



Northwest

**2019-2020
Campus
Improvement Plan**



**Campus Number 101-845-013
14741 Yorktown Plaza Drive
Houston, TX 77040**

YES PREP NORTHWEST CAMPUS IMPROVEMENT PLAN

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YES PREP NORTHWEST CAMPUS IMPROVEMENT PLAN

MISSION STATEMENT

Our mission is to increase the number of students from underserved communities who graduate from college prepared to lead.

2019-2020 SYSTEMWIDE INITIATIVES

YES Prep Northwest is part of the YES Prep Public Schools (YES Prep, system, or district) network of open-enrollment charter schools. Our systemwide initiatives are:

Mission Outcomes

1. Build consistently excellent schools that prepare all students to graduate from college prepared to lead.
2. Serve Houston's underserved communities at scale.

Strategic Priorities

1. Deeply engage the students, families, and communities we serve.
2. Recruit, develop, sustain, and retain extraordinary talent.
3. Build a diverse organization that values inclusivity and transparency.
4. Innovate and implement clear, manageable, and high-leverage academic systems.
5. Harness technology and operating systems that promote efficiency and accountability.
6. Be financially strategic and sustainable on public funding.

TEXAS EDUCATION AGENCY (TEA) STRATEGIC PRIORITIES

Every child, prepared for success in college, a career or the military.

1. Recruit, support, and retain teachers and principals.
2. Build a foundation of reading and math.
3. Connect high school to career and college.
4. Improve low-performing schools.

TITLE I, PART A SCHOOLWIDE PROGRAM (SWP) REQUIREMENTS

- Element 1: SWP Comprehensive Needs Assessment (CNA)
- Element 2: SWP Campus Improvement Plan (CIP) Requirements
- Element 3: Parent and Family Engagement (PFE) Requirements

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SCHOOL SUPPORT TEAM FOR THE CNA and CIP

Laura Washington Dugan	Principal
Jamelle Bass	Director of Academics
Terry Swift	Director of Student Support
Name pending	Teacher
Name pending	Teacher
Name pending	Teacher
Martha Gomez	Parent
Izzy Gomez	Community Member

Meetings and Community Access

Northwest's CNA and CIP were developed by the School Support Team (SST), which has held three meetings. The final CNA meeting was held on August 28, 2019 and a CIP meeting was held on September 24, 2019.

The CIP is available in English and Spanish at the campus front office, on the campus website, at PFE meetings, and at parent and community engagement activities and events.

The CIP will be reviewed and updated quarterly during the 2019-2020 school year.

Campus Goals (Focus/Critical Areas) (described on Pages 11-20)

1. Northwest will achieve a 49% on Domain I (the average of "Approaches" and above, "Meets" and above, and "Masters") on the STAAR test.
2. Northwest will meet 100% of relevant Domain III STAAR targets.
3. 92% of Northwest students enrolled in the 2019-2020 school year will return to Northwest for 2020-2021.
4. Northwest will maintain a cumulative Average Daily Attendance rate of 96.5%.
5. 34% of Northwest students in Grades 6-10 will "Meet" or "Master" on both their Reading and Math STAAR tests (English I, English II, and Algebra I in high school).

CIP Contact Information

Any questions regarding this CIP should be directed to:

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COMPREHENSIVE NEEDS ASSESSMENT – SCHOOL PROFILE

YES Prep Northwest opened in August 2018 to serve our founding class of 6th graders. Our Northwest Hawks work together to build a strong foundation focused on our core values, academic growth, and community engagement.

Student and Staff Demographics

The 2019-2020 schoolwide student demographics (estimates) are:

- ❖ 305 students in Grades 6-7
- ❖ Race & Ethnicity:
 - 3.76% American Indian
 - 1.50% Asian
 - 20.68% African American
 - 73.31% Hispanic
 - 3.76% White
- ❖ 54.89% economically disadvantaged
- ❖ 6.39% English Learners (ELs)
- ❖ 15.04% at-risk
- ❖ 3.01% special education (SpEd)

Moreover, Northwest employs 17 teachers and 10 administrators and support staff.

Neighborhoods Served

Northwest serves students in Northwest Harris County, including the southeast portion of Cypress-Fairbanks Independent School District (ISD). The zip codes served are 77040, 77041, 77043, 77064, 77065, 77066, 77070, 77084, 77086, 77092, and 77095.

