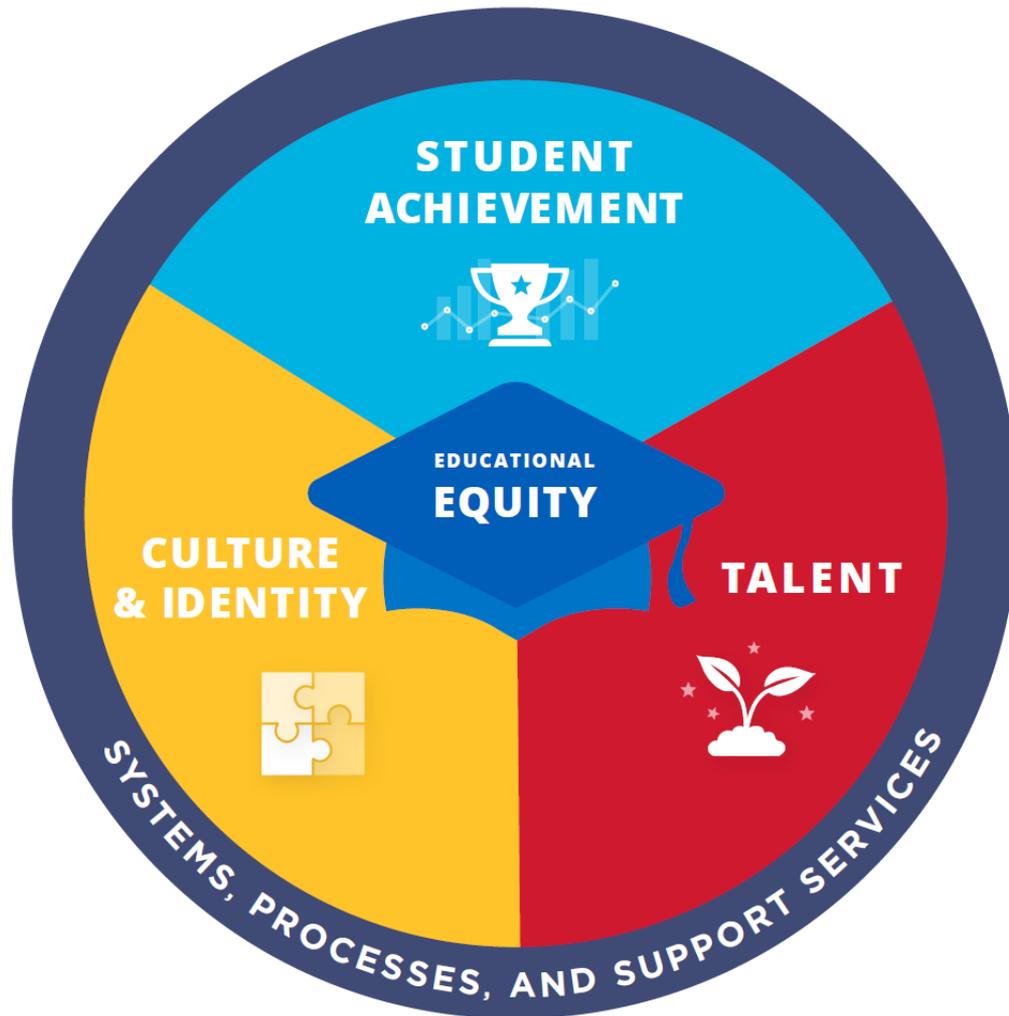
YES Prep students take a college counseling seminar each year of high school. These classes teach students both academic and non-cognitive skills essential to building their future college identity.



**Student Opportunities: We help students connect to communities and non-traditional learning opportunities.**

By the time a YES Prep student graduates from high school, he or she has visited more than 20 different college campuses across the country and will have engaged in at least one service, academic, or cultural enrichment opportunity outside of the classroom.

# Our Core Model



# Our Educational Model

YES Prep operates small, sixth- through twelfth-grade campuses that enable our teachers and school leaders to build transformative relationships with students who often enter our system one or more grade levels behind. From day one, YES Prep students are held to higher academic standards than their peers in most traditional independent school districts. With state standards as the floor – not the ceiling – our curriculum is designed to prepare students for rigorous Advanced Placement (AP) level coursework in high school and ensure they are college-ready. Additionally, YES Prep students are involved in a wide array of enrichment opportunities, such as annual college trips, which expose them to top colleges and universities throughout the country.

