



East End

**2019-2020
Campus
Improvement Plan**



**Campus Number 101-845-003
8329 Lawndale Street
Houston, TX 77012**

TABLE OF CONTENTS

MISSION STATEMENT 3

2019-2020 SYSTEMWIDE INITIATIVES..... 3

TEXAS EDUCATION AGENCY (TEA) STRATEGIC PRIORITIES..... 3

TITLE I, PART A SCHOOLWIDE PROGRAM (SWP) REQUIREMENTS 3

SCHOOL SUPPORT TEAM FOR THE CNA and CIP..... 4

COMPREHENSIVE NEEDS ASSESSMENT – SCHOOL PROFILE..... 6

Data Sources Examined during the CNA Process..... 8

STATE COMPENSATORY EDUCATION (SCE)..... 9

 Policies and Procedures 9

COORDINATION OF FEDERAL, STATE, AND LOCAL FUNDS 10

GOAL #1 – STAAR Domain I 11

GOAL #2 – STAAR Domain III 13

GOAL #3 – Senior SAT Performance..... 15

GOAL #4 – Student Persistence..... 17

GOAL #5 – Average Daily Attendance 19

GOAL #6 – AP Test Performance 21

YES PREP EAST END 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 East End 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

YES PREP EAST END CAMPUS IMPROVEMENT PLAN

SCHOOL SUPPORT TEAM FOR THE CNA and CIP

Aaron Simmons	Principal
Maria Ambia	Director of Academics
Megan Zimmerhanzel	Director of Student Support
Jennifer Pluma	Teacher
Griffin Thomas	Teacher
Jazmine Williams	Teacher
Mary Guerrero	Community Member
Monica Sandoval	Parent
Arianna Uribe	Parent

Meetings and Community Access

East End's CNA and CIP were developed by the School Support Team (SST). The final CNA meeting was held on August 26, 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 Page 12)

1. East End will achieve a 60% on Domain I (the average of "Approaches" and above, "Meets" and above, and "Masters") on the STAAR test.
2. East End will meet 100% of relevant Domain III STAAR targets.
3. 55% of East End's Class of 2020 will have a college ready SAT score of 480 in Reading and 530 in Math.
4. 93.6% of East End students enrolled in the 2019-2020 school year will return to East End for 2020-2021.
5. East End will maintain a cumulative Average Daily Attendance rate of 96.5%.
6. East End will increase AP Index by 3 for all AP courses.

CIP Contact Information

Any questions regarding this CIP should be directed to:

Stephanie S. Jones

Managing Director of Federal & State
Compliance & Grants
YES Prep Public Schools
5515 South Loop East Freeway, Suite B
Houston, TX 77033
(713) 967-9037 Office
stephanie.jones@yesprep.org

Aaron Simmons

Principal
YES Prep East End
8329 Lawndale Street
Houston, TX 77012
(713) 967-7800 Office
aaron.simmons@yesprep.org

YES PREP EAST END CAMPUS IMPROVEMENT PLAN

COMPREHENSIVE NEEDS ASSESSMENT - SCHOOL PROFILE

YES Prep East End was founded in 2006 to serve students in Grades 6-12. We are driven to serve our students and community with an education that will equip them to achieve their goals in life - from college on to a career. We strive for greatness every day and are focused on making college an accessible goal for our kids.

Student and Staff Demographics

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

- ❖ 952 students in Grades 6-12
- ❖ Race & Ethnicity:
 - 0.74% African American
 - 0.21% American Indian
 - 98.10% Hispanic
 - 0.74% White
- ❖ 85.55% economically disadvantaged
- ❖ 18.46% English Learners (ELs)
- ❖ 47.26% at-risk
- ❖ 6.43% special education (SpEd)

Moreover, East End employs 59 teachers and 32 administrators and support staff.

Neighborhoods Served

East End serves students in the Galena Park, Lawndale, Wayside, and Greater East End neighborhoods.

