

Commit to **Houston**

2015 ANNUAL REPORT

RECOGNITION

Top 100 High Schools in the Nation

U.S. NEWS AND WORLD REPORT (2007-PRESENT)

Gold Ribbon District

CHILDREN AT RISK (2014)

America's Most Challenging High Schools

THE WASHINGTON POST (2013-PRESENT)

Best Places to Work

HOUSTON BUSINESS JOURNAL (2010-2013, 2015)

Winner of the Broad Prize for Public
Charter Schools

THE ELI AND EDYTHE BROAD FOUNDATION (2012)

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Dear Friends & Supporters,

Eight years ago, we set an audacious goal: to grow to serve 10,000 students. **This year, thanks to your support, we have achieved this milestone.**

With this accomplishment has come the charge to aim even higher. We set a new vision to give every child in Houston equitable access to a public school that delivers a college-ready education, and a new goal to quadruple the number of YES Prep college-ready graduates by 2020. This new vision and goal reflect YES Prep's commitment to Houston, a commitment that we honor in the 2015 Annual Report.

As part of its renewed commitment to Houston, YES Prep opened two new schools in 2015. YES Prep Southside, YES Prep's largest school to date, opened its doors to over 300 sixth graders from Houston's Sunnyside neighborhood and surrounding communities. YES Prep Northbrook High School welcomed its first class of ninth graders. The new school is the latest development in the SKY partnership, a partnership of Spring Branch Independent School District, KIPP Houston, and YES Prep Public Schools.

YES Prep commits to serving not only more students across Houston, but their families as well. This year, YES Prep partnered with ACE (Afterschool Centers on Education) to provide more extracurricular activities for students. Additionally, ACE offered workshops for parents on financial planning, health, and more.



YES Prep was again named among Houston's best places to work by the Houston Business Journal. The honor is evidence of our continued commitment to recruiting, developing, sustaining, and retaining excellent people. YES Prep's Commit to Five Campaign, which encourages every single teammate to stay at least five years at YES Prep, is an integral part of this commitment. Having the best teacher possible in every single classroom is at the heart of our students' success.

This is a defining moment for YES Prep and for our city, and we thank you for sharing our commitment to improving educational options in all of our communities. Your generosity and support make this possible and we are deeply grateful. Beyond the pages of this report, we invite you to visit yesprep.org to learn more about how you can continue to help us redefine possible for more students.

Sincerely,



Mark Gregg

CHAIRMAN | YES Prep Board of Directors

New CEO Commits to YES Prep



This spring, the YES Prep Board of Directors unanimously voted to name Mark DiBella as Chief Executive Officer. DiBella has served at YES Prep since 2001 in numerous capacities and has spearheaded much of YES Prep’s growth and success. He is the third leader in the organization’s history, succeeding Jason Bernal and founder Chris Barbic. DiBella’s selection was the culmination of an extensive nationwide search. The Board of Directors, along with representatives of YES Prep’s senior leadership team, School Directors, teachers, and central office leaders interviewed the final candidates. DiBella, who calls education his life’s work, will usher in the next chapter in YES Prep’s history. He is committed to achieving YES Prep’s new vision that all students in Houston will have equitable access to a public school that delivers an excellent, college-ready education and goal to quadruple the number of YES Prep college-ready graduates by 2020.

“I have seen first-hand how YES Prep can change this city’s future by proving what all children can accomplish. I have formed many meaningful relationships with colleagues, students, and families who strive towards our vision every day.”

Mark DiBella, CEO

Mark’s Story

- 1999 → Joins Teach for America and teaches 5th grade at Garcia Elementary in HISD
- 2001 → **Recruited by Chris Barbic to teach middle school math at YES Prep Southeast**
- 2003 → Founds YES Prep North Central, YES Prep’s second campus
- 2010 → Graduates from Rice University’s Masters of Business Administration program and Rice Education Entrepreneurship Program (REEP)
- 2010 → Manages YES Prep School Directors as a Head of Schools
- 2011 → Executes all core operational functions as YES Prep’s Vice President of Operations
- 2014 → Becomes Superintendent of YES Prep Public Schools
- 2016 → **Named CEO by YES Prep’s Board of Directors**

“Mark is passionate about educating all students and has demonstrated his passion throughout his fifteen-year career and, most recently, through his implementation of YES Prep’s new vision and goal. We’re excited to see how his leadership will extend YES Prep’s impact.”