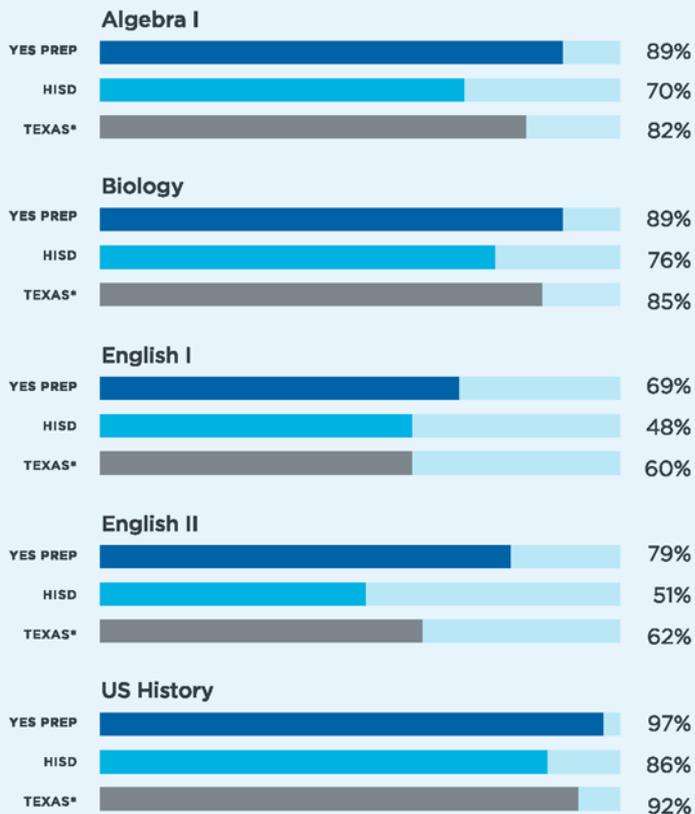


## OUR MODEL



# Our Results

## 2016-2017 High School STAAR Passing Rates



\* Indicates economically disadvantaged students in Texas

**3,701** students have graduated from YES Prep since 2001



**87%** of YES Prep alumni have matriculated to college within one year of high school graduation

YES PREP

NATIONAL AVERAGE



VERSUS



YES Prep alumni are earning college degrees at **four** times the rate of peers with similar economic backgrounds

## AP Results

% of graduates earning a 3 or higher on the AP exam



YES PREP



TEXAS



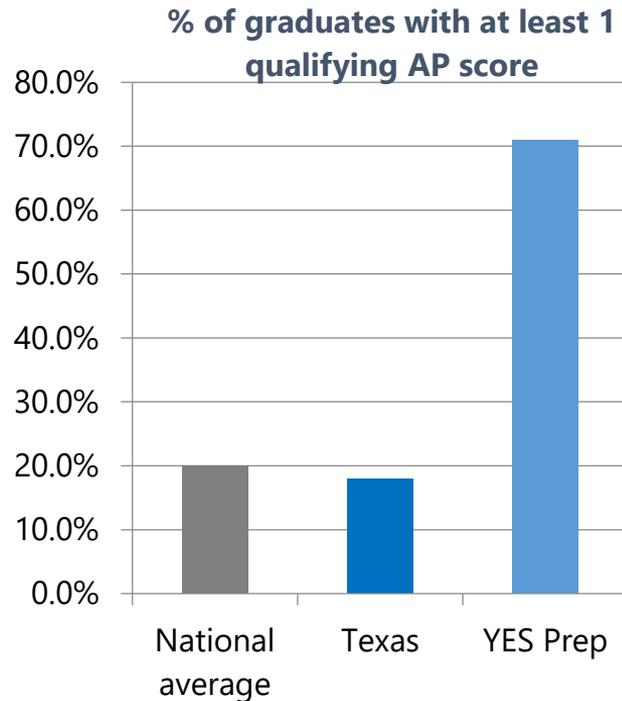
US

Source: College Board's 10th Annual Report, 2013

# We met our goals. We raised the bar.

“YES Prep’s students are **outperforming their higher income peers statewide** in most cases—something very few, if any, other large urban school systems nationwide to date have achieved.”

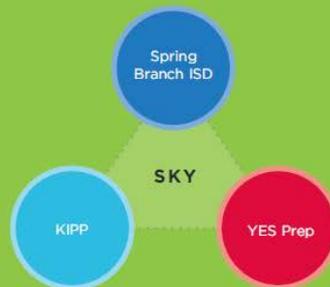
- The Eli & Edythe Broad Foundation



# Our Current Partners

# District Partnerships

Our mission is not limited to YES Prep students; it is about all of the students in the communities where we work. While we are proud of the impact we're having on the 10,000 students we serve, we know that we can have a broader impact on the education reform movement by partnering with traditional school districts that are committed to raising the bar.



## SKY (Spring Branch, KIPP, YES Prep)

In 2011 Spring Branch ISD, KIPP Houston, and YES Prep formed an innovative three-way partnership called SKY to provide additional excellent educational choices for students in the Spring Branch area. With the support of the Bill & Melinda Gates Foundation, the SKY Partnership is proving the idea that district-charter partnerships will enhance the performance of all students. The partnership allows the three districts to share best practices and services in order to offer all students the high-quality educational options they deserve.