Neighborhood Demographics

The neighborhood demographics are:

- ❖ Race & Ethnicity:
 - 1% African American
 - 0% American Indian
 - 0% Asian
 - 97% Hispanic
 - 2% White

Strategies to Serve At-Risk Students

- We provide rigorous instruction in every classroom.
- We provide regular service opportunities to expose our students to different aspects of their community and to give back.
- Our teachers receive one-on-one instructional coaching on a regular basis through on-campus Deans of Instruction.
- We also provide individual college counselors to assist with the college application and scholarship process.
- We provide test prep for college entrance exams in a seminar class taken by all juniors and seniors.

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 elementary schools within the attendance boundaries • 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>

YES PREP EAST END CAMPUS IMPROVEMENT PLAN

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 East End: \$1,444,460

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.

YES PREP EAST END CAMPUS IMPROVEMENT PLAN

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 East End students.

Federal Funds

- Title I, Part A: \$436,184
- Special Education (IDEA-B): \$161,861
- National School Lunch Program: \$385,194

State and Local Funds

- General State: \$7,203,071
- State Compensatory Education: \$1,444,460
- Bilingual/ESL Program: \$134,080

YES PREP EAST END CAMPUS IMPROVEMENT PLAN

GOAL #1 – STAAR Domain I	
CNA Focus Areas	East End will achieve a 60% on Domain I (the average of “Approaches” and above, “Meets” and above, and “Masters”) on the STAAR test.
CNA Strengths	At East End, the instructional support team and their combined experience in their roles is a strength of campus. In addition, we have worked to ensure that our best teachers are in classes that are high impact courses, either in STAAR tested courses or Advanced Placement courses.
CNA Needs or Challenges	In 2019-2020, we have a number of inexperienced teachers in high impact classes. These classes are predominantly in middle school math and English courses.
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
Targeted and increased, differentiated support for new teachers.	East End instructional team	Course materials from Sharepoint Unit plans and assessments Teacher evaluation tool	We will monitor unit exams and Whetstone data over the course of the year. We expect to see increased results from the previous year in each course.	Throughout the first six weeks, new staff members will have at least three co-planning and co-teaching coaching sessions. By September 27 (the end of the first six weeks), we will evaluate each new teacher and make any necessary adjustments to support --with student achievement the focus.

<p>Deliberate and intense lesson planning work with all teachers.</p>	<p>Director of Academics Dean of Instruction</p>	<p>Course materials from Sharepoint Unit plans and assessments Teacher evaluation tool</p>	<p>We will monitor unit exams and Whetstone data over the course of the year.</p>	<p>Teachers will be engaging in a whole day professional development during inservice Lesson planning support and practice at the district-wide content days One-on-one coaching throughout the year</p>
<p>Deans of Instruction are executing the coaching cycle with fidelity.</p>	<p>Director of Academics Deans of Instruction</p>	<p>Master Schedule District Schedule (for norming)</p>	<p>We will monitor unit exams and Whetstone data over the course of the year.</p>	<p>In August, Director of Academics will co-observe in Week 1-2 with all Deans of Instruction, focusing on identifying potential teachers of concern and practice "during the observation" and "before the observation." In September, I-Team will use a protocol to practice the coaching cycle and DOA will observe 1-2 teacher check-ins. By the end of September, target teachers will be identified. Director of Academics and Dean of Instruction will complete fully coaching cycles together for teachers of concern.</p>

GOAL #2 - STAAR Domain III

CNA Focus Areas	East End will meet 100% of relevant Domain III STAAR targets. <ul style="list-style-type: none"> • SpEd English Language Arts (ELA) Achievement • SpEd Math Achievement • SpEd Math Growth • EL Math Growth • English Language Proficiency Status
CNA Strengths	The structure of our SpEd Team is split up in a way that best supports all students. The team is comprised of all returning staff members and split by content for both the middle and high school.
CNA Needs or Challenges	Space has been a concern at East End and with the SpEd Team teaching out of one classroom with four contents happening at the same time, it can be challenging.
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
Students' accommodations and modifications are implemented effectively and consistently in all classes	SpEd Teachers General Education teachers SpEd Manager	Course materials from Sharepoint Students' IEPs Goals tracker	Monitor grades and unit exams to ensure the modifications and accommodations are implemented consistently	Daily for teachers and their plans We will monitor grades once every three weeks

