



**Gulfton**

**2019-2020  
Campus  
Improvement Plan**



**Campus Number 101-845-008  
6565 DeMoss Drive  
Houston, TX 77074**

# YES PREP GULFTON CAMPUS IMPROVEMENT PLAN

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# YES PREP GULFTON 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 Gulfton 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 GULFTON CAMPUS IMPROVEMENT PLAN

## SCHOOL SUPPORT TEAM FOR THE CNA and CIP

Oscar Romano	Principal
Lindsay Ralls	Director of Academics
Stephanie Sosa	Executive Assistant
Danielle Brown	Teacher
Rose Rodriguez	Teacher
Cesar Torruella	Teacher
Hilda Centeno	Parent
Sandra Hernandez	Community Member

### Meetings and Community Access

Gulfton’s CNA and CIP were developed by the School Support Team (SST). The final CNA meeting was held on September 3, 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. Gulfton will achieve a 55% on Domain I (the average of “Approaches” and above, “Meets” and above, and “Masters”) on the STAAR test.
2. Gulfton will meet 100% of relevant Domain III STAAR targets.
3. 24% of Gulfton’s Class of 2020 will have a college ready SAT score of 480 in Reading and 530 in Math.
4. 93.1% of Gulfton students enrolled in the 2019-2020 school year will return to Gulfton for 2020-2021.
5. Gulfton will maintain a cumulative Average Daily Attendance rate of 96.5%.

## CIP Contact Information

Any questions regarding this CIP should be directed to:

### **Stephanie S. Jones**

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### **Oscar Romano**

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# YES PREP GULFTON CAMPUS IMPROVEMENT PLAN

## COMPREHENSIVE NEEDS ASSESSMENT - SCHOOL PROFILE

YES Prep Gulfton was founded in 2007 to serve students in Grades 6-12. We are located in the heart of the vibrantly diverse neighborhood of Gulfton. Every day students and teachers from all backgrounds come together to achieve one goal - preparing students academically for college completion. 1,058 students, 92 staff members, one FORCE. Feel it!

### Student and Staff Demographics

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

- ❖ 1,058 students in Grades 6-12
- ❖ Race & Ethnicity:
  - 3.13% African American
  - 0.19% American Indian
  - 3.89% Asian
  - 91.18% Hispanic
  - 1.23% White
- ❖ 96.21% economically disadvantaged
- ❖ 37.44% English Learners (ELs)
- ❖ 50.62% at-risk
- ❖ 4.74% special education (SpEd)

Moreover, Gulfton employs 59 teachers and 33 administrators and support staff.

### Neighborhoods Served

Gulfton serves students in the Gulfton/Sharpstown area.

### Neighborhood Demographics

The neighborhood demographics are:

- ❖ Total Population: 50,510
- ❖ Total Households: 17,871
- ❖ High School Education: 9,936
- ❖ College Education: 3,352
- ❖ Median Household Income: \$29,226

## **Strategies to Serve At-Risk Students**

Our campus will prioritize remediation through small group tutorials this year, which will occur during the day in our homeroom block of time, as well as after school and on Saturdays. Furthermore, we will be strategic with our development of teachers and their English Language Learning teaching abilities.

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



# YES PREP GULFTON 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 Gulfton: \$1,728,698

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 GULFTON 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 Gulfton students.

### Federal Funds

- Title I, Part A: \$522,015
- Special Education (IDEA-B): \$128,305
- National School Lunch Program: \$428,083

### State and Local Funds

- General State: \$8,005,094
- State Compensatory Education: \$1,728,698
- Bilingual/ESL Program: \$277,611