## Aldine ISD

YES Prep launched a district partnership with Aldine ISD in 2013. The partnership unites two national Broad Prize-winning districts that are dedicated to sharing best practices and collaborating on a wide range of programs including but not limited to: college counseling, professional development, leadership development, operations and more. In addition to working under a shared-campus model at Aldine's Hoffman Middle School, Aldine ISD has implemented YES Prep's college counseling program.

# Current Partnership Mechanics

*District Level*



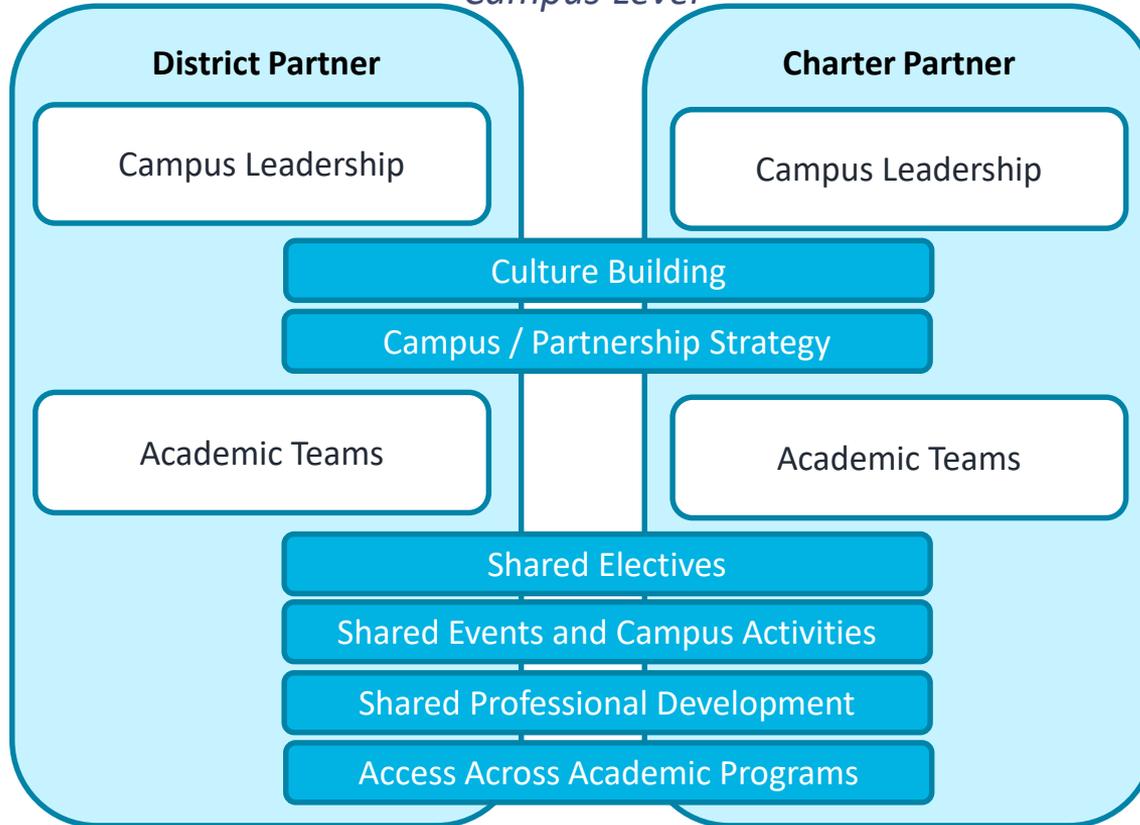
Sets the tone for cooperation and acts as the ultimate decision maker.

Works closely to identify key issues, communication concerns and establish deliverables related to their core area.

Represents the interests of partner organizations and works with campuses to ensure overall and partnership needs are met.

# Current Partnership Mechanics

*Campus Level*



# Partnership Results

# YES Prep Northbrook Middle School (SBISD)

## STAAR 2017 Results

Subject	Levels	YES NBMS	NBMS (without YES)	All NBMS
Reading 7	Total Students	142	151	293
	Passed #	79	70	149
	Passed %	56%	47%	51%
Math 7	Total Students	142	152	294
	Passed #	82	74	156
	Passed %	58%	49%	53%
Writing 7	Total Students	142	148	290
	Passed #	75	61	136
	Passed %	53%	41%	47%
Social Studies 8	Total Students	138	157	295
	Passed #	76	57	133
	Passed %	55%	36%	45%
Science 8	Total Students	139	157	296
	Passed #	91	75	166
	Passed %	65%	48%	56%