Mark Gregg, CHAIRMAN, YES Prep Board of Directors

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

15

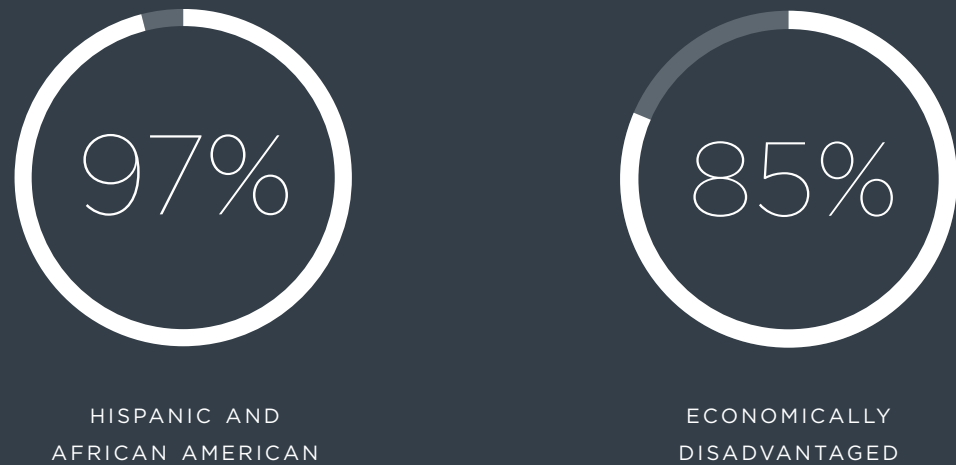
SCHOOLS

10,000

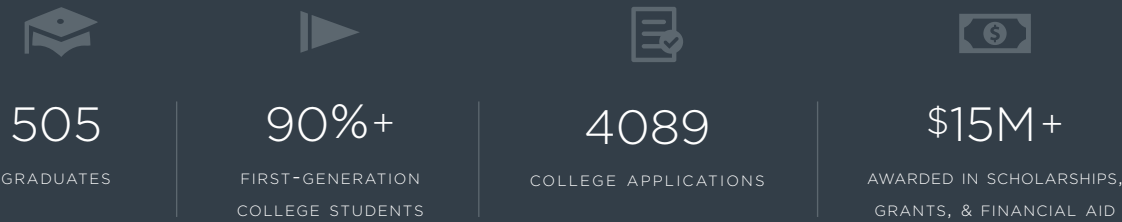
STUDENTS

1,100

EMPLOYEES



CLASS OF 2015





Commit to Houston

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

10,000 Students Strong

In 1998, YES Prep Public Schools received a state charter and began serving 300 students in a parking lot filled with modular buildings. This year, YES Prep enrolled its 10,000th student, Ken’Essa Douglas, a 6th-grade student at our newest campus, YES Prep Southside. Kenneth Douglas, Ken’Essa’s father, enrolled his daughter at YES Prep because he knows that a college preparatory education will afford his daughter the chance to attend college and graduate prepared to lead.

“ My expectations are for YES Prep to push my child as hard as they can, so that she can be something...When Ken’Essa graduates from college, she’ll lead by example.”

Kenneth Douglas, FATHER OF YES PREP’S 10,000TH STUDENT



1998

ORIGINAL CLASS OF YES PREP STUDENTS



2015

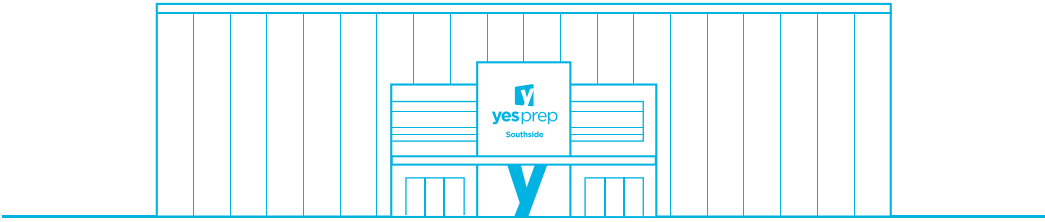
YES PREP STUDENT BODY FILLING THE TOYOTA CENTER

YES Prep opens YES Prep Southside

In 2014, YES Prep committed to a new community and built its largest school to date, YES Prep Southside. Serving students from the Third Ward, Sunnyside, OST/South Union, South Park, and surrounding neighborhoods, YES Prep Southside opened its doors in August 2015 to over 300 6th graders.