Neighborhood Demographics

2017-2018 Neighborhood Rates:

- ❖ Race & Ethnicity:
 - 7% to 24% African American
 - 2% to 18% Asian
 - 45% to 81% Hispanic
 - 3% to 22% White

❖ Special Populations:

- 49% to 80% economically disadvantaged
- 18% to 46% ELs
- 6% to 10% SpEd

2017-2018 Cypress-Fairbanks ISD Rates:

❖ Race & Ethnicity:

- 9% Asian
- 17% African American
- 45% Hispanic
- 26% White

Strategies to Serve At-Risk Students

- All students will receive double-block instruction in Math and English Language Arts (ELA).
- All students in Reading Tiers 1-4 will receive an additional Reading Intervention class to help close gaps and increase mastery.
- Students who did not pass or barely passed their Math STAAR will be enrolled in a Tier 3 Math Lab class.
- The staffing model includes a SpEd Manager, SpEd teacher, 504 Coordinator, and Literacy Specialist.
- Both Reading Intervention teachers have multiple years of experience.

Data Sources Examined during the CNA Process	Title I SWP Element
<ul style="list-style-type: none"> • TEA Accountability Ratings • STAAR data (disaggregated by subpopulation) • Persistence data (disaggregated by subpopulation) <ul style="list-style-type: none"> ○ Attendance data ○ School Leaver/withdrawal data • Student demographic data • EL student data • SpEd student data • At-risk student data • Other demographic data from public schools within the attendance boundary • Teacher performance and development data • Teacher feedback from beginning-of-year trainings • Recruitment activities (e.g., input from parents and community members) • Registration activities (e.g., input from parents) • Neighborhood demographic data and trends 	<p>1, 2, 3</p>

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STATE COMPENSATORY EDUCATION (SCE)

Policies and Procedures

YES Prep has systemwide written policies and procedures to identify the following:

- Students who are at risk of dropping out of school under state criteria
- Students who are at risk of dropping out of school under local criteria
- How students enter the SCE program
- How students are exited from the SCE program
- Cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio

Total SCE funds allotted to Northwest: \$407,241

The process we use to identify students at-risk is:

- Six-weeks documented interventions once a student is in the response to intervention (RTI) process.
- If the student does not improve after six weeks, they will be evaluated by the RTI team to identify other necessary interventions.
- Student would be identified as at-risk after the RTI team meets.

The process we use to exit students from the SCE program who no longer qualify is:

- The RTI team will evaluate at-risk students at the six-week point to determine if they need continued interventions; or
- Based on performance, should be exited from the SCE program.

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COORDINATION OF FEDERAL, STATE, AND LOCAL FUNDS

Federal funds will be integrated and coordinated with State and Local funds to meet the needs of all Northwest students.

Federal Funds

- Title I, Part A: \$122,975
- Special Education (IDEA-B): \$33,557
- National School Lunch Program: \$123,408
- Charter Schools Program (CSP) Grant: \$113,304

State and Local Funds

- General State: \$2,307,707
- State Compensatory Education: \$407,241
- Bilingual/ESL Program: \$23,626

YES PREP NORTHWEST CAMPUS IMPROVEMENT PLAN

GOAL #1 - STAAR Domain I

CNA Focus Areas	1. Northwest will achieve a 49% on Domain I (the average of “Approaches” and above, “Meets” and above, and “Masters”) on the STAAR test.
CNA Strengths	<ul style="list-style-type: none"> 100% of teachers from 2018-2019 are returning to the classroom for 2019-2020. Northwest met our college readiness goal of 28% in 2018-2019.
CNA Needs or Challenges	Unknown data for incoming 6th graders: We do not always have all of the data needed available on the first day of school, which makes scheduling for Reading Intervention and Math Lab more difficult.
Systemwide Strategic Priorities	4. Innovate and implement clear, manageable, and high-leverage academic systems.
TEA Strategic Priorities	2. Build a foundation of reading and math.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline	Fund Source
Plan and roll-out a tutorial plan for all core content areas for students who are not on track to pass their STAAR tests.	Director of Academics Teachers SpEd Manager Principal	Tutorial curriculum from Course Facilitators Grade Level Team schedules Final STAAR data	Unit assessment data STAAR data Common Assessment data	Starting by the end of the first 6 weeks, then ongoing based on unit assessment and Common Assessment data	TBD
All students in 6th grade will be enrolled in ST Math. All 7th graders who did not pass or barely passed	Math Lab teacher	Final STAAR data	STAAR data MAP data	ST Math lab progress in class path and	TBD