# YES Prep Northbrook High School (SBISD)

## STAAR 2017 Results

Subject	Levels	YES NBHS	NBHS (without YES)	All NBHS
Algebra I	# of Students	169	486	655
	# of Passers	129	297	426
	% Passed	76%	61%	65%
Biology	# of Students	239	510	749
	# of Passers	193	369	562
	% Passed	81%	72%	75%
English I	# of Students	256	779	1035
	# of Passers	144	249	393
	% Passed	56%	32%	38%
English II	# of Students	151	656	807
	# of Passers	96	235	331
	% Passed	64%	35.8%	41%

# YES Prep Hoffman Middle School (AISD)

## STAAR 2017 Results

Subject	Levels	YES HMS	HMS (without YES)	All HMS
Reading 7	Total Students	130	389	519
	Passed #	95	149	244
	Passed %	73%	38%	47%
Math 7	Total Students	130	358	488
	Passed #	83	127	210
	Passed %	64%	35%	43%
Writing 7	Total Students	130	393	523
	Passed #	92	128	220
	Passed %	71%	32%	42%
Social Studies 8	Total Students	122	298	420
	Passed #	77	112	189
	Passed %	63%	38%	45%
Science 8	Total Students	122	303	425
	Passed #	101	175	276
	Passed %	83%	58%	65%

# YES Prep Eisenhower High School (AISD)

## STAAR 2017 Results

Subject	Levels	YES EHS	EHS (without YES)	All EHS
Algebra I	# of Students	145	182	327
	# of Passers	141	55	196
	% Passed	97%	30%	60%
Biology	# of Students	145	112	257
	# of Passers	139	31	170
	% Passed	96%	27%	66%
English I	# of Students	145	334	479
	# of Passers	131	51	182
	% Passed	90%	15%	38%

# Eisenhower High School

- Improvement Required in 2016
- Met Standard in 2017 and earned two distinctions

## Distinction Designation



Academic Achievement in ELA/Reading

NO DISTINCTION EARNED

Academic Achievement in Mathematics

DISTINCTION EARNED

Academic Achievement in Science

NO DISTINCTION EARNED

Academic Achievement in Social Studies

NO DISTINCTION EARNED

Top 25 Percent Student Progress

DISTINCTION EARNED

Top 25 Percent Closing Performance Gaps

NO DISTINCTION EARNED

Postsecondary Readiness

NO DISTINCTION EARNED

# Eisenhower High School

Based on initial analysis, YES Prep performance in ninth grade pulled Eisenhower out of IR and earned them distinctions.

## Evidence for Index 1: Performance Increase

Index 1 Performance	Eisenhower Overall	YES Prep Students	Eisenhower excluding YP
Reading (English I & II)	49% (770/1576)	90% (131/145 (English I only))	47% (639/1431)
Math (Algebra I)	66% (276/416)	97% (140 / 144)	50% (136/272)
Science (Biology)	68% (207/306)	96% (139/145)	42% (68/161)
Overall			
	Eisenhower Overall	YES Prep Overall	Eisenhower excluding YP
Index 1 Score: 61	61%	94%	55%
2016: 55 (1265/2291)	(1760/2891)	(410/434)	(1350/2457)

# Eisenhower High School

Based on initial analysis, YES Prep performance in ninth grade pulled Eisenhower out of IR and earned them distinctions.

Evidence for Index 3: Closing Performance Gaps

<b>2017 data</b>	African-American - All	African-American YP only	African American- EH without YP
Reading	47%	100%	42%
Mathematics	75%	127%	49%
Science	77%	129%	33%
Social Studies	90%	-	90%
Total points	289%	356%	214%
Divide by # groups	36%	59%	27%
<b>Target = 30 points</b>			

# Our Growth Plan



By 2020, YES Prep will  
open 20 schools with  
capacity to serve 20,000  
students

