



White Oak

**2019-2020
Campus
Improvement Plan**



**Campus Number 101-845-009
5620 West Tidwell Road
Houston, TX 77091**

YES PREP WHITE OAK CAMPUS IMPROVEMENT PLAN

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..... 7

STATE COMPENSATORY EDUCATION (SCE)..... 8

 Policies and Procedures 8

COORDINATION OF FEDERAL, STATE, AND LOCAL FUNDS 9

GOAL #1 – STAAR Domain I 10

GOAL #2 – STAAR Domain III 13

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

GOAL #4 – Student Persistence..... 17

GOAL #5 – Average Daily Attendance 19

YES PREP WHITE OAK 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 White Oak 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 WHITE OAK CAMPUS IMPROVEMENT PLAN

SCHOOL SUPPORT TEAM FOR THE CNA and CIP

Jennifer Greene	Principal
Angelica Sanchez	Executive Assistant
Damilola Adesina	Operations Coordinator
Daniel Marin	Teacher
Cassidy Dutchske	Teacher
Arlena Ramirez	Teacher
Celia Bustamante	Parent
Sonia Diaz	Parent
Nati Fernandez	Community Member (and parent)

Meetings and Community Access

White Oak's CNA and CIP were developed by the School Support Team (SST). The final CNA meeting was held on August 29, 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 11)

1. White Oak will achieve a 53% on Domain I (the average of "Approaches" and above, "Meets" and above, and "Masters") on the STAAR test.
2. White Oak will meet 100% of relevant Domain III STAAR targets.
3. 31% of White Oak's Class of 2020 will have a college ready SAT score of 480 in Reading and 530 in Math.
4. 92.2% of White Oak's students enrolled in the 2019-2020 school year will return to White Oak for 2020-2021.
5. White Oak 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

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

Jennifer Greene

Principal
YES Prep White Oak
5620 West Tidwell Road
Houston, TX 77091
(713) 924-5200 Office
jennifer.greene@yesprep.org

YES PREP WHITE OAK CAMPUS IMPROVEMENT PLAN

COMPREHENSIVE NEEDS ASSESSMENT - SCHOOL PROFILE

YES Prep White Oak was founded in 2013 to serve students in Grades 6-12. We exist to prepare low-income students for college, to transform the way Houston educates its students, and to serve the members of our surrounding community.

Student and Staff Demographics

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

- ❖ 899 students in Grades 6-12
- ❖ Race & Ethnicity:
 - 12.67% African American
 - 0.56% American Indian
 - 0.11% Asian
 - 85.11% Hispanic
 - 1.33% White
- ❖ 88.67% economically disadvantaged
- ❖ 26.56% English Learners (ELs)
- ❖ 46.22% at-risk
- ❖ 6.67% Special Education (SpEd)

Moreover, White Oak employs 58 teachers and 28 administrators and support staff.

Neighborhoods Served

White Oak serves students in Near Northside in the 77091 Zip Code.

Neighborhood Demographics

The racial/ethnic groups in 77091 are African American (49.7%), Hispanic (36.7%), and White (11.4%). In 2017, the median household income of residents was \$32,500; and 28.5% of residents live in poverty.

Strategies to Serve At-Risk Students

Providing resources, transportation, programming, counseling, and medical services.

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 WHITE OAK 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 White Oak: \$1,133,627

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 WHITE OAK 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 White Oak students.