YES Prep purchased the former Levitz furniture store's 162,000 square-foot showroom and warehouse as the site for YES Prep Southside, as well as for central office, meeting, and training spaces.

In the first phase of construction, Linbeck Group built 35 classrooms, as well as science labs, music and art rooms, a library, cafeteria with seating for 600 students, and a gymnasium.



“Transforming the long-vacant Levitz site into a modern educational facility that re-energizes the community and provides a welcoming learning environment is cause for celebration.”

David Stueckler, PRESIDENT OF LINBECK GROUP

Construction costs for the first phase of the project totaled \$7 million or \$84 per square foot. While this amount excludes soft costs, building exterior, or parking lot, it is significantly less than comparable projects in traditional school districts.

Every YES Prep campus grows one grade level at a time in order to maintain our commitment to the success of every student. When fully built and grown, YES Prep Southside will have the capacity to serve 1,800 students.



YES Prep Plans for the Future

SPINDLETOP CENTER FOR TEACHING EXCELLENCE

Spindletop pledged an unprecedented \$1,000,000 to YES Prep’s Redefine Possible campaign. The gift will support the Spindletop Center for Teaching Excellence at YES Prep Southside— a dedicated space for YES Prep’s first-year teacher development and certification program. The Teaching Excellence program was developed by YES Prep in 2004 and is now a hallmark of the YES Prep program.

ABOUT TEACHING EXCELLENCE



Over the course of a school year, Teaching Excellence teachers complete 310 hours of intensive online, video, and in-person training.



Teachers are paired with an instructional coach who guides them through program components, monitors their progress, and ensures that they complete the program.



Teaching Excellence also serves new teachers from KIPP Houston and Spring Branch ISD, expanding our impact beyond YES Prep.

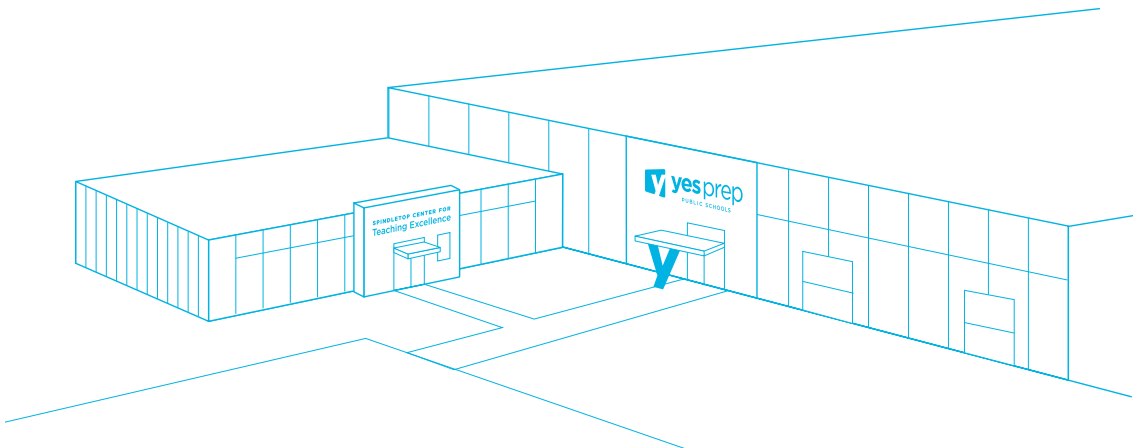
YES PREP PUBLIC SCHOOLS SYSTEM OFFICES

In the future, YES Prep will move its home office to the YES Prep Public Schools System Offices at YES Prep Southside. The space will accommodate YES Prep’s growth and will feature an open-concept design to foster more community and collaboration. The space will include several phone booths, collaborative spaces, and meeting rooms.



