

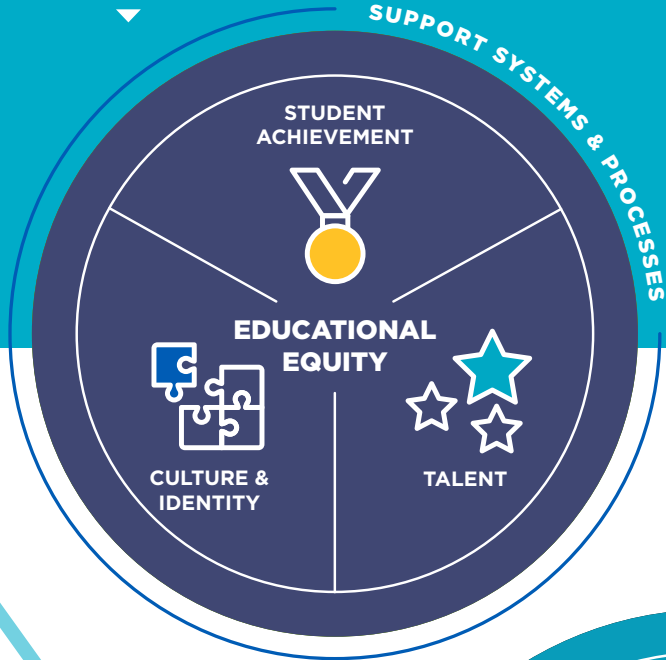


LEADING HOUSTON **FORWARD**

2021-2022
Annual Report



Core Model



Mission

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

Vision

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

Core Values



STRATEGIC PRIORITIES

EDUCATIONAL EQUITY

We will ensure that every child in Houston has greater access to a rigorous YES Prep pre-K through 12th grade education.

STUDENT ACHIEVEMENT

We will 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

We will embrace the diverse communities, cultures, identities, and abilities of all students to help them succeed in college and lead choice-filled lives.

TALENT

We will continue to attract diverse, extraordinary talent at every level and will purposefully increase inclusivity, retention, and development of our teammates.

SUPPORT SYSTEMS & PROCESSES

We will make optimal use of available systems and data and share innovative best practices to significantly increase agility, productivity, and sustainability.

Dear Friends,

What a year it has been for YES Prep Public Schools and the entire education community. Though challenging, your tremendous contributions help us **eliminate educational inequities and equip our students for success**. As you read through our annual report, we hope you will take pride in seeing your support at work throughout the 2021 – 2022 school year.

In August 2021, we opened our third and fourth elementary schools, YES Prep North Forest Elementary and YES Prep Southside Elementary, and we welcomed **155 pre-K students** to their first elementary school experience.

In May, at YES Prep's 21st Annual Senior Signing Day, our largest graduating class in history – 1,611 amazing seniors – proudly declared the next step in their post-secondary journey in front of their families, teachers, and the YES Prep community.

- YES Prep continues to be one of the highest performing public-school systems in Houston.
- *U.S. News & World Report* ranked all 10 qualifying YES Prep secondary schools in the top 12% of the best high schools in the nation, and we have seven of the top 100 schools in Texas. Nearly 100% of the class of 2022 were accepted to at least one two-year or four-year college or university, including some of the nation's most prestigious higher education institutions.

- Over 1,700 superstar staff weathered another difficult pandemic year of teaching and supporting nearly 16,500 YES Prep students across 23 campuses.
- This year, YES Prep continues its commitment to provide high-quality education while fostering an environment where students can safely be themselves, and where their cultures and identities are honored.

Thank you for embracing our mission and helping us expand opportunities for our students, families, and communities.