<p>Inclusion Support for all SpEd students -- for both academic and behavioral needs.</p>	<p>SpEd Teachers SpEd Manager</p>	<p>Master Schedule and student schedules Course materials from Sharepoint Students' IEPs</p>	<p>Monitor grades and unit exams Monitor the IEPs and behavioral data from HERO Goals from behavioral intervention plans</p>	<p>Once every six weeks</p>
<p>TELPAS support and small-group pull out.</p>	<p>Literacy Specialist Instructional Team</p>	<p>Rosetta Stone program Released reading TELPAS test Master Schedule Content from ELA instructors</p>	<p>Rosetta Stone and ELA unit exams and quizzes Students will take the released TELPAS exam in November to progress monitor students' progress for literacy</p>	<p>Grades are checked weekly TELPAS benchmark in November</p>

GOAL #3 – Senior SAT Performance

CNA Focus Areas	55% of East End’s Class of 2020 will have a college ready SAT score of 480 in Reading and 530 in Math.
CNA Strengths	One of our more successful math teachers is moving into a seminar roel this year to help improve the math scores for our students and the SAT. The College Initiatives Team is also very experienced and has worked extensively to implement technology, a new approach to their lessons with an emphasis on practice, as well as additional resources from Khan Academy.
CNA Needs or Challenges	With limited capacity on the College Initiatives Team, our challenge will be to find ways to influence and implement SAT curriculum in the core courses that students take.
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
Identify students on the verge of meeting college-ready metrics. Students will also get additional support to take more test prep classes.	Director of College Counseling College Counselors Senior and seminar teachers	Khan Academy SAT Mobile lab Wifi	Consistent and up-to-date tracking through Khan Academy	Live, in the moment progress from Khan -- daily
Utilizing instructional time in seminar classes to not only teach test-taking strategies, but increase content knowledge as well.	Director of College Counseling	District-aligned partners (Khan Academy, Kaplan)	Grades in seminar classes will be monitored every three weeks at the Progress	Every three weeks - through progress reports and report cards

	College Counselors	Course materials from Sharepoint	Report and Report Card periods	
	Junior Seminar teacher	Past Princeton Review test-taking strategies	Benchmark SAT	
1070 Initiative -- encouraging students to hit the goal by incentivizing students. Students assessed in participation in Khan Academy, attending tutorials, or reaching out to their counselor.	Director of College Counseling	District-aligned partners (Khan Academy, Kaplan)	Consistent and up-to-date tracking through Khan Academy	October and November for benchmark
	College Counselors	Course materials from Sharepoint	Benchmarking throughout the year (October and November)	SAT exam in December
	Junior Seminar teacher	Support from Algebra and ELA teachers		

GOAL #4 - Student Persistence

CNA Focus Areas	93.6% of East End students enrolled in the 2019-2020 school year will return to East End for 2020-2021.
CNA Strengths	The reputation and success of East End has contributed to the overall culture of the school. Having been founded in 2006, this will be the 12 th year that our school has been a part of the community and leading to students wanting to return year after year.
CNA Needs or Challenges	The age and layout of our school is older and is not as "state-of-the-art" as compared to other schools that our students are zoned to attend. This was a reason why a number of our students did not persist over the summer.
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
Emphasis on consistency throughout campus. Ensure our "starting line culture" of basic expectations is upheld in classrooms and common areas.	All campus leaders and teachers	Starting Line culture look-fors and expectations Tracker for consistency and accountability	Use the data to identify where we are on campus needs tightening and roll up to all staff in regular meetings with their grade level teams	In the first six weeks, all of the student culture team will observe, track, and coach teachers around our school expectations. We will look at the data on a regular basis in weekly Empower Team meetings and discuss with staff on a weekly basis at their grade level meetings.
Students are being praised and recognized consistently and equally daily.	All teachers	Training of new Explorer Point tracking system	Tracking of Explorer Points per grade level with benchmarks	Set benchmarks prior to school starting

