



2024 - 2025
Campus Improvement Plan

YES Prep Northside Secondary
YES Prep Public Schools
Campus Number 101845007
5215 Jensen Dr
Houston, TX 77026

Each school year the principal of each school campus, with the assistance of the campus-level School Support Team, must develop, review and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Education Code Chapter 29, subchapter A, with respect to the academic excellence indicators and any other appropriate performance measures for special needs populations. Education Code 11.252 (b). 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. Any questions regarding this CIP should be directed to:

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DISTRICT AND CAMPUS MISSION STATEMENT AND GOALS

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

District's Vision

Every child in Houston will have equitable access to a public school that delivers a college-ready education.

District's Mission

YES Prep Public Schools empowers all Houston students to succeed in college and to pursue lives of opportunity.

System Strategic Priorities

- **Educational Equity:** Ensure that every child in Houston has greater access to YES Prep Pre-K through 12th grade education.
- **Student Achievement:** Ensure that in every school, in every classroom, every day, ALL students engage in rigorous, aligned and active learning, dramatically increasing their college readiness.
- **Culture & Identity:** Embrace the diverse communities, cultures, identities and abilities of ALL students, empowering all Houston students to succeed in college and to pursue lives of opportunity.
- **Talent:** Continue to attract diverse, extraordinary talent at every level and will purposefully increase inclusivity, retention and development of teammates.
- **Support Systems & Processes:** Make optimal use of systems and data, and share innovative best practices to significantly increase agility, productivity and sustainability.

Campus's Vision

YES Prep Northside exists to develop college-ready leaders in the Northside community.

Campus Goals (Focus/Critical Areas)

1. **Student Achievement:** Northside Secondary will achieve a 41% on Domain I (the average of 'Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test, AND meet 100% of STAAR Domain III Targets.
2. **Family and Community Involvement:** "Northside Secondary will create an inclusive environment for parents and families, leading to a 41% matriculation rate for the Class of 2025.
96% of students enrolled on the first day of the 24-25 school year will persist until the last day of school due to a strengthened home-school connection.
School Culture and Climate: Northside Secondary will cultivate a consistent classroom environment with clear expectations, resulting in a cumulative Average Daily Attendance of 94.4%.

TEXAS EDUCATION AGENCY (TEA) STRATEGIC PRIORITIES



Source: [TEA Strategic Plan | Texas Education Agency https://tea.texas.gov/about-tea/welcome-and-overview/tea-strategic-plan](https://tea.texas.gov/about-tea/welcome-and-overview/tea-strategic-plan)

ESSA Program Implementation Statutory Requirements

- Element 1: SWP Comprehensive Needs Assessment (CNA)
- Element 2: SWP Campus Improvement Plan (CIP) Requirements
- Element 3: Program Evaluation/Annual Review

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

SCHOOL SUPPORT TEAM

Our School Support Team (SST) was designed to conduct the Campus Needs Assessment (CNA), create, review, monitor, and evaluate the Campus Improvement Plan (CIP). This model is aligned to state legislation and YES Prep policy. The intention of the SST is to pull together our community in a constructive, organized, and unified body to enhance the education of all students.

#	Full Name	Position/Title
1	Nicci Cole (update after meeting due to emergency) Shelia Williams stood in as facilitator and Principal during these meetings	Principal (delegate served in this role) Shelia Williams - Director of Student Support
2	Kanwal Shiwani	School Leader (<i>Dean of Instruction</i>)
3	Katherine Haley	School Leader (<i>Literacy Specialist</i>)
4	Ruby Lopez	Community Member
5	Maira Cruz	Community Member
6	Hilda Silva	Parent
7	Araceli Vasquez	Parent
8	Lori Barajas	Paraprofessional (<i>Executive Assistant</i>)
9	Lidia Castaneda	Paraprofessional (<i>Operations Coordinator</i>)
10	Naitoh Kai	Teacher
11	Sheldon Taylor	Teacher
12	Antonio Castillo	Administrator (Head of Schools)
13	Trista Fortuna	Administrator (Government Grants Specialist)
14	Regina Richard	Teacher
15	Aurora Pena	Teacher
16	Jasmine Daniels	School Leader (<i>Dean of Students</i>)