Mark DiBella
CEO



Melanie Trent
Board Chair

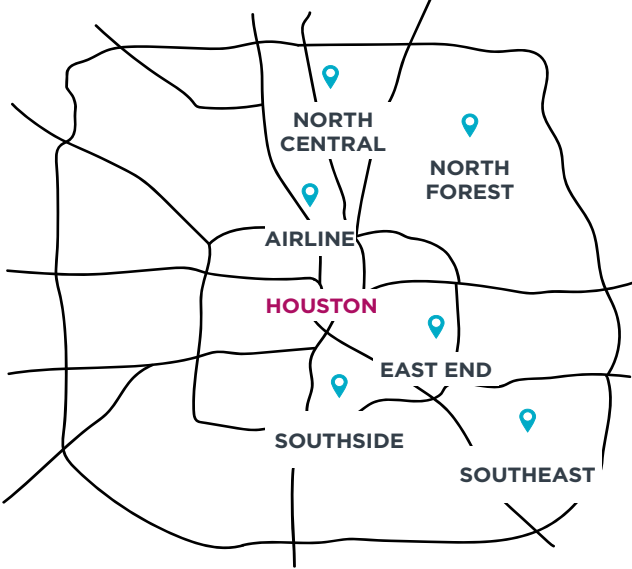
Resolved to Lead Houston Forward

Three years ago, we made a commitment to bring a YES Prep education to elementary students across the city. We are proud to say we have welcomed more than 1,500 elementary students and their families into our YES Prep community.

Our elementary school growth plan continues to move forward because we know that any delay means precious time wasted for students who need better educational opportunities. In August 2022, we will open two more elementary schools — YES Prep Airline Elementary and YES Prep East End Elementary — for families from the Northline and East End communities.

Both schools will initially serve children in pre-K through second grade and will add grade levels in subsequent years.

Though the pandemic has exacerbated educational inequities and made the path to college even harder for our students, we will not be deterred. These challenges inspire us to keep growing and striving to do even better for those we serve.



YES Prep Elementary Schools



The Kinder Foundation shares YES Prep’s goal to improve Houston students’ access to better quality schools. As such, we are proud to support their efforts. We look forward to seeing more students benefit from a great education in excellent schools.”

- NANCY AND RICH KINDER

With your generous support, we are providing many more children in Houston with a high-quality education that equips them to succeed in college and lays the foundation for a lifetime of choices and opportunities.

Preparing YES Prep’s Youngest Students for Jobs of the Future

Exposing students to high-quality elementary science and math programming is critical to fulfilling their potential in lucrative STEM (Science, Technology, Engineering, and Math) careers. As one of the fastest growing job fields worldwide, a STEM-ready workforce will foster a new generation of innovators to grow the U.S. economy.

Our elementary STEM program provides unique opportunities to support brain development and hands-on and individualized learning. Nearly 1,500 pre-K through third grade students engage in high-quality math and science classroom lessons using Eureka Math, the most widely used math curriculum in the U.S., and STEMscopes, an award-winning, research-based national leader in pre-K-12 STEM curriculum.

On a weekly basis, students at select campuses visit the STEM lab and participate in exploratory activities including earth and physical science, circuits, and an introduction to coding using Smithsonian Science and Technology Concepts kits. YES Prep has also placed technology at the forefront of our instruction, adopting a 1:1 student-device environment for all students.

Thank you to our Elementary STEM Program Supporters.



YES Prep students averaged more than 100 minutes per week engaging in Imagine Learning literacy and math instructional software through a combination of in-school and at-home learning. Additionally, YES Prep Southside Elementary won the prestigious Imagine Learning Beacon Award.

Family Ties at YES Prep

This spring, we caught up with a treasured YES Prep family, DeLisa Parks and her children Tavoris and Tay'Lore. We first met them last year at the Leading Houston Forward Celebration.



When the time came to make a choice that would set her children on a positive academic trajectory, DeLisa knew that sending Tavoris to YES Prep Southside Secondary would give him the best opportunity to flourish as both a student and an athlete. Seeing Tavoris' success and the support he received at YES Prep gave DeLisa confidence that Tay'Lore was sure to thrive there as well. We are grateful for DeLisa's belief in YES Prep's mission and trusting us to prepare her children for a bright future.