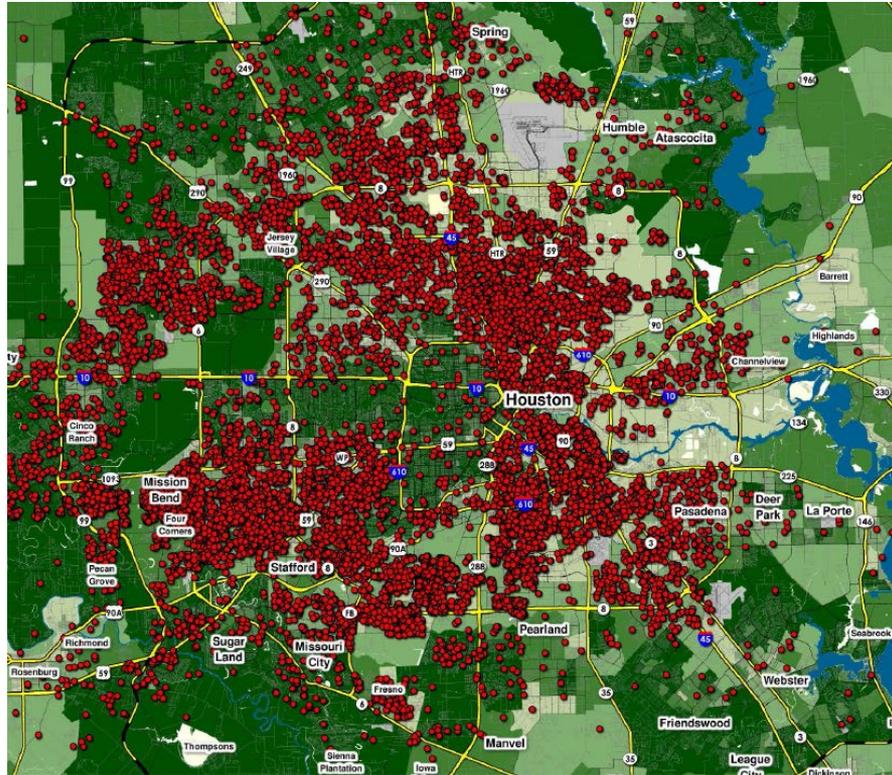
- **August 2017** - YES Prep Northline opens
- **August 2018** - YES Prep Northwest opens
- **August 2019** - a new YES Prep partnership school opens
- **August 2020** - School 20 opens

# Why Grow?



# Charter Demand in Houston

represented by waitlist numbers at YES Prep, KIPP Houston, and Harmony Public Schools



Data provided by Families Empowered



# Families are Waiting

YES Prep's waitlist is large. We must grow to meet demand.

**Historical Number of Students on YES Prep Waitlist By Grade**

	2013	2014	2015	2016	2017
6th	1,970	2,213	2,518	2,192	1,770
7th	1,066	937	1,180	1,268	1,063
8th	833	796	900	996	721
9th	712	1,060	1,384	1,116	1,279
10th	442	419	584	573	365
11th	240	249	321	403	286
12th	56	61	146	122	107
<b>All Grades</b>	<b>5,319</b>	<b>5,735</b>	<b>7,033</b>	<b>6,670</b>	<b>5,591</b>

# District Facts



# YES Prep Campus Growth

For each new campus, YES adds one grade at a time, starting with 6<sup>th</sup> grade

Campus Name	Established	School Type	FY18 Target Enrollment
Southeast	1998	Standard Campus	1005
North Central	2003	Standard Campus	970
Southwest	2004	Standard Campus	922
Gulfton	2006	Standard Campus	1085
East End	2007	Standard Campus	945
West	2010	Standard Campus	871
Brays Oaks	2010	Standard Campus	945
Northside	2012	Standard Campus	920
Fifth Ward	2012	Standard Campus	907
North Forest	2008	Standard Campus	900
White Oak	2014	Standard Campus	700
Southside	2016	Campus/Home Office	660
Northbrook Middle	2014	Partnership - MS	420
Northbrook High	2016	Partnership - HS	610
Hoffman	2014	Partnership - MS	416
Eisenhower	2017	Partnership - HS	290
Northline	2018	Standard Campus	150
Southside Phase II	2019	Standard Campus Phase II	-
School 18	2020	Standard Campus	-
School 19	2020	Partnership - MS	-
School 20	2021	Standard Campus	-

# YES Prep Enrollment

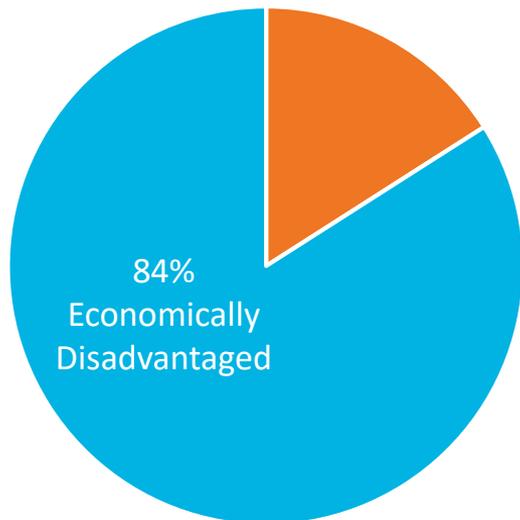
Historical Enrollment Growth: 2013 - 2018