Federal Funds

- Title I, Part A: \$342,321
- Special Education (IDEA-B): \$150,018
- National School Lunch Program: \$363,749

State and Local Funds

- General State: \$6,802,060
- State Compensatory Education: \$1,133,627
- Bilingual/ESL Program: \$169,520

YES PREP WHITE OAK CAMPUS IMPROVEMENT PLAN

GOAL #1 – STAAR Domain I	
CNA Focus Areas	White Oak will achieve a 53% 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"> Our Math courses have consistently improved over the past several years, and we are primed to meet the goals for these courses. Additionally, overall our rate of students who are at “Approaches” has shown across-the-board improvement. Specific highlights are the improvements in Reading 7 and 8, as well as the strong performance in Science 8 and U.S. History.
CNA Needs or Challenges	<ul style="list-style-type: none"> We have at least one new-to-course teacher in each of the ELA STAAR-tested courses. Knowing that ELA is also a subject that has challenged our students from year-to-year, this is a large challenge for White Oak to overcome. Potential needs to support this challenge include: content leadership development for our High School and Middle School English Deans of Instruction and for the Director of Academics (supporting English I). Our students who receive services from the SpEd department failed nine times as many STAAR exams as a non-SpEd student last year. This is a large challenge and we have many incoming SpEd teachers who are new.
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
Weekly lesson planning feedback	Director of Academics	Lesson feedback checklist	Dean of Instruction Master Tracker	Teachers submit lesson plan 48 hours in advance of lesson

	Deans of Instruction	Lesson preparation protocol		Dean of Instruction feedback to teacher is due by 24-hours prior to the lesson
Data dives following each unit exam	Director of Academics Deans of Instruction	Goal tracking workbooks	Aware Common Assessments App Goal tracking Workbook Dean of Instruction Master Tracker	Deans of Instruction will complete these following each unit exam (dates vary) Data dives will also happen on a campus-level following Common Assessment 1 and Common Assessment 2
Weekly tutorials for all STAAR courses	All teachers Deans of Instruction Other Campus Leaders	Tutorial attendance tracker Teacher-created tutorial resources	Heat Maps and last year STAAR data will be used to identify initial students in tutorials	Teachers finalize roster by September 6th (with parent permission) Tutorials begin on September 9th Big tutorial refreshes will be made following unit exams and Common Assessments.
Weekly lesson planning meetings	Director of Academics Deans of Instruction	Lesson Preparation Protocol Cocaching Model	IER data from 2018-2019 Tracked in Deans of Instruction Master Tracker	Schedule determined by Dean of Instruction Course support will be updated after Common Assessment 1 and Common Assessment 2

				based on student performance
Weekly coaching meetings	Director of Academics Deans of Instruction	IER Coaching Model	IER data from 2018-2019 Tracked in Deans of Instruction Master Tracker	Schedule determined by Dean of Instruction Course support will be updated after Common Assessment 1 and Common Assessment 2 based on student performance

GOAL #2 - STAAR Domain III

CNA Focus Areas	White Oak will meet 100% of relevant Domain III STAAR targets. <ul style="list-style-type: none"> ○ EL ELA Achievement ○ Non-Continuously Enrolled ELA Achievement ○ EL ELA Growth ○ Non-Continuously Enrolled ELA Growth ○ English Language Proficiency Status
CNA Strengths	<ul style="list-style-type: none"> • We finally have a SpEd Manager who has a strong background in SpEd instruction and has served as a Dean of Instruction, who managed student achievement analysis with teachers. • We have more experienced teachers than ever in STAAR courses. They will be better able to support both EL and SpEd students. • SpEd inclusion teachers are pushing into classrooms significantly more frequently than in the past. • Our math and science teachers have done fairly well with SpEd targets last year, so we are well primed to reach that goal.
CNA Needs or Challenges	<ul style="list-style-type: none"> • Currently, we have a vacancy for our High School STEM SpEd position, which is a threat to achieving the academic growth goals. • Our Literacy Specialist is new to her role and is not yet an expert in supporting EL students.
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
Weekly coaching meetings for SpEd teachers	SpEd Manager	SpEd Instructional Excellence Rubric coaching model	SpEd Manager Master Tracker	Schedule determined by SpEd Manager