In May, Tay'Lore completed kindergarten at YES Prep Southside Elementary with flying colors and earned a perfect attendance award for the school year. She shared with her mom that she is already ready to head back to school for first grade! For now, however, she is enjoying extra family time and taking gymnastics classes over the summer.



This year, Tavoris graduated from YES Prep Southside Secondary and received a full-ride scholarship to study and play basketball with Southwest Christian College. He is already hard at work preparing for team training before his first semester in college begins.

YES Prep's Top Talent

YES Prep's work is not possible without high-quality teachers doing what they do best in our classrooms. This means, at times, finding new and innovative ways to reach and recruit top talent. Over the past year, YES Prep has engaged in partnerships with Texas Tech University and the Relay Graduate School of Education and recruited bilingual teachers in Puerto Rico.

STRATEGIC PARTNERSHIPS

The Relay Teaching Residency is a two-year program that leads to state certification and a Master of Arts in Teaching from Relay Graduate School of Education. While in their second year with Relay, residents are placed in a full-time teaching position at YES Prep. Through this partnership, YES Prep has a recruitment pipeline for highly trained teachers who continue to receive support from the Relay faculty.

Texas Tech Teach Across Texas is a one-year, accelerated, fast-track educator preparation program. Teacher candidates (TC) graduate from Texas Tech University with their degree and teacher certification in significantly less time than traditional degree programs. While in the program, TCs are placed at a YES Prep campus to complete their year-long, hands-on clinical experience. Upon successful completion of program requirements and graduation, TCs become YES Prep teachers.

INTERNATIONAL RECRUITING

In April, YES Prep's Chief Talent Officer Jose "Tony" Muñoz and several recruitment team members traveled to San Juan, Puerto Rico to host information sessions and in-person interviews. "We have such a great need for bilingual teachers, and Puerto Rico has so many qualified teachers and degreed professionals who are not only bilingual but also bicultural," said Muñoz.

Number of new teachers hired for the 2021-2022 school year:

419

Number of YES Prep teachers in the 2022-2023 school year:

907



The Boost for College Readiness

The YES Prep College Initiatives (CI) team delivers intensive and individualized support for our secondary students and alumni. To boost college readiness, help more students start college as planned, and graduate with a degree, we expanded our CI team.

This past year, two college success managers were introduced to lead a team of seven new alumni transition specialists who are focused on alumni retention, persistence, and graduation. Each specialist is dedicated to two campuses with senior classes. As YES Prep's graduating class grows each year, so too does the need for enhanced support to promote success beyond high school graduation.

Personalized college advising starts at the beginning of a student's high school journey. Students participate in our uniquely designed college seminar classes that prepare them for college life. YES Prep's student-to-college counselor ratio is 50:1 compared to the Texas average of 350:1, equating to 7x the individualized student support.

YES Prep's matriculation and college graduation rates are far higher than the national rates, but they have taken a hit during the pandemic – consistent with the national trend. YES Prep continues to meet the long-term challenges of the pandemic head-on while staying true to our commitment to provide the high-quality public education that all children need and deserve.



YES Prep alumni graduate
from college at
3X THE RATE
of their national peers.

Alumni Profile **Karla Villanueva**

As the oldest child of immigrants, Karla Villanueva set out on the path to be the first in her family to attend college, starting as a sixth-grade student at YES Prep Southeast Secondary. Even in her first years at YES Prep, Karla knew the priority for her and her classmates was to graduate and pursue a degree.

Though Karla was a high-achieving student, navigating the college application process was daunting. Karla was grateful for the guidance of her college counselor, Roberto Treviño, who is now the managing director of college initiatives at YES Prep. She shares, "The college process was a whole new world. If it weren't for my college counselor and YES Prep, I don't know if I would be in the place I am right now."

Karla was selected as an IMPACT scholar, a partnership program with colleges and universities across the country to recruit and enroll YES Prep students and fully cover their financial needs. She chose to attend Austin College in Sherman, TX, after Mr. Treviño helped convince her parents to let her enroll at a school five hours away.