Meetings and Community Access

Documentation of the process includes meeting minutes, agenda, and sign in sheets. The School Support Team met on May 30, 2024, and again on May 30, 2024 to develop the CNA. The first CNA meeting was held in Northside Secondary and started at 1:15 pm. The second meeting was held in Northside Secondary and started at 2:15 pm. We plan to meet again each quarter to review and revise the CNA as needed. If an SST member was not able to attend the meeting, efforts were made to contact the member to update him/her/them on the topics discussed and to gather his/her/ their input.

During the first meeting on May 30, 2024, Principal Nicci Cole began the meeting with introductions. An ice breaker was conducted to support relationship building. The SST members had a chance to connect and know the role of each team member. Then,

Principal Nicci Cole shared with the group the team expectations. Several handouts were provided to attendees that lead discussions during the meeting. Team members were also given the opportunity to learn about the purpose of the team, learn specific vocabulary like CNA, CIP, Title I. The team also learned about the vision and mission of the YES Prep Northside Secondary. The importance of attendance and the purpose of this Title 1 Team was emphasized and explained to all members. The purpose of the Comprehensive Needs Assessment was shared. Principal «Principal_Name» then provided each person with a sample list of data options that the committee members could use to lead conversations to identify which data the committee would review to gather strengths and problems from the 2023-2024 school year. Principal Nicci Cole lead the discussion as data was identified by the group to be reviewed at the next meeting. The committee decided to look at six specific data points to identify strengths and problems from the 2023-2024 school year. Principal Nicci Cole thanked everyone for their participation and reminded everyone of the second CNA meeting.

At the second meeting on May 30, 2024, the SST reviewed the listed data and prioritized the information into strengths and problems. The team acknowledged the strengths from 2023-2024 school year but focused on the problems identified in the data. Principal Nicci Cole led the team in prioritizing the problems. Each team member was asked to help identify three to five focus areas for next year based on the problems identified. The team came to a consensus on three main problems that represent the highest leverage focus areas. These will become the priorities for next year. A Root Cause Analysis was completed on the three problems.

The School Support Team reviewed the data listed to identify strengths and problems.

Data Sources Examined during the CNA Process	Title I SWP Element
<ul style="list-style-type: none">• Evaluations from program, activities, and initiatives• Census• TEA Accountability Ratings• STAAR performance of surrounding schools• MAP performance of YES Prep Secondary schools• Staff Quality• Community Feedback• YES Prep programming and teaching facilitation data• Staff Development• Standardized Tests• Surveys and Interviews of Students/Staff/Parents• Technology Inventory	1, 2, 3

COMPREHENSIVE NEEDS ASSESSMENT

Campus Profile

YES Prep Northside Secondary was founded in 2011 to serve students in grades 6-12. Our campus employs 58 teachers and 30 administrators and support staff.

In terms of performance, 68% and 56% of our students are at "Approaches" grade level or above on STAAR Reading and Math respectively.

Student Demographics

The 2024-2025 schoolwide student demographics (estimates) are:

% economically disadvantaged	74%
% English Learners (ELs)	44%
% at-risk	70%
% special education (SpEd)	9%
% Hispanic/Latino	90%
% African American	7%
% Asian	0%
% White	0%
% American-Indian	2%

Neighborhoods Served

The neighborhoods served are the following areas/zip codes: 77026, 77009, 77016, 77093, 77022. The neighborhood racial demographics are approximately:

% Hispanic/Latino	90%
% African American	7%
% Asian	0%
% White	0%
% American-Indian	2%

Conclusion of CNA

Summary/Bridge of Identified Problems:

- Enforcing expectations for students (tardies, uniform)
- More sports & extracurricular activities
- Security
- Need clear and consistent teacher expectations
- Need a system of Northside college grads
- Increase advocating for more space or things out of campus control
- A new building + space

- School culture - traditions, routines, strong structure - parent involvement
- Vertical Alignment
- Teacher retention & appreciation incentives

Areas of Focus for Next Year:

1. Student Achievement
2. Family and Community Involvement
3. School Culture and Climate

PARENT AND FAMILY ENGAGEMENT

All school activities will promote and encourage family engagement. The school will offer Parent Consultation Meetings to collaborate with parents and other stakeholders about the family engagement policy.