			SpEd Instructional Excellence Rubric data	Course support will be updated after Common Assessment 1 and Common Assessment 2 based on student performance
Inclusion support in STAAR courses four times per week	SpEd inclusion teachers SpEd Manager	Supplemental aid resources	Observations from SpEd Manager Tracked on Push In Log	SpEd Manager creates program schedule to determine when inclusion teachers push in each day
Weekly SpEd Team meetings with development focus	SpEd Manager	Director of Academics check-ins Support from Director of SpEd	SpEd Manager Master Tracker Student performance data on unit exams	Weekly Director of Academics and SpEd Manager will collaborate in weekly check-ins to determine what development is needed

GOAL #3 - Senior SAT Performance

CNA Focus Areas	31% of White Oak's Class of 2020 will have a college ready SAT score of 480 in Reading and 530 in Math.
CNA Strengths	<ul style="list-style-type: none"> Promoted SAT readiness by providing students with after-school SAT boot camp bi-weekly. Provided students and parents with general SAT knowledge in the 2018-2019 school year was the first time our students participated in taking the SAT.
CNA Needs or Challenges	Improve data tracking for students between SAT diagnostic test and benchmarks to provide students with a rationale on areas of growth.
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
Weekly boot camp test prep	Director of College Counseling College Counselors	Khan Academy SAT booklet	Master advising spreadsheet	August-October
Seminar small group push-ins	Director of College Counseling College Counselors	Individualized SAT dashbord from Khan Academy	Push in long and performace SAT data tracker to be monitored by Director of College Counseling	Weekly Director of College Counseling / College Counselor will collaborate in team check-ins to adjust push-ins when needed
SAT data dives for studuents who are bubble students	Director of College Counseling	SAT advising workbook	Master advising spreadsheet College Board	College Counselors will discuss data and areas of growth in weekly check-ins by utlizing

	College Counselors		Naviance Khan Academy	College Board and Khan Academy
--	--------------------	--	--------------------------	--------------------------------

GOAL #4 - Student Persistence

CNA Focus Areas	92.2% of White Oak's students enrolled in the 2019-2020 school year will return to White Oak for 2020-2021.
CNA Strengths	<ul style="list-style-type: none"> We increased representation of student identities and have continued to celebrate our differences. We have a strong parent association that has continued to increase awareness and buy-in from the over all community.
CNA Needs or Challenges	<ul style="list-style-type: none"> Increased gentrefication in the area and family success leading them to purchase homes outside of the White Oak community. Students who desire to pursure University Interscholastic League (UIL) activites continue to leave White Oak in pursuit of these extracurriculars.
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
Student identity celebrations	Director of Student Support	Student Support budget Planning time Parent involvement Time in the schedule	Student Survey	Three large celebrations. Sept. 15 - October 15: Hispanic Heritage Month Pride Month: May; Black History Month: February
Family gatherings / White Oak Nation Assembly	Dean of Students	Student Support budget	Student Survey	Every Tuesday (Family Gathering)

		Time in the schedule Planning time		Every six weeks (White Oak Nation)
Small individualized groups	Director of Student Support Student Support Counselors	Space Time in the schedule	Before / After Survey Student Survey	Weekly

GOAL #5 - Average Daily Attendance

CNA Focus Areas	White Oak will maintain a cumulative Average Daily Attendance (ADA) rate of 96.5%.
CNA Strengths	Our ADA has a strong system of communication with all stakeholders regarding student attendance.
CNA Needs or Challenges	We typically start the year strong but are not as consistent as the year continues with our attendance procedures. A need is to involve teachers more in the attendance process and invest them in engaging lessons.
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
Daily parent communication	Adriana Adame, Attendance Clerk	eSchoolPLUS data (correct family information and accurate attendance taking)	Daily attendance report	Daily
Attendance Committee Team meetings	Dami Adesina, Director of Student Support	Collaboration meeting times eSchoolPLUS / Tableau data	Completed action steps requested at meeting through tracker and daily attendance Percentage Increase	Bi-weekly
Teacher accuracy with attendance taking	Greg Mattes, Director of Campus Operations	eSchoolPLUS accuracy Time on the professional development calendar to review process and	eSchoolPLUS report	Weekly checks

		reward perfect attendance taking		
--	--	-------------------------------------	--	--