	Deans of Instructions Deans of Students Director of Student Support	Implemenation of Explorer Store		Review Explorers Points once per six weeks Set and opening of Explorer Store by A2
Students see that their classes are important and relevant to their lives.	All teachers, Deans of Instructions	coahcing and modeling for teachers, adding questions to student survey	Student Survey Questions	IER check points and reviewing Student Survey results

GOAL #5 - Average Daily Attendance

CNA Focus Areas	East End will maintain a cumulative Average Daily Attendance rate of 96.5%.
CNA Strengths	Our front office and registrar are assets for following up with students and families when they are not in attendance at school. The accountability and timeliness of that communication create a culture that communicates the importance of being at school every day.
CNA Needs or Challenges	Staff engaging in the communication to families has been lacking. We need protocols in place for staff who have greater relationships with students to reach out to families to ensure students are at school every day. We need proactive communication.
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
Attendance Committee	Director of Student Support in collaboration with Operations Coordinator	Attendance Appeal information One-pagers found on the O365 site	Guidelines outlined by the district office	Each six weeks based on student need
Daily Attendance Check	Operations Coordinator	eSP Phone SchoolMessenger	Operations Coordinator will make calls home to each student who is still absent by 8:30 AM daily to ensure they arrive to campus as soon as possible	By 9:15 AM/Daily

			or reiterate the importance of being at school daily.	
Tardy Policy	Receptionist Operations Coordinator Director of Student Support Deans of Students	Raptor Scanner Badges HERO	Students are receiving tardies daily and receiving consequences appropriately. Interventions will be applied on a case by case bases to maximize instruction time for ALL Students.	Daily
Attendance Incentives One-Pager	Grade Level Chairs	One Pager Raffle tickets Prizes Budget for incentives	97.3% or above based on grade level Tableau reports used each three weeks Incentive "payouts" each three weeks	Each three weeks based on grading timeline

GOAL #6 - AP Test Performance

CNA Focus Areas	East End will increase AP Index by 3 for all AP courses.
CNA Strengths	One of YES Prep's Content Specialist is returning to teach AP Spanish full-time, and is a huge addition to our AP program. Additionally, we are offering two more AP courses to help increase the opportunities that students have to take and pass an AP course and exam.
CNA Needs or Challenges	The results in our AP English courses has plateaued and our challenge will be utilizing the strengths of those staff members to make significant gains in the results of those specific courses.
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
AP Culture Plan Investment and Academic Skill building Recognition	Upper Deck Deans of Instruction	Parent engagement resources Student skill-building and data tracking resources	Student Survey	Create an AP bootcamp for these particular students
Create a comprehensive tutorial plan for AP testers that begins in September.	Director of Academics SpEd Manager Others as needed	Create the curriculum Partner with the SpEd Manager	We will monitor student assessments throughout tutorials.	By the end of August, we need to have identified the students and determine owners for each course. Early September, meet with the ACE Coordinator to determine if we need to run a remediation program, if so coordinate a staff

				<p>member for that role. If not, we need to ensure those students are included in the core teacher's tutorials.</p> <p>Determine accountability for teachers.</p> <p>By the first week in September, Director of Academics needs to verify that the groups are correct with SpEd teachers.</p>
Senior grade level team data dive and progress monitoring.	<p>Director of Academics</p> <p>Upper Deck Dean of Instruction</p>	<p>Released AP exams</p> <p>Tableau report for kids who have passed the STAAR exam</p>	<p>Unit exam data</p> <p>Benchmarks</p>	<p>We need to look at the data to see which kids need to be targeted (i.e., have not passed an AP exam).</p> <p>Each teacher has a targeted group of kids that they are tutoring and monitoring throughout the year.</p>