The Parent and Family Engagement Policy was planned and implemented by a campus committee and will be 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 families and parents of YES Prep Northside Secondary will be notified through Family Notes and social media channels that the CIP is on our website and that we will have copies will be available in our front office, as well as shared during Parent Family Engagement meetings.

We will review, assess, and update the Parent and Family Engagement Policy quarterly during the 2024-2025 school year.

There will be multiple meetings at flexible times, such as meetings in the morning and evenings, during different days of the week to accommodate ALL YES Prep Northside Secondary families' needs. Families and parents will be encouraged to attend these informative meetings where they will learn about the school's participation in Title I programming, curriculum programs,

assessments and how student achievement will be measured and how the school and families will partner to support students' academic growth.

Participation in these meetings will be actively promoted through our social media channels, website and the weekly Family Notes.

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 YES Prep Northside Secondary \$7,123,923.

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.

Strategies to Serve At-Risk Students

Early Identification: Implement a system for early identification of at-risk students. This might involve reviewing academic performance, attendance records, behavior reports, and input from teachers and counselor.

Small Group Instruction: Offer small group instruction for students who are struggling academically. This allows for more personalized attention and targeted interventions.

Tutoring and Academic Support: Establish tutoring programs or peer tutoring where students can get extra help with challenging subjects.

Data-Driven Decision-Making: Use data to inform decisions and adjust strategies as needed. Regularly analyze academic and behavioral data to track progress and make improvements.

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 our students.

Federal Funds

- Title I, Part A: \$569,597
- Special Education (IDEA-B): \$118,564
- National School Lunch Program: \$340,074

State and Local Funds

- General State: \$4,616,512
- State Compensatory Education: \$1,285,405
- Bilingual/ESL Program: \$193,771

YES PREP NORTHSIDE SECONDARY CAMPUS IMPROVEMENT PLAN

Goal #1: STUDENT ACHIEVEMENT				
Goal	Northside Secondary will achieve a 41% on Domain I (the average of 'Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test, AND meet 100% of STAAR Domain III Targets.			
What are one or two areas of STRENGTH for your campus in terms of this goal?				
Growth in Middle School STAAR courses - we showed growth in 7/8 Middle School STAAR courses compared to 2023 results. Growth in AP results - the % of students scoring a qualifying 3+ score in the final AP exam increased by 15% and was our highest since 2020.				
What are one or two NEEDS or CHALLENGES for your campus in terms of this goal?				
Below Goal - we remain below our campus D1 goal and our Domain III targets Gaps in 9th Grade - we have considerable gaps in 9th grade STAAR EOC data (ELA I and Algebra I) which have resulted in a high number of retesters and students progressing towards their SAT lacking foundational skills.				
What will your READING STRATEGY be for your campus in terms of this goal?				
ELA Coaching (<i>DOI and Literacy Specialist</i>) - focus on annotations strategy and sharing context for reading - what are students reading for? Push for independent reading and limited whole group / pair reading.				
What will your WRITING STRATEGY be for your campus in terms of this goal?				
ALL COURSES - sharing academic expectations with students to push towards high rigor in student writing. Coaching from A-Team - circulating to look for and provide feedback on academic writing				
What will your MATH STRATEGY be for your campus in terms of this goal?				
Classroom Observations and Real Time Coaching to ensure STAAR Math classrooms are pacing lessons to prioritize the intervention block built into the final 30 minutes of each lesson in the unit plan. Monitor for scratch paper strategies and use of calculators to support student learning.				
What strategies will be used to serve AT RISK STUDENTS in terms of this goal?				
Data Focused Coaching to identify students at risk of meeting their growth goals (STAAR, AP courses) Tutorial System to target students who need additional support and provide tutorial opportunities during Pride Pack (launch TBD)				
What strategies will be used to serve ALL STUDENTS in terms of this goal?				
Teacher Coaching Plans targeted to individual teacher development based on teacher skill and student classroom data. Prioritizing Tier 1 Instruction and nroming what this looks like				
What strategies or programs will be implemented to ensure students are receiving a WELL-ROUNDED EDUCATION ?				
Weekly Student Work Exemplar checks to ensure classes follow the YES Prep Curriculum and are on pace with the unit plans.				
High Impact Actions	Owner/ Persons Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline

Reading Strategy	DOA/DOIs	Reading annotation strategy for all classes	Classroom observations, student work	Ongoing
Writing Strategy	DOA/ DOIs	Academic Writing look-fors	Classroom observations, student work	Ongoing
Math Strategy	DOA/DOIs	YES Prep Curriculum and teacher exemplars IXL Teacher Coaching Plans Calculators + Scratch paper	Initial classroom observation data. Initial teacher coaching plans Ongoing teacher observations	Ongoing
At-Risk Strategy	DOA/DOIs/Teachers	STAAR and Unit Exam Data, PRIDE Pack tutorial structure systems	STAAR and unit exam data	October - May
Well-Rounded Education Strategy	DOA/YES Prep Curriculum Team	YES Prep Curriculum Academic Programming Guidelines	DOI observations and lesson planning/student exemplar checks	Ongoing

Goal #2: FAMILY & COMMUNITY INVOLVEMENT

Goal	<p>Northside Secondary will create an inclusive environment for parents and families, leading to a 41% matriculation rate for the Class of 2025.</p> <p>96% of students enrolled on the first day of the 24-25 school year will persist until the last day of school due to a strengthened home-school connection.</p>
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What are one or two areas of STRENGTH for your campus in terms of this goal?

Currently our class of 2025 is 85% on track to graduate according to the remaining credits report.
EB students show greater persistence than non-EBs. 6th,7th, and 12th show the greatest persistence at Northside

Last year, persistence was 95.1% (1.9% below goal)
Black students are not persisting with us at the same rate as other races.

High Impact Actions	Persons Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Students will complete BOY/MOY/EOY Senior Surveys in SSEM.	SSEM/CC's + DCC	BOY Survey in curriculum	Matriculation survey given 3 times a year.	BOY Survey 8/30 + 9/2 MOY Survey + EOY Survey
Student/Parent Meetings	DSS/DCC/SSC	Various data sources	Grades/Attendance/Behavior Data	Weekly and Monthly Meeting ongoing

Develop a culture calendar that includes monthly opportunity for engagement and connection for students and families	DSS	HYPE Calendar, YES Prep Academic Calendar	Student surveys + attendance at campus events	Ongoing
Goal #3: SCHOOL CULTURE & CLIMATE				
Goal	Northside Secondary will cultivate a consistent classroom environment with clear expectations, resulting in a cumulative Average Daily Attendance of 94.4%.			
What are one or two areas of STRENGTH for your campus in terms of this goal?				
Athletics attendance surpasses that of the general campus population: 94.4% compared to 92.79%. This shows that when students are connected to the campus, they come to school. ADA increased by 0.42 from the 22-23 school year. 6th grade always leads by example and has the highest attendance on campus.				
What are one or two NEEDS or CHALLENGES for your campus in terms of this goal?				
We were below our campus attendance goal for the year and for every month of the school year. We started ADA incentives late in the school year Lack of consistent ADA meetings during semester 1 and low attendance from all participants 12th grade has the lowest attendance with 92.74%				
High Impact Actions	Persons Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Consistent and strong attendance committee meetings	DCO/DSS	Student Absence Report	OKR Tracker/Weekly Attendance Tracker	Bi-weekly and will shift to weekly if ADA drops below goal
Increase Attendance Incentives from the beginning of the year	Attendance Committee	Budget	Attendance Committee Action Step Tracker + data report	Ongoing
Create yearly culture calendar with monthly engagement events	DSS/DOS	HYPE Calendar	Monthly calendar audit	Ongoing