## YES PREP GULFTON CAMPUS IMPROVEMENT PLAN

### GOAL #1 – STAAR Domain I

<b>CNA Focus Areas</b>	Gulfton will achieve a 55% on Domain I (the average of “Approaches” and above, “Meets” and above, and “Masters”) on the STAAR test.
<b>CNA Strengths</b>	<ul style="list-style-type: none"> <li>Teachers and Deans of Instructions were very well versed in the course goals and progress their students were making toward their goals throughout the year.</li> <li>The Instructional Leadership Team focused their efforts on what the data showed that we needed to address.</li> </ul>
<b>CNA Needs or Challenges</b>	There is always a learning curve with new teachers’ level of understanding of their goals and the work it will take to reach those goals.
<b>Systemwide Strategic Priorities</b>	4. Innovate and implement clear, manageable, and high-leverage academic systems.
<b>TEA Strategic Priorities</b>	2. Build a foundation of reading and math.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
All staff (teachers and administrators) will have clear goals and resources to progress monitor those goals.	All Staff	2018-2019 grades  2018-2019 STAAR Exam scores  2019-2020 unit exam scores	Baseline: 2018-2019 grades and test scores  Monitoring: 2019-2020 grades and unit exam scores	Semi-weekly check-ins with teachers  Administrator-led data reviews after each unit exam
All staff will strategically plan supports for target groups of students (in class, through tutorials, etc.).	All Staff	2018-2019 grades  2018-2019 STAAR Exam scores	Baseline: 2018-2019 grades and test scores	Semi-weekly check-ins with teachers

		2019-2020 unit exam scores	Monitoring: 2019-2020 grades and unit exam scores	Administrator-led data reviews after each unit exam
Administrators will introduce and monitor a new tutorial system that provides teachers the flexibility to hold tutorials during or after the school day.	Admins and teachers	2018-2019 grades 2018-2019 STAAR Exam scores 2019-2020 unit exam scores	Baseline: 2018-2019 grades and test scores Monitoring: 2019-2020 grades and unit exam scores	Semi-weekly check-ins with teachers Administrator-led data reviews after each unit exam

## GOAL #2 - STAAR Domain III

<b>CNA Focus Areas</b>	<p>Gulfton will meet 100% of relevant Domain III STAAR targets.</p> <ul style="list-style-type: none"> <li>• EL English Language Arts (ELA) Achievement</li> <li>• SpEd Math Achievement</li> <li>• Non-Continuously Enrolled ELA Achievement</li> <li>• SpEd ELA Achievement</li> <li>• English Language Proficiency Status</li> </ul>
<b>CNA Strengths</b>	We have hired an additional Literacy Specialist who will be focused on working with ELs in 8 <sup>th</sup> and 9 <sup>th</sup> grade to help ease their transition into high school.
<b>CNA Needs or Challenges</b>	Our large EL population can make it difficult to be as targeted as we would like in our efforts to make traction in this area.
<b>Systemwide Strategic Priorities</b>	4. Innovate and implement clear, manageable, and high-leverage academic systems.
<b>TEA Strategic Priorities</b>	2. Build a foundation of reading and math.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
All staff (teachers and administrators) will have clear goals and resources to progress monitor those goals.	All Staff	2018-2019 grades  2018-2019 STAAR Exam scores  2019-2020 unit exam scores	Baseline: 2018-2019 grades and test scores  Monitoring: 2019-2020 grades and unit exam scores	Semi-weekly check-ins with teachers  Administrator-led data reviews after each unit exam
All staff will strategically plan supports for target groups of	All Staff	2018-2019 grades	Baseline: 2018-2019 grades and test scores	Semi-weekly check-ins with teachers

students (in class, through tutorials, etc.)		2018-2019 STAAR Exam scores  2019-2020 unit exam scores	Monitoring: 2019-2020 grades and unit exam scores	Administrator-led data reviews after each unit exam
Administrators will introduce and monitor a new tutorial system that provides teachers the flexibility to hold tutorials during or after the school day.	Admins and teachers	2018-2019 grades  2018-2019 STAAR Exam scores  2019-2020 unit exam scores	Baseline: 2018-2019 grades and test scores  Monitoring: 2019-2020 grades and unit exam scores	Semi-weekly check-ins with teachers  Administrator-led data reviews after each unit exam