By Grade Level						
	2013	2014	2015	2016	2017	2018
6 <sup>th</sup> Grade	1,502	1,930	1,972	2,274	2,264	2,248
7 <sup>th</sup> Grade	1,273	1,642	1,898	1,976	2,221	2,212
8 <sup>th</sup> Grade	928	1,337	1,589	1,891	1,846	2,089
<b>Total Middle School</b>	<b>3,703</b>	<b>4,909</b>	<b>5,459</b>	<b>6,141</b>	<b>6,331</b>	<b>6,549</b>
9 <sup>th</sup> Grade	893	1,028	1,317	1,622	1,986	1,983
10 <sup>th</sup> Grade	570	855	936	1,224	1,456	1,752
11 <sup>th</sup> Grade	463	530	730	858	1,078	1,346
12 <sup>th</sup> Grade	297	466	505	723	760	1,034
<b>Total High School</b>	<b>2,223</b>	<b>2,879</b>	<b>3,488</b>	<b>4,427</b>	<b>5,280</b>	<b>6,115</b>
<b>TOTAL ENROLLMENT</b>	<b>5,926</b>	<b>7,788</b>	<b>8,947</b>	<b>10,568</b>	<b>11,611</b>	<b>12,634</b>

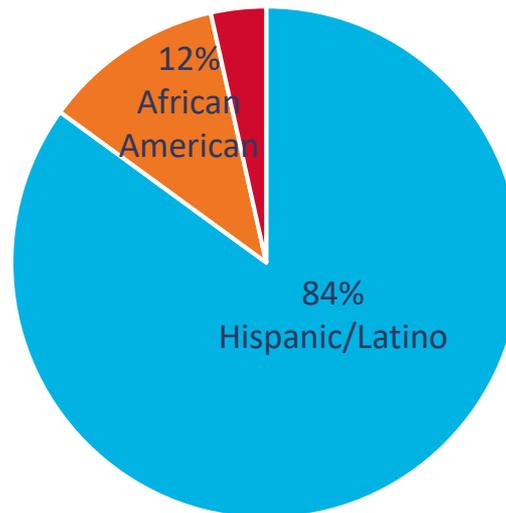
# Student Demographics

100% of YES Prep graduates are accepted to college. 90% are first generation college bound.

## Student Eligibility



## Student Population



# Texas Education Agency

## 2017 Accountability Highlights

### YES PREP PUBLIC SCHOOLS INC (101845)

#### Accountability Rating

Met Standard

#### Meets standards on

- Student Achievement
- Student Progress
- Closing Performance Gaps
- Postsecondary Readiness

#### Did Not Meet Standards on

- None

#### System Safeguards

Percentage of Indicators Met

#### Meets standards on

- Performance Rates: **76%**
- Participation Rates: **100%**
- Graduation Rates: **100%**
- Met Fed Limits on Alt Assessments: **100%**

**Total: 85%**



TEA Division of Performance Reporting, September 2017

# YES Prep Staff

## Historical and Expected Employee Count

	2015	2016	2017	2018	2019
Enrollment	8,947	10,568	11,611	12,634	13,504
Student/Teacher Ratio	16.2	17.6	16.4	17.3	17.1
Teachers	554	599	709	732	790
Other Campus Staff	273	358	333	400	436
Home Office Staff	162	164	177	185	192

## Historical Teacher Years of Experience

	2013	2014	2015	2016	2017
Beginning	23.40%	32.50%	28.50%	30.92%	29.89%
1-5 Years	59.50%	51.80%	57.00%	61.03%	59.94%
6-10 Years	10.80%	10.90%	9.80%	4.35%	7.15%
11-20 Years	5.10%	4.10%	3.80%	3.70%	3.02%
20+ Years	1.20%	0.60%	0.80%	0.00%	0.00%

# Our Search for a New Partner

Our vision is that **every child in Houston** will have **equitable** access to a **public school** that delivers an **excellent, college-ready education.**

*When we partner with likeminded districts, we become leaps and bounds closer to making this a reality.*

# We are looking for a partners who...

- Believe every child can achieve and are aligned with our mission.
- Are interested in trying new things.
- Would like to leverage the combined benefits of a charter school and traditional school district.
- Create aligned support from the District's board, superintendent, leadership and school based teams.
- Commit long term...partnerships take years to reach full potential.
- Don't buy into the district vs. charter vitriol.
- Commit space and resources to YES Prep for the partnership to be successful.

# Our Team

# Experienced Leadership

## YES Prep Board of Directors

All YES Prep Public Schools, Inc. entities operate under the same charter and governing Board of Directors. While directors are not elected officials, they are required to provide the same oversight as traditional school board members in Texas.

### **Mark Gregg, *Chairman***

President and CEO, KiwiEnergy

### **Mickey Barrett, *Vice Chair***

President and CEO, Whitespire Ventures

### **Joe Greenberg, *Chairman Emeritus***

President, Alta Resources

### **Tom Castro**

Founder and CEO, El Dorado Capital

### **Doug Erwin**

Chairman and Principal at RedHouse Associates

### **Daniel Gilbane**

Senior Business Development Manager, Gilbane Building

### **Barry Kelly**

Texas Commercial Executive – EVP, Cadence Bank

### **Doug Selman**

Retired VP, ExxonMobil Chemical Company

### **Rev. Leslie Smith**

CEO, Change Happens!