<p>their Math 6 STAAR will be enrolled in ST Math.</p>	<p>Director of Academics Principal</p>	<p>Measures of Academic Progress (MAP) data Mobile lab cart ST Math licenses</p>	<p>Unit assessment data Common Assessment data</p>	<p>personalized path</p>	
<p>All 6th and 7th grade students will be enrolled in a tiered Reading Intervention class.</p>	<p>Director of Academics / Literacy Specialist Reading Intervention teachers SpEd Manager SpEd teacher Principal</p>	<p>Final STAAR data Beginning-of-year (BOY) fluency benchmark data Reading Intervention curriculum Class novels for Stari course</p>	<p>BOY fluency data STAAR data Progress monitoring in Reading Intervention classes Unit assessments Common Assessments</p>	<p>Fluency progress monitoring checkpoints in class every 2-3 weeks for lower tier classes Middle-of-year (MOY) and end-of-year (EOY) benchmarking</p>	<p>TBD</p>

GOAL #2 - STAAR Domain III

CNA Focus Areas	2. Northwest will meet 100% of relevant Domain III STAAR targets. <ul style="list-style-type: none"> ○ EL Math Growth ○ EL ELA Growth ○ SpEd Math Growth ○ SpEd ELA Growth ○ English Language Proficiency Status
CNA Strengths	<ul style="list-style-type: none"> ● Returning SpEd Manager who has strong knowledge of students with Individualized Education Programs (IEPs) and 504 students ● New Director of Academics with SpEd experience. ● Internal transfer SpEd teacher with multiple years of experience.
CNA Needs or Challenges	Northwest needs additional district office support for students with IEPs and behavioral plans. We will need to create a plan of action for students who are new to the country and learning English for the first time.
Systemwide Strategic Priorities	4. Innovate and implement clear, manageable, and high-leverage academic systems.
TEA Strategic Priorities	2. Build a foundation of reading and math.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline	Fund Source
SpEd Manager and SpEd teacher will monitor SpEd student achievement on an ongoing basis and provide small group intervention.	SpEd Manager Director of Academics	Student IEPs Student Behavior Intervention Plans (BIPs)	STAAR data MAP data Unit assessments	Twice per grading period (6 weeks), once at IPRs and once at reports cards	TBD

		STAAR data Unit assessment data Learning Lab classroom	IEP goal progress Report cards		
Teachers and instructional leaders will consistently monitor and track student achievement data on an ongoing basis to inform instructional decisions.	Director of Academics Principal Teachers SpEd Manager	Course blueprints and long term plans Unit plans Unit exams Class data trackers	Unit assessments Exit tickets Quizzes Gradebooks Common Assessments	Adjustments will be made on an ongoing basis after unit exams, Common Assessments, and report cards	TBD
Director of Academics / Literacy Specialist and Reading Intervention teachers will track and monitor EL student student achievement throughout the year.	Director of Academics / Literacy Specialist Reading Intervention teachers Principal	STAAR Data TELPAS Data MAP Data	BOY fluency testing data Unit assessments Report cards	Progress monitoring in Reading Intervention classes every 3-4 weeks MOY benchmark testing Review report card data at least once every 6 weeks	TBD

GOAL #3 - Student Persistence

CNA Focus Areas	3. 92% of Northwest students enrolled in the 2019-20 school year will return to Northwest for 2020-2021.
CNA Strengths	This year we have both a Director of Student Support and a Student Support Counselor to help engage students and families.
CNA Needs or Challenges	We have a very large attendance boundary and a number of students who commute from outside of that boundary. We will need to ensure that transportation communication is clear and that these students persist.
Systemwide Strategic Priorities	1. Deeply engage the students, families, and communities we serve.
TEA Strategic Priorities	NA

