

2025 – 2026
Campus Improvement Plan

YES Prep Northline Secondary
YES Prep Public Schools
Campus Number 101845012
441 Little York Road Houston TX 77076

Date Approved: 11/20/2025

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 Northline 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

- **Academic & Cultural Excellence:** Fuel the Power of YES by elevating academic and cultural excellence to become an A-district.
- **Data Systems to Drive Decisions:** Enhance data systems to drive decisions, agility, and data-informed actions to become an A-district.
- **EVP & Staffing:** Launch employee value proposition and talent recruitment strategy to get to and stay at 100% staffed with a highly effective teammate in every role.
- **Student Enrollment & Persistence:** Maximize student enrollment and persistence by building a long-term family engagement plan.
- **Edge:** Create a cross functional team and structures to drive YES Prep's competitive edge.

Campus's Vision

YES Prep Northline will graduate empowered, equity-driven citizens who serve and lead our community.

Campus Goals (Focus/Critical Areas)

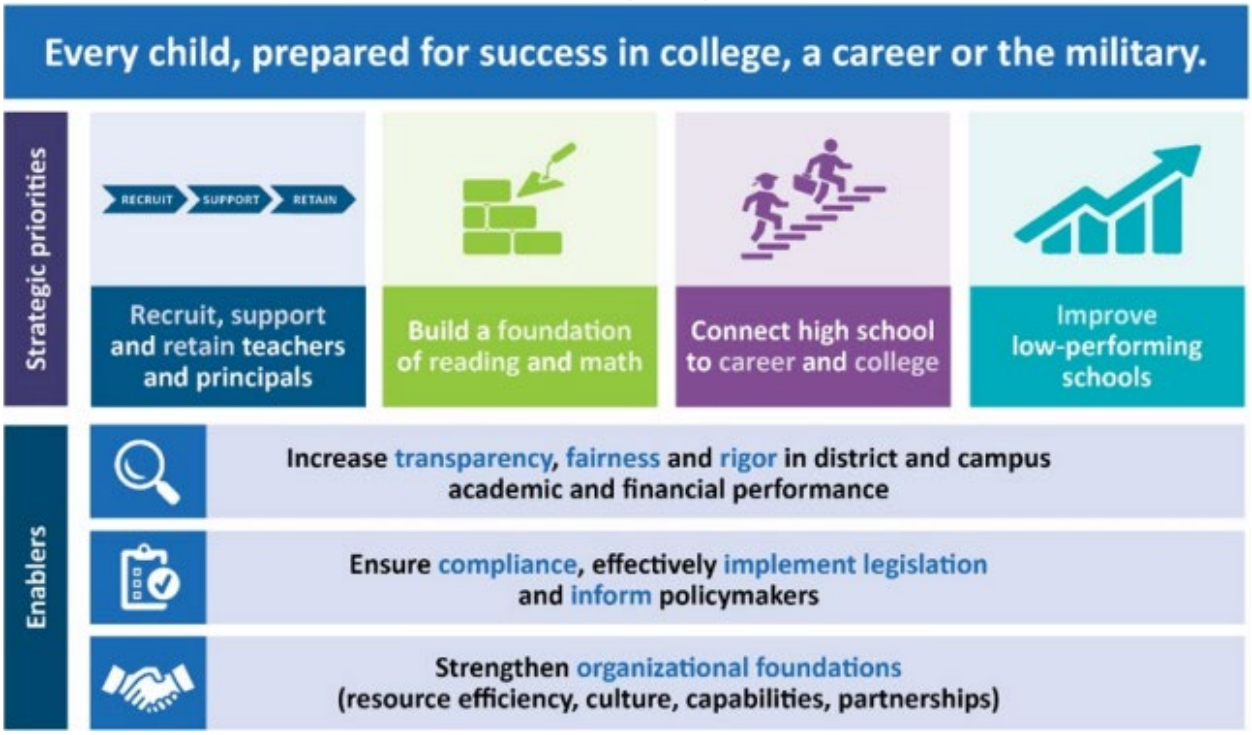
Student Achievement: Northline Secondary will achieve a 56% on Domain I (the average of Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test, AND meet 100% of STAAR Domain III Targets.

Family and Community Involvement: Northline Secondary will create an inclusive environment for parents and families, leading to a 86% matriculation rate for the class of 2026.

97% of students enrolled on the forst day of the 25- 26 school year will persist until the day of school due to a strengthened home-school connections.

School Culture and Climate: Northline Secondary will cultivate a consistent classroom environment with clear expectations, resulting in a cumulative Average Daily Attendance of 95.5%.

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

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.

Name	Role
Zicuria Ussery	**Principal**
Megan Gibbs	**School Leader**
Kelisha Baltimore	**School Leader**
Chantal Ortiz	**Community Member**
Brenda Perez Rivera	**Community Member**
Jose Lira	**Parent**
Maria Casas	**Parent**
Brittany McGruder	**Principal**
Yolanda Ramirez	**Parent**
T'Keymah Booth	**Teacher**
Cecelia Misener	**Teacher**
Eric Newcomer	**Administrator (Head of Schools)**
Magda Marroquin	**Administrator** (Manager Of Special Revenue Compliance)

Meetings and Community Access

Documentation of the process includes meeting minutes, agenda, and sign in sheets. The School Support Team met on May 1, 2025, and again on May 20 2025 to develop the CNA. The first CNA meeting was held in YES Prep Northline Cafeteria and started at 8:30 am. The second meeting was held in YES Prep Northline Library and started at 8:30 am. 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 1 2025, Principal Zicuria Ussery 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 Zicuria Ussery 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 Northline 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 Zicuria Ussery 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 2024-2025 school year. Principal Zicuria Ussery 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 2024-2025 school year. Principal Zicuria Ussery thanked everyone for their participation and reminded everyone of the second CNA meeting.

At the second meeting on May 20, 2025, the SST reviewed the listed data and prioritized the information into strengths and problems. The team acknowledged the strengths from 2024-2025 school year but focused on the problems identified in the data. Principal Zicuria Ussery 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
• 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 Northline Secondary was founded in 2017 to serve students in grades 6-12. Our campus employs 60 teachers and 30 administrators and support staff.

'In terms of performance, 85% and 76% of students are at "Approaches" grade leve or higher on STAAR Reading and Math respectively.

Student Demographics

The 2025-2026 schoolwide student demographics (estimates) are:

% economically disadvantaged	87%
% English Learners (ELs)	44%
% at-risk	41%
% special education (SpEd)	7%
% Hispanic/Latino	98%
% African American	1%
% Asian	0%
% White	1%
% American-Indian	0%

Neighborhoods Served

The neighborhoods served are the following areas/zip codes: Northline and Eastex/Jensen. The neighborhood racial demographics are approximately:

% Hispanic/Latino	94%
% African American	2%
% Asian	1%
% White	1%
% American-Indian	1%

Conclusion of CNA

Summary/Bridge of Identified Problems:

Wins:
96% Student Persistence
STAAR Domain 1 of 53%
Achievements of Class of 2025
Double digit SAT growth
2nd highest ADA in district
Level III and IV teachers
Staff Persistence
Increased ELPS Proficiency and Highest in the District
CCMR

Concerns:