



**MISSION**

YES Prep Public Schools will **increase** the number of **students** from underserved communities who **graduate** from college prepared to **lead**.

**BUILD**  
consistently excellent schools that prepare all students to graduate from college



**MISSION OUTCOMES**



**SERVE**  
Houston's underserved communities at scale

**VISION**

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

**GOAL**

By **2020**, we will **quadruple** the number of YES Prep **college-ready graduates**.



**STRATEGIC PRIORITIES**



**PRIORITY 1**

*Deeply engage the parents and communities we serve*



**PRIORITY 2**

*Recruit, develop, sustain, and retain extraordinary talent*



**PRIORITY 3**

*Build a diverse organization that values inclusivity and transparency*



**PRIORITY 4**

*Innovate and implement clear, manageable, and high-leverage academic systems*



**PRIORITY 5**

*Harness technology and operating systems that promote efficiency and accountability*



**PRIORITY 6**

*Be financially strategic and sustainable on public funding*

**2017-2018 STRATEGIC INITIATIVES**

**INITIATIVE 1**

*Use the Scorecard to create broad organizational accountability to school and system performance.*

**INITIATIVE 2**

*Significantly reduce the performance gaps of our schools through a) strategic allocation of resources and b) a targeted focus on "4x by 2020."*

**INITIATIVE 3**

*Complete Phase 3 growth plan by 1) preparing to open school 18 by August 2018, 2) seeding a partnership school to open school 19 by August 2019, and 3) creating a timeline and action plan to open an elementary school.*

**INITIATIVE 4**

*Address the needs of our students and families through the development and implementation of a three-year community engagement plan that includes strategic partnerships with community organizations.*

**INITIATIVE 5**

*Analyze the Teacher Continuum and make critical changes including a) embedding accountability to cultural competency and student achievement, b) ensuring the structure supports Commit to 5, and c) evaluating structure for long-term sustainability.*

**INITIATIVE 6**

*Develop and implement a culturally competent professional development program for campus and system leaders and embed accountability to cultural competency in performance evaluation.*

**INITIATIVE 7**

*Create college-ready/graduate profile and begin implementation of three-year unified plan for curricular improvements that include a) instructional technology plan, b) restructuring college seminar, and c) inclusion of culturally relevant curricular content.*

**INITIATIVE 8**

*Minimize organizational risk and maximize resources for diverse student populations through data governance, integrity, and quality.*

**INITIATIVE 9**

*Increase organizational effectiveness and efficiency by implementing a codified decision making framework with a focus on Academics, Operations, and Talent.*

**INITIATIVE 10**

*Overhaul the budget process with specific focus on a) developing a campus staffing model to improve efficiency and minimize cost without sacrificing student results and b) allocating funds equitably according to student and campus need.*



CORE VALUES



TIMELINE

CORE VALUES ALWAYS

MISSION ALWAYS

VISION 10-15 YEARS, 2015-2030

GOAL 5 YEARS, 2015-2020

STRATEGIC PRIORITIES 3 YEARS, 2015-2018

INITIATIVES 1 YEAR, 2017 - 2018