### **Ann Davis Vaughan**

Investment Research Analyst, Select Equity Group

### **Paula Permenter**

Managing Director, BB&T Capital Markets

# Experienced Leadership



## Chairman of the Board

### **Mark Gregg, Member of the YES Prep Board Since 2011**

*Mark Gregg is President and CEO of KiwiEnergy, Ltd., an independent E&P company based in Houston. Prior to founding KiwiEnergy in 2000, Mark began his career in 1981 with The Superior Oil Company, followed by Mobil Oil and Edge Petroleum, primarily in exploration roles, including several years in both Indonesia and Nigeria. Mr. Gregg has over 28 years of successful oil and gas exploration experience and is responsible for numerous significant discoveries along the Gulf Coast and in Nigeria. Mr. Gregg received his B.Sc., Geophysical Engineering (1980) from the Colorado School of Mines and MBA (1988) from the Bauer College of Business, University of Houston. Mr. Gregg is Chairman of the Board of Directors of YES Prep Public Schools, a former Director of the Society of Exploration Geophysicists Foundation, the past Chairman of the Houston Chapter of the Society of Independent Professional Earth Scientists and a member of SEG, AAPG and IPAA. Mark and his wife Debra are active supporters of YES Prep Public Schools, DePelchin Children's Center, Geoscientists Without Borders, a global humanitarian organization, and UH Bauer College of Business*

# Experienced Leadership



## Chief Executive Officer

**Mark DiBella**, *Member of the YES Prep Team Since 2001*

*Mark began his career in education as a 1999 corps member with Teach For America teaching 5th grade at Garcia Elementary in the Houston Independent School District (HISD). Inspired by founder Chris Barbic's vision, Mark joined YES Prep—at the time, a small charter school in southeast Houston. Four years later, Mark became the School Director of the first replication site—YES Prep North Central. Under Mark's leadership, YES Prep North Central earned the state's highest ranking of Exemplary every year, received the national EPIC award, and was named a National Blue Ribbon school. In 2010, Mark joined the YES Prep Head of Schools team to manage all YES Prep campuses. From 2011- 2013, he served as the Vice President of Operations and Growth before moving into the role of Superintendent for the next three years. During his time as Vice President and Superintendent, Mark executed YES Prep's growth strategy and surpassed their vision to serve 10,000 Houston children. For his unwavering commitment to educational equity and undeniable results, the Board of Directors named him Chief Executive Officer in April 2016. Mark is originally from Virginia and is a graduate of the College of William and Mary. He holds a Bachelor's degree in political science and an MBA from Rice University.*

# Experienced Leadership



## Chief Advancement Officer

**Ann Ziker, Member of the YES Prep Team Since 2012**

*Ann began her career in education as a high school social studies teacher and curriculum specialist in the Fort Bend Independent School District. Following three years of secondary teaching, Ann began graduate studies at Rice University, where she specialized in modern American history and taught courses at the undergraduate level. After earning her doctorate in 2008, Ann joined McKinsey & Company as a consultant. At McKinsey, Ann served private and social sector clients on a variety of strategic and organizational issues. While at McKinsey, Ann developed a passion for applying the best problem-solving skills from the private sector to our most significant social challenges. In 2010, Ann returned to the education sector to serve as the founding Managing Director for Education Pioneers – Houston, where she led the successful launch of the Houston region. In 2012, Ann joined YES Prep as Vice President for Advancement. In this role, Ann led YES's effort to build a robust network of community champions and investors. Ann presently serves as the organization's Vice President of Advancement and Strategy. Ann holds a B.A. and a doctorate in History from Rice University.*

# Experienced Leadership



## Chief Financial Officer

**Millicent Chancellor, Member of the YES Prep Team Since 2016**

*Millicent provides system-wide oversight of financial operations. She began her career in public accounting with PricewaterhouseCoopers where she worked for 12 years, including a technical tour of duty in the firm's national office in New York.*

*Subsequently, she held the positions of Director of Finance and Accounting at Brown & Root, Vice President of Finance and Administration and CFO at Landmark Graphics Corporation and Director of Investor Relations and Vice President of Finance Operations at Halliburton. Millicent is a member of both the American Institute of Certified Public Accountants and the Texas Society of Certified Public Accountants (TSCPA), as well as the National Association of Black Accountants. She holds a Bachelor's degree in Accounting from Florida A&M University and a Master's in Business Administration from Duke University.*