### GOAL #3 - Senior SAT Performance

<b>CNA Focus Areas</b>	24% of Gulfton's Class of 2020 will have a college ready SAT score of 480 in Reading and 530 in Math.
<b>CNA Strengths</b>	Our Director of Academics will be spearheading our work with Junior Seminar to ensure that we execute system strategy with fidelity.
<b>CNA Needs or Challenges</b>	We will need to onboard a new teacher to make sure they are invested and aligned to the direction we are taking with this course.
<b>Systemwide Strategic Priorities</b>	4. Innovate and implement clear, manageable, and high-leverage academic systems.
<b>TEA Strategic Priorities</b>	3. Connect high school to career and college.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
The Junior Seminar teacher and campus administrators will execute the system strategy for SAT scores with fidelity.	Junior Seminar teachers  Campus Admins	System-developed curriculum	SAT benchmarks  SAT exams	Daily implementation of curriculum
Junior Seminar will be treated like a core content and the Director of Academics will manage the Junior Seminar teacher.	Junior Seminar teachers  Campus Admins	System-developed curriculum	SAT benchmarks  SAT exams	Semi-weekly check-ins between Director of Academics and teacher
All teachers will emphasize their students reaching meets/masters numbers on STAAR exams.	All Staff	Data spreadsheet with goals for each student in a STAAR-tested course	SAT benchmarks  SAT exams	Semi-weekly check-ins between Director of Academics and teacher  Weekly data reviews

## GOAL #4 - Student Persistence

<b>CNA Focus Areas</b>	93.1% of Gulfton students enrolled in the 2019-2020 school year will return to Gulfton for 2020-2021.
<b>CNA Strengths</b>	<ul style="list-style-type: none"> <li>Our campus student and staff satisfaction results from district level surveys have consistently been at the top.</li> <li>We have a bell schedule that is very considerate of our students' needs.</li> </ul>
<b>CNA Needs or Challenges</b>	We had a large number of students in 9 <sup>th</sup> grade who chose not to go to credit recovery in the summer or who failed credit recovery classes in the summer, which has led to higher class sizes than we would have liked.
<b>Systemwide Strategic Priorities</b>	1. Deeply engage the students, families, and communities we serve.
<b>TEA Strategic Priorities</b>	NA

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
The School Culture Team will create a calendar of events and traditions.	School Culture Team	Calendar of events and traditions	Average Daily Attendance data monitoring every day  Persistence data checks every six weeks	Daily, by six weeks
The School Culture Team will establish a baseline set of expectations.	School Culture Team	Campus handbook supplement  Campus culture walkthrough app	Campus culture walkthrough app data reviews	Weekly
The School Culture Team will hold staff and students accountable to essential systems and campus norms.	School Culture Team	Campus handbook supplement	Average Daily Attendance data monitoring every day	Daily, by six weeks



			Persistence data checks every six weeks	
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## GOAL #5 - Average Daily Attendance

<b>CNA Focus Areas</b>	Gulfton will maintain a cumulative Average Daily Attendance rate of 96.5%.
<b>CNA Strengths</b>	Our attendance protocols and systems are very clear to both students and staff. We have very simple attendance incentives for students who meet expectations.
<b>CNA Needs or Challenges</b>	Our high school attendance rates have traditionally been a lot lower than our middle school attendance rates. It is a constant work in progress to bring up and keep up our high school attendance rates.
<b>Systemwide Strategic Priorities</b>	1. Deeply engage the students, families, and communities we serve.
<b>TEA Strategic Priorities</b>	NA

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
The Operations and School Culture Teams will hold regular attendance meetings.	Operations and School Culture Teams	Absence lists Meeting agendas Truancy protocols	Daily absence lists Regularly update truancy lists	Weekly
Specific protocols will be followed for truant students.	Operations and School Culture Teams	Absence lists Truancy protocols	Daily absence lists Regularly update truancy lists	As needed
Deans of Students will regularly push into grade level meetings with attendance updates and follow-ups.	Deans of Students	Absence lists Truancy protocols	Daily absence lists Regularly update truancy lists	Weekly