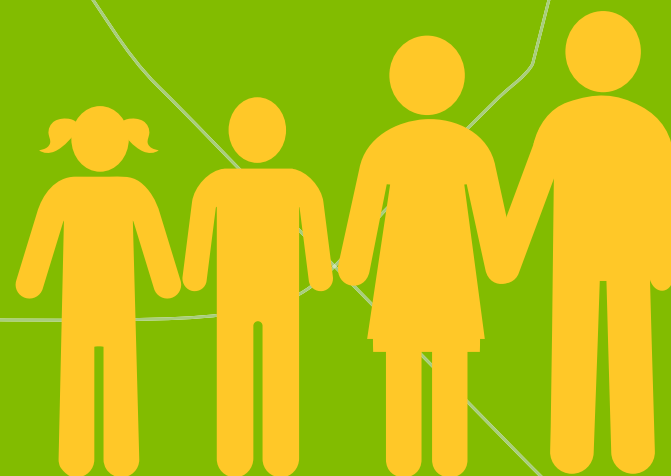
“The Spindletop Center for Teaching Excellence provides teachers with the training environment they need to do our nation’s most important work: educating our future.”

Carlos Villagrana, MANAGING DIRECTOR OF TEACHING EXCELLENCE



“Having our system offices in the same building as a school affords us the opportunity to see our work in action on a daily basis.”

Recy Benjamin Dunn, VICE PRESIDENT OF OPERATIONS AND GROWTH



Commit to Families

We are committed to serving the student's whole family, so that our impact extends beyond the school's walls.

YES Prep Aces Extra-Curricular Involvement

YES Prep commits to students and their families—even after the school day has ended. One way we demonstrate this commitment is through ACE (Afterschool Centers on Education), a grant-funded program intended to serve low-income, at-risk students by providing a rigorous out-of-school learning program. At YES Prep, the grant has provided students opportunities to practice karate, hip-hop, step, cooking, chess, slam poetry, theater, soccer, baseball, and much more. Through ACE, we also offer opportunities for parents and guardians, including financial literacy sessions, Zumba, nutrition workshops, and ESL classes.

THE ACE PROGRAM CONSISTS OF FIVE COMPONENTS:



“ACE is a great way to get the kids and parents involved. Not only do those programs provide entertainment for students, they also provide skills that will help them interact with others and engage in leadership roles in the future.”

Carolina Acosta, PARENT

Strong Families, Strong Students

YES Prep teachers and leaders are committed to fostering parent and family engagement on campus.



“We bring families together to make them stronger for the success of their student.”



James Mosley
DEAN OF STUDENTS
YES Prep Northside

James has helped to plan events such as the Family Summit, an event intended to build parents' college awareness, promote health, and teach parents about financial aid and scholarships. Outside vendors at the event provided much-needed services such as flu shots. James also created Dads and Donuts—a breakfast for fathers, uncles, step-fathers, and grandfathers—to facilitate meaningful conversations between participants and their children.

“Parents want to be part of the work we’re doing. They want to partner with us. It’s our job to break down any obstacles or barriers at the beginning, so that they can feel connected to the school.”



Edith Rahimian
DEAN OF INSTRUCTION
YES Prep Fifth Ward

Edith works to engage families before they even begin their journey at YES. She created 6th Grade Signing Day, an event for newly accepted students meant to parallel Senior Signing Day. On this day, students and families sign a commitment to graduate from YES Prep. Through critical touchpoints, such as this 6th Grade Signing Day, families develop a relationship with the campus, teachers, and each other, promoting student persistence to graduation.



Commit to Excellence

We are committed to creating an environment that is engaging and supportive for our team and that fosters academic excellence across all of our campuses.

Commit to Five, Commit to Talent

At YES Prep we strive to create an environment that is attractive to future teachers, engaging for extraordinary people, and the best place to work in Houston to serve all students. This year, YES Prep launched its groundbreaking Commit to Five campaign to encourage every single employee to stay at least five years at YES Prep—longer than the average tenure for any job in the U.S.