In 2018, Karla graduated from Austin College with a double major in computer science and Japanese. Currently, she works for the Harris County Engineering Department as an analyst of proprietary IBM software. She credits her success to the discipline she learned as a YES Prep student, and we know that mindset and hard work ethic will take her far.



Honoring Culture

Each spring, students and staff look forward to attending our student affinity summits. Summits provide students an opportunity to celebrate their identities and build relationships within the communities with which they identify. This year, we returned to an in-person format and welcomed nearly 700 students in grades 6-12 - our biggest turnout yet!

Students participate in discussions with mentors in their communities, learn about their cultural heritage, and develop skills to navigate the college and workforce environment. These interactions strengthen students' support systems, build self-confidence, and increase the likelihood of post-secondary success.



Thank you to our
2022 Student Affinity Summit Supporter.



Highlights

Brotherhood and Sisterhood Summits

The theme was B.O.S.S. Up (Building on Self-Respect and Self-Determination) and welcomed a combined 150 students. Discussion sessions included: "Careers, but in Black" and "Mental Health and The Art of Coping" about the effects of mental health on the Black community with positive coping strategies through various forms of art.

Latinx Leadership Summit

Over 200 students participated in multiple sessions including a panel discussion with Latinx leaders and unpacking the movie *Encanto* and the relevance of the movie in Latin culture. Attendees indulged in dancing, Latin cuisine, and surprise sweets from a churro food truck.

Pride Plus Summit

A range of challenging discussion sessions included healthy relationships, mental health, and knowing your rights as a member of the LGBTQIA+ community for more than 270 students. A community fair capped off the day with face painting, karaoke, a photo booth, and more.

APIA (Asian and Pacific-Islander American) Summit

Over 60 students enjoyed a Pakistani luncheon with student performances in Tae Kwon Do, Bollywood dancing, and Burmese singing. Engaging panel discussions with APIA alumni and leaders examined allyship and the model minority myth.

PARTNERSHIPS HELP SERVE THE WHOLE FAMILY

When YES Prep students and families are faced with various challenges, our network of local nonprofit partners are there to assist. Through a well-coordinated response, students and families are connected to the resources that best fit their needs.

Legacy Community Health offers on-campus pediatric and behavioral health services to students and their siblings. Other services are provided through the Houston Food Bank, Your Texas Benefits (SNAP), American Red Cross, and Star of Hope for families in need of food and shelter.



Family Relief Fund

When a family's needs go beyond what our partners can provide, YES Prep's Family Relief Fund steps in as the next layer of safety and support. Current YES Prep families facing death or medical emergency, severe damage from a natural disaster, or other qualifying life events are eligible for assistance from the fund.

"When one of our YES Prep families requested help due to living in hazardous conditions, they were helped immediately. Thanks to the commitment of those who continually support YES Prep through the Family Relief Fund, this family was able to move from their home, into a new and safer environment."

- Victoria Troncoso, Student Support Counselor,
YES Prep Northwest Secondary

The path to and through college poses many challenges and a crisis can derail even the most well-paved postsecondary plans. YES Prep is committed to providing support to our families through crisis, so that our students can keep learning and continue moving forward on the path to success.

YES Prep's Advisory Council: Continued Growth and Evolution

After more than a year of virtual activities, the Advisory Council gathered in person last October to welcome Dr. John B. King, Jr. back to Houston. Dr. King is president of The Education Trust and a former secretary of the U.S. Department of Education and was the keynote speaker of the Third Annual Leading Houston Forward Luncheon in 2019.

The Advisory Council's activities for the remainder of the school year reflected the hybrid world in which we now live. In December, members toured one of our newest campuses, YES Prep Southside Elementary, and were back online in April for a timely panel discussion on student health and wellness.