# Experienced Leadership



## Chief Operating Officer

**Recy Benjamin Dunn**, *Member of the YES Prep Team Since 2014*

*Recy is the Vice President of Operations & Growth for YES Prep Public Schools. In this role, he leads system-wide operations, district partnerships and growth strategy. Recy formerly served as the Senior Executive Director for Cities at New Leaders, a national nonprofit that develops transformational school leaders. He managed and supported all city executive directors across 8 program sites nationally. Recy filled numerous roles at school districts, including the New York City Department of Education where he was the Executive Director of the Charter Schools Office, leading a team responsible for coordinating a portfolio of 136 charter schools. Recy also served as Executive Director of Early Childhood at the NYCDOE, managing early childhood initiatives citywide with a focus on Universal Prekindergarten. Previously, he worked at Prince George's County Public Schools in Maryland and before that completed The Broad Residency in Urban Education while at the District of Columbia Public Schools. Prior to his education experience, Recy worked in the public and private sector in several organizations. Recy has an MBA and an MA in Education from Stanford, and undergraduate degrees from the University of Texas at Austin. Additionally, he completed his School District Leadership certification program at Bank Street College of Education.*

# Experienced Leadership



## Chief Program Officer

**Nella Garcia Urban**, *Member of the YES Prep Team Since 2004*

*Nella is the Vice President of Talent for YES Prep Public Schools. She joined YES Prep in August of 2004 as a founding teacher at the YES Prep North Central campus where she taught various subjects in the humanities for two years. She then became a founding teacher at YES Prep East End in 2006 and a founding Assistant School Director at YES Prep Lee, now YES Prep Gulfton, in 2007. Nella transitioned out of school leadership into the Director of Teacher Development role where she led the Teaching Excellence Program for four years. The program focuses on preparing new teachers for effective practice in their first year of teaching. Today, the program serves over 300 teachers in Houston and has a site in Dallas, serving Uplift Education schools. After leading the Teaching Excellence Program, Nella began to explore alignment within talent initiatives and programs at YES Prep. Now, as Chief Program Officer, Nella leads our programmatic efforts in teaching and learning. Nella graduated from Rice University in 2003 with degrees in English, Spanish and Political Science. She received a master's degree from Sam Houston State University in Education Leadership. In 2013, Nella was named a Pahara NextGen Fellow with the Aspen Institute, a program geared towards leaders in education reform with a diverse perspective.*

# Experienced Leadership



## Chief Schools Officer

### **Philip Wright**, *Member of the YES Prep Team Since 2004*

*Phil started at YES Prep in 2004 as a Middle School Language Arts teacher at the Southeast campus. After two years teaching at YES Prep he moved into campus leadership as the Principal of the North Central campus. In this position he managed student culture and served on the campus leadership team. In 2009, Phil returned to the Southeast campus to serve as School Director. He directed a turnaround initiative at the first and largest YES Prep campus, which resulted in notably improved teacher satisfaction and the campus's highest scores in standardized tests and AP exams. In 2012, he became Associate Head of Schools for YES Prep, during which he provided leadership coaching for school directors while leading the Southeast campus. He was also appointed to the Human Capital Board Committee to analyze talent data and initiatives with YES Prep Board members. Phil became Head of Schools in 2013, managing school directors at six YES Prep campuses, including all four partnership schools with SBISD and AISD, along with the Student Support department in the Home Office. In 2017, Phil became the Chief Schools Officer, overseeing the Heads of Schools team and all sixteen YES Prep campuses. He also leads the School Leadership Team in the Home Office, which leads Talent Development, School Leadership Strategy, and Student Support for YES Prep. Phil also oversees the development of the Hurwitz School partnership between YES Prep/KIPP, which will focus on providing alternative programming for select students. Phil holds a Bachelor of Science degree in Human Resource Management and a Minor in Finance from Miami University, Ohio. He also holds a Master of Education in Administration from Sam Houston State University, Huntsville.*

# Experienced Leadership



## Chief Information Officer

**Richard Charlesworth**, *Member of the YES Prep Team Since 2015*

*Richard spent his early tech career at Compaq Computer Corp and then at several energy sector and consulting firms. In 2008, founder Chris Barbic recruited Richard to serve as YES Prep's first technology leader. It was in this role that Richard was first exposed to the education reform mission, completely altering the course of his career and igniting Richard's passion for creating opportunities for students, parents, and teachers. Richard later served as the Assistant Commissioner and Chief Information Officer of the Tennessee Department of Education, directly impacting teacher effectiveness and student achievement for Tennessee's one million students and 80,000 educators. He returned to YES Prep in 2015 as the VP of Analytics and Technology, eager to impact students from Houston's underserved communities. Richard is a proud US Coast Guard veteran and recipient of numerous medals, including the Humanitarian Service and Lifesaving Medals. In addition to numerous industry certifications, Richard holds both a BA in Management Information Systems and a Masters of Business Administration.*

For Partnership Search Questions,  
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