SOURCE: BUREAU OF LABOR STATISTICS, 2014

THE STRATEGY HAS FOUR COMPONENTS:

- RECOGNITION

YES Prep recognizes advanced teachers and those who have stayed 5+ years through internal communication channels and celebrations.
- COMPENSATION

YES Prep increased teacher salaries across each band of our Teacher Continuum.
- FLEXIBILITY

YES Prep revised the early-release Wednesday schedule to offer experienced teachers greater flexibility to plan, engage with colleagues, or address personal priorities.
- OPPORTUNITY

YES Prep teachers are able to pursue individualized professional learning.



“We fundamentally believe that teachers have the greatest impact on a student’s achievement. Commit to Five is about our teachers committing to us and also about the system committing to be a place where everyone sees a compelling future.”

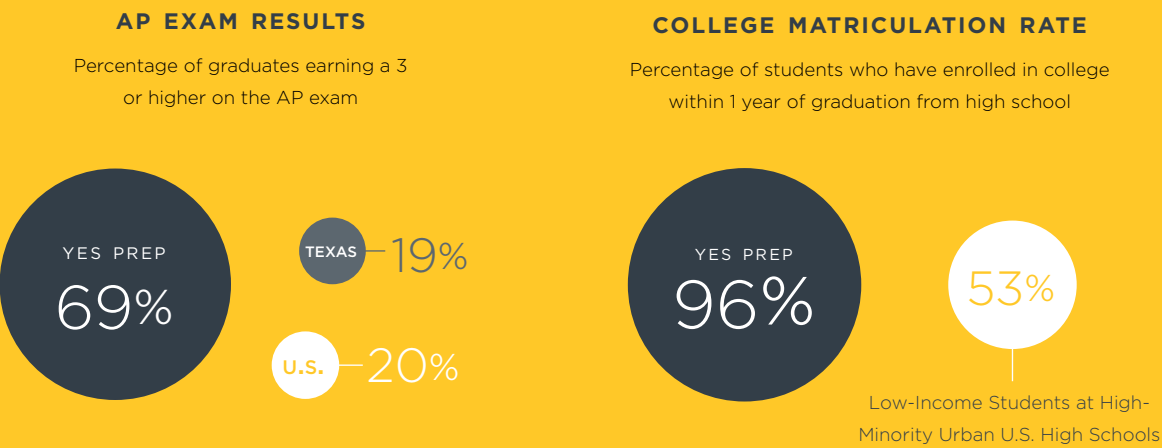
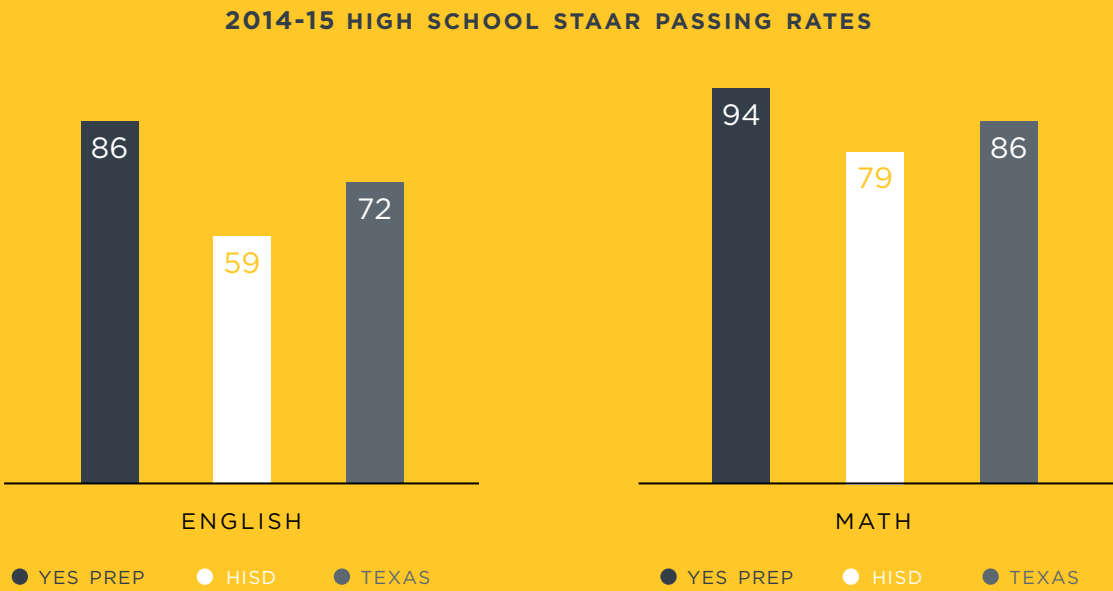