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline	Fund Source
Host one family event every every 6 weeks to engage families and keep them updated on student progress and campus updates.	Director of Student Support Director of Campus Operations Student Support Counselor	Calendar of events Family survey Family engagement fellows	Family survey Attendance 2018-2019 persistence	2019 Persistence 2020 Persistence Ongoing -- events every 6 weeks	TBD
Develop and implement athletics program (e.g., volleyball, basketball, soccer, cross-country) for 6th and 7th grade.	Athletics Coordinator Director of Student Support	Coaches Atheltics handbook Team	Tracking of athletes grades and attendance Athlete persistence	2019 Persistence 2020 Persistence	TBD

	Principal			Athletics data div every semester	
Maintain clear communication systems with families (e.g., Weekly Family Notes, Facebook and Instagram updates, new campus website)	Director of Student Support Student Support Counselor Receptionist / Executive Assistant Principal	Calendar of events Family Notes Facebook page Instagram page Campus website	Family survey Attendance Family attendance at campus events	Parent survey at least one time per year Weekly attendance 2019 Persistence 2020 Persistence	TBD

GOAL #4 - Average Daily Attendance

CNA Focus Areas	Northwest will maintain a cumulative Average Daily Attendance (ADA) rate of 96.5%.
CNA Strengths	Our ADA goal for this year is 1% higher than what we were able to achieve last year with half as many students. We have an experienced Registrar who has founded two YES Prep campuses, has strong systems for attendance, and who will work with our Student Support Counselor.
CNA Needs or Challenges	There are different attendance expectations from elementary to middle school. We discovered this last year and will continue to focus on educating families about the differences this year.
Systemwide Strategic Priorities	1. Deeply engage the students, families, and communities we serve.
TEA Strategic Priorities	NA

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline	Fund Source
Track campus attendance weekly through Purple/eSchool Plus and create a plan for students of concern.	Registrar Student Support Counselor Director of Student Support Director of Campus Operations Principal	Accurate attendance Attendance training for staff List of students of concern	2019 ADA Weekly attendance tracking	Weekly ADA tracking ADA data dive every every 6 weeks	TBD

<p>Plan awards ceremonies every 6 weeks for honor roll, campus core values, and attendance.</p>	<p>Registrar Director of Student Support Student Support Counselor Grade Level Chairs</p>	<p>Attendance Reports Award certificates</p>	<p>Every 6 weeks</p>	<p>Ongoing -- track/awards every 6 weeks</p>	<p>TBD</p>
<p>Implement campus-wide positive reinforcement system using Hero merits aligned to campus core values.</p>	<p>Director of Student Support Student Support Counselor Grade Level Chairs Teachers</p>	<p>Hero program Grade-level systems for tracking merits</p>	<p>Trimester merit points Hero merit and demerits</p>	<p>Daily merits Weekly merit awards Merit resets every trimester</p>	<p>TBD</p>

GOAL #5 - Grades 6-10 Grade College Readiness

CNA Focus Areas	34% of Northwest students in Grades 6-10 will “Meet” or “Master” on both their Reading and Math STAAR tests (English I, English II, and Algebra I in high school)
CNA Strengths	We were able to meet our college readiness goal in 2018-2019. In looking at the data of incoming 6th graders, so far there are a large percentage who were able to pass both of their STAAR tests in 5th grade.
CNA Needs or Challenges	We are still waiting on all data to be finalized for our incoming 6th graders.
Systemwide Strategic Priorities	4. Innovate and implement clear, manageable, and high-leverage academic systems.
TEA Strategic Priorities	3. Connect high school to career and college.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline	Fund Source
Teachers and instructional leaders will consistently monitor and track student achievement data on an ongoing basis to inform instructional decisions.	Director of Academics Principal Teachers SpEd Manager	Course blueprints and long-term plans Unit plans Unit exams Class data trackers	Unit assessments Exit tickets Quizzes Gradebooks Common Assessments	Adjustments will be made on an ongoing basis after unit exams, common assessments, and report cards	TBD
All students will be enrolled in a double block of math and ELA.	Director of Campus Operations Principal	Master schedule Student data	Student schedules Master schedule finalization	First 6 weeks	TBD

<p>Each STAAR course will have targeted goals and teachers will track and communicate these goals with students.</p>	<p>Director of Academics SpEd Manager Principal</p>	<p>STAAR data from 2019 Unit exam data to set goals Common Assessment data to update goals</p>	<p>Unit assessments Common Assessment scores Class gradebook</p>	<p>Every 6 weeks Common Assessment 1 and Common Assessment 2 data dive EOY STAAR data</p>	<p>TBD</p>
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