This year also marked the swan song of Janet Clark as chair of the Advisory Council. Helping create the group over five years ago when it was known as the Board of Trustees, Janet has earned a well-deserved send-off for her dedicated leadership of this active group of donors. **Ann Davis Vaughan**, fresh off the Board of Directors, will take over as Advisory Council chair.



“

Since my early days as an education reporter, and in my many years serving YES Prep, I have sought to shine a light on problems and solutions to drive better outcomes. The Advisory Council should be a place for learning, so we can elevate the conversation about how we educate Houston's future workforce.”

- ANN DAVIS VAUGHAN

Families Advocate For Public Charter Schools

YES Prep families traveled to Washington D.C. in May to advocate for public charter schools in partnership with the National Alliance for Public Charter Schools. The event garnered national media attention, bringing together almost 1,000 charter families from across the country.

Dr. Daphne Rhoads, a YES Prep North Forest parent, traveled with her sons, Myles and Xavion, to share her passion for advocacy after seeing the difference a charter education has made in her sons' lives.

Annette and Richard Toyama also marched with their son, a student at YES Prep Hobby. Richard works as a truck driver and gave up valuable work time to be at the rally. Annette said the sacrifice was worth it.

“I believe 100% in charter schools, because I notice the difference. I am charter schools' #1 cheerleader!”

The group moved to Lafayette Park where they heard from more parents who shared stories about the incredible impact of charter schools in their lives. Then they marched in front of the White House, chanting “our children, our choice; can't silence our voice!”

Marcos Virula, a parent at YES Prep Northbrook Middle School, told the crowd that he used to drive 40 minutes each morning to bring his children to a charter school. Marco shared,

“As a parent and former charter employee, I've known that charters are very important— not only to my children's education but every child's education.”

The trip to the U.S. Capitol was just the beginning for these family advocates. They are committed to making their voices heard in support of public charter schools like YES Prep.



Senior Signing Day Returns

Thousands of members of the YES Prep community – teachers, students, family members, and supporters – filed into the Toyota Center on May 26, 2022 for the successful return of the decades-old YES Prep tradition, Senior Signing Day.

This event has looked different the past two years because of the pandemic but was back to its full glory as YES Prep’s 1,611 seniors walked across the stage to share what college, university, armed forces branch, or post-secondary opportunity they will pursue after graduation. Guests were regaled with dance performances, school chants, and inspirational words by each campus principal prior to students enjoying their moment to shine in front of the audience.

Students declared a variety of post-secondary plans, however, those most universally celebrated by the audience were the students declaring for ACT (Adult Community Transition). ACT is a YES Prep program that empowers students with significant cognitive differences to transition to a choice-filled life after high school. The preparation and pursuit of rigorous post-secondary plans like ACT, or any other opportunity, is made possible through the enduring generosity of YES Prep supporters.



10 STUDENTS
received the
QUESTBRIDGE SCHOLARSHIP
through QuestBridge’s National College
Match Program

Special Events Make BIG Impact

The Fifth Annual Leading Houston Forward Celebration excitedly returned to an in-person luncheon last fall at the Wortham Theater Center after a virtual gathering in 2020. Through the story of a YES Prep Southside family (see page 6), guests had the chance to see the opportunities that are made available at each campus to students in underserved communities. Guests were delighted by our keynote speaker, actress and author Sonia Manzano, well known for her role as

‘Maria’ on Sesame Street. Prior to her appearance at the Celebration, Manzano made a special stop at YES Prep Southside Elementary, to read her book *No Dogs Allowed* to kindergarten and first grade students, who were fascinated by her engaging storytelling and humor. The Leading Houston Forward Celebration raised \$1MM, creating a lasting impact for YES Prep students and campuses, while honoring our longtime partner, Capital One.



GRAB YOUR CHIPS AND TAKE A SEAT

THE TOURNAMENT OF A LIFETIME BEGINS!