Nella García Urban
VICE PRESIDENT OF TALENT

Nella is responsible for strengthening the talent pipeline, building talent development programs, and creating high levels of talent engagement across the organization. Nella, along with the Executive Leadership Team, launched the Commit to Five initiative to communicate the value of staying within the organization and to create a more sustainable work environment for our extraordinary people.

Commit to Academic Excellence

Our students are performing significantly higher than their peers across the state and nation.



SOURCE: TEA.TEXAS.GOV, NATIONAL STUDENT CLEARING HOUSE 2015 HIGH SCHOOL BENCHMARK COLLEGE BOARD'S 10TH ANNUAL REPORT, 2013

“My family, especially when I was younger, didn’t have much. If you told me then that I was going to become a lawyer one day I would never have believed you! YES Prep taught me to lead.”



Linda Aguilera
YES PREP SOUTHEAST
Class of 2008

Linda was the first in her family to attend college. She graduated from Midwestern State University with a Bachelor of Science in Criminal Justice. She then attended Texas Southern University’s Thurgood Marshall School of Law and is now working at the Fort Bend District Attorney’s Office in Misdemeanor Court. She also coaches YES Prep Southeast’s Mock Trial club, encouraging other YES Prep students’ involvement in law, civil rights, and criminal justice.

“I learned grit and determination from YES Prep. The standards were high, but the faculty worked hard to ensure we met expectations and pushed us to be the best version of ourselves.”



Juston Daniels
YES PREP EAST END
Class of 2012

Juston is a Cadet and Systems Engineering major at the United States Military Academy at West Point. As a member of the National Association for Black Engineers, he works to promote STEM education in local high schools. He is also a Big Brother for Big Brothers Big Sisters of America, giving back to an organization he was a part of as a child. Upon graduation, Juston will be commissioned as a Second Lieutenant in the United States Army.

Commit to Partnerships

We are committed to partnering with other organizations to expand our impact.



College Curriculum Collaboration

In 2013, YES Prep entered a partnership with Aldine ISD, and the two Broad Prize-winning districts committed to sharing best practices and collaborating. This year, YES Prep shared its Freshman Seminar curriculum and training with Aldine ISD, so the district could create iAspire. The class builds non-cognitive skills such as assessing one’s strengths and weaknesses and developing long-range goals. It also offers students the opportunity to build resumes, write personal essays, and participate in community service, so they are prepared for the college application process their junior and senior years.

COLLEGE PREP SEMINAR CLASSES



Application Guidance and Support

In college preparatory seminar classes, students begin to develop their college-going identity, practice skills that will lead to college success, and complete parts of the college application.



Standardized Test Prep

Each year, students receive a Princeton Review-designed SAT or ACT test prep class that is delivered as part of their Junior Seminar.

“With the college seminar from YES Prep, you really see that they’re building that whole student.”

Dr. Wanda Bamberg, SUPERINTENDENT OF ALDINE ISD

Expanding SKY Partnership

YES Prep expanded its commitment to the SKY Partnership (Spring Branch ISD, KIPP Houston, and YES Prep) by opening YES Prep Northbrook High School, housed within Spring Branch’s Northbrook High School building. The majority of YES Prep Northbrook High School’s 140 freshmen enrolled from YES Prep Northbrook Middle School. Next year, KIPP Courage Prep at Landrum Middle School will also feed into YES Prep Northbrook High School. YES Prep Northbrook High School will continue to add a grade until it serves 9th-12th grades. Students at YES Prep Northbrook High School can take advantage of the extracurriculars and electives that Northbrook High School offers while still participating in the YES Prep model of a longer school day, college preparatory seminar classes, and rigorous academic expectations.

“We have rigor and high expectations in our YES Prep classes and a variety of electives and athletics offered to us through the SKY Partnership.”



Maria Godinez

YES PREP NORTHBROOK HS
Class of 2019

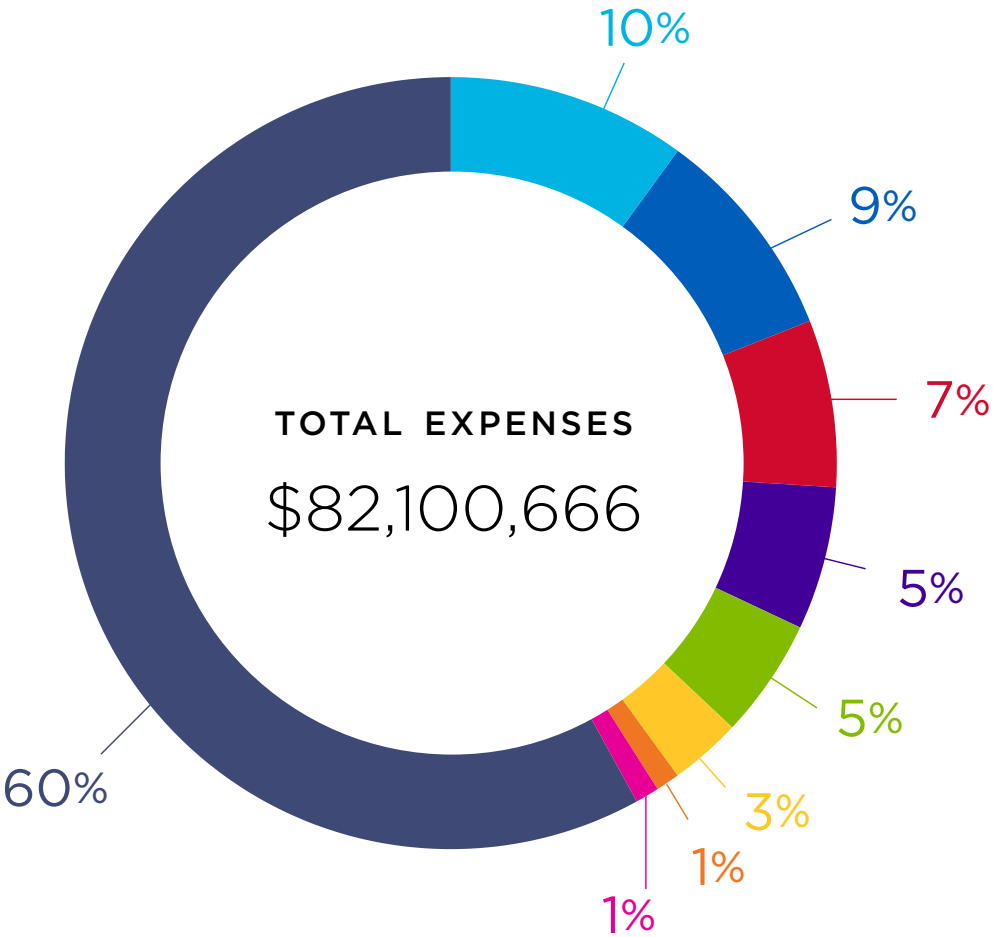
Maria is a freshman at YES Prep Northbrook High School. Her favorite classes are YES Prep’s Freshman Seminar class and dance, an elective she takes through Northbrook High School. Soon, she’ll try out for Northbrook High School’s dance team and attend a summer program in environmental engineering through Texas A&M University.