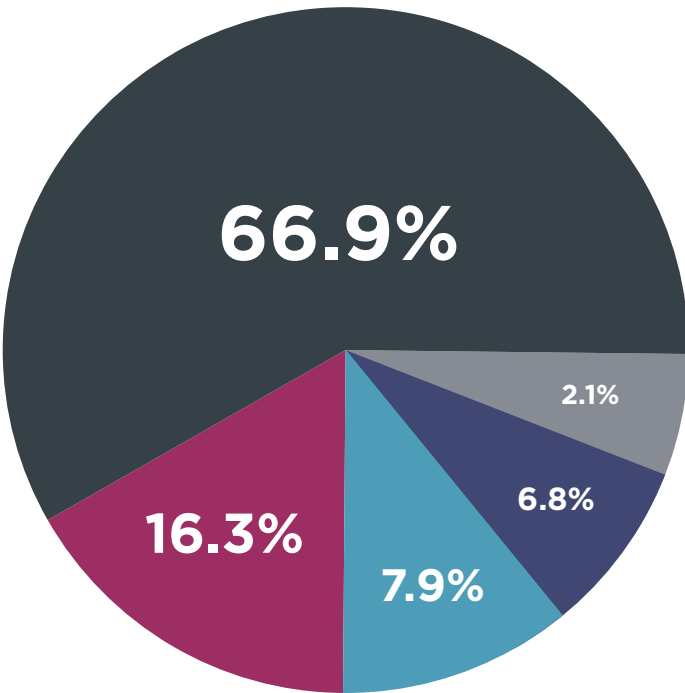
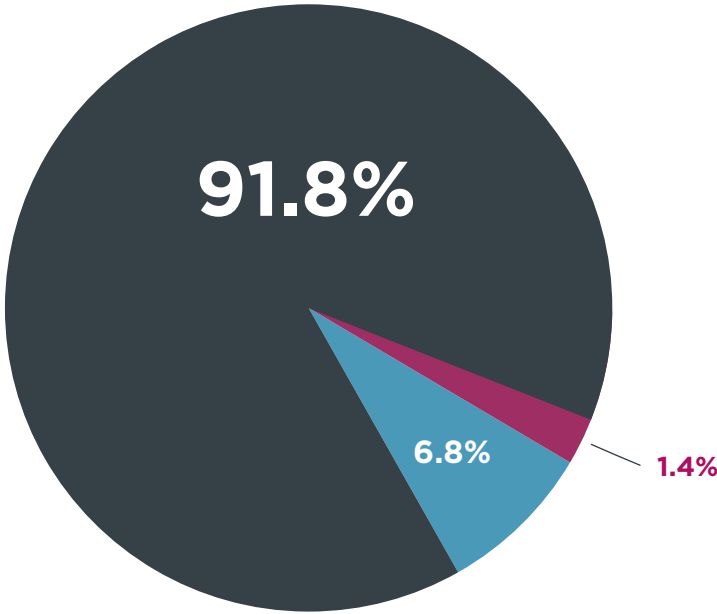
YES Prep hosted more than 500 leaders in the oil and gas industry at the Corinthian Houston for a night of fast-paced and fun poker, all in support of YES Prep students. After hosting a virtual tournament in 2021, the energy in the room from the players was electric. Thanks to the support of over 82 sponsors, the **tournament raised a record-breaking \$2MM**. The tournament ended with Jean-Marc Monrad of Vitol, Inc. taking first place after an intense final round of play.



Fiscal Year 2022

FY22 REVENUE

STATE AND FEDERAL	\$209,096,089	91.8%
FUNDRAISING	\$15,669,462	6.8%
OTHER	\$2,922,302	1.4%
TOTAL	\$227,687,853	



FY22 EXPENSES

PAYROLL & RELATED EXPENSES	\$138,003,340	66.9%
PROFESSIONAL & CONTRACTED SERVICES	\$33,548,538	16.3%
SUPPLIES & MATERIALS	\$16,292,326	7.9%
OTHER OPERATING EXPENSES	\$14,028,263	6.8%
DEBT SERVICE COSTS	\$4,400,011	2.1%
TOTAL	\$206,272,478	

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