Financial Report

Fiscal year ending June 30, 2015

Revenue, Grants, and Support	2015	2014	2013	2012	2011	2010	2009
GOVERNMENTAL	85,168,20	74,632,481	61,105,351	51,025,759	43,410,455	32,801,285	24,305,431
FUNDRAISING	12,823,021	12,790,487	6,842,985	8,834,541	12,810,726	9,031,556	11,833,456
OTHER	3,029,172	2,848,559	2,833,063	1,519,185	1,261,639	925,520	669,883
TOTALS	101,020,463	90,271,527	70,781,398	61,379,485	57,482,820	42,758,361	36,808,770
Expenses							
SCHOOL PROGRAM	55,629,181.05	64,005,871.76	51,088,118.36	41,857,372	33,899,374	25,671,880	19,043,324
TRANSPORTATION	4,370,509	4,384,811	3,773,999	3,356,247	2,901,053	2,597,343	2,026,461
FOOD SERVICES	3,051,242	3,054,511	2,840,659	2,428,470	1,756,916	1,241,102	955,182
FACILITIES	7,806,104	10,102,977	8,575,879	7,387,329	5,525,650	4,370,067	2,879,114
HOME OFFICE	4,125,675	4,218,601	3,731,662	2,637,563	2,475,068	3,463,693	1,680,865
FUNDRAISING	876,459	927,166	678,540	616,462	874,572	719,867	720,726
TOTALS	80,213,664	86,693,938	70,688,857	58,283,443	47,432,633	38,063,952	27,305,672
Statement of Financial Position	2015	2014	2013	2012	2011	2010	2009
CURRENT ASSETS	47,861,898	21,461,568	19,433,329	22,242,806	29,289,167	31,018,204	12,876,936
BOND SINKING FUND	8,449,614	6,494,624	4,559,855	2,698,120	1,098,148	-	-
NOTE RECEIVABLE	10,422,800	10,422,800	10,422,800	-	-	-	-
FURNITURE AND EQUIPMENT	7,419,278	7,226,957	6,883,869	6,409,745	4,708,806	3,495,694	2,745,315
LAND AND BUILDINGS	108,307,412	98,726,434	89,583,801	78,298,331	69,075,482	43,850,021	33,934,618
ACCUMULATED DEPRECIATION	(21,261,979)	(17,903,774)	(13,685,453)	(9,987,681)	(6,768,104)	(7,359,550)	(5,281,422)
OTHER ASSETS	1,297,445	989,948	845,168	789,223	652,289	652,593	34,362
TOTALS	162,496,468	127,418,557	118,043,369	100,450,544	98,055,788	71,656,962	44,309,809
Liabilities and Net Assets	2015	2014	2013	2012	2011	2010	2009
CURRENT LIABILITIES	12,178,421	6,575,342	6,855,117	5,550,456	7,265,848	5,423,208	4,425,715
DEBT	80,929,194	65,036,896	58,759,522	42,563,899	41,578,044	26,270,000	4,614,750
NET ASSETS	69,388,853	55,806,319	52,428,730	52,336,189	49,211,896	39,963,754	35,269,344
TOTALS	162,496,468	127,418,557	118,043,369	100,450,544	98,055,788	71,656,962	44,309,809

* YES Prep changed from an 8/31 to a 6/30 fiscal year end in FY 2015; therefore only 10 months of activity is reflected.



<div></div> <div>Program</div> <div>\$49,940,425</div>	<div></div> <div>Facilities Services</div> <div>\$7,806,105</div>	<div></div> <div>General Admin</div> <div>\$6,959,110</div>
<div></div> <div>School Leadership</div> <div>\$5,688,756</div>	<div></div> <div>Transportation</div> <div>\$4,370,509</div>	<div></div> <div>Food Services</div> <div>\$3,051,242</div>
<div></div> <div>Data Processing Services</div> <div>\$2,285,904</div>	<div></div> <div>Debt Service</div> <div>\$1,122,157</div>	<div></div> <div>Fundraising</div> <div>\$876,459</div>

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\$10,000,000+

Laura and John Arnold

\$1,000,000 – \$9,999,999

Anonymous

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* This list recognizes gifts made from July 1, 2014 through June 30, 2015

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Judy and Roger Rolke	Netco
Sage Refined Products LTD	Jamie and Gene Roberts
Jeri and Marc Shapiro	Joseph Romano
Silver Eagle Distributors, L.P.	Merry Romero
Spindletop Charities, Inc.	Joseph Rubbo
Sutherland Asbill & Brennan LLP	Salient
The Ellwood Foundation	Lawrence Schanzmeyer

Jennifer and Justin Segal	Jane and Richard Humphreys
Barbara and Louis Sklar	Jay Whipple Family Foundation
SSY Tankers	Greg Jensen
Rhonda and Michael Stewart	Joan and Marvin Kaplan
Strake Foundation	William Keener
Ann and Benjamin Ziker	Sharon and James Kempner
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\$1,500 - \$4,999	Roger Marco
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Andrews Kurth LLP	Marek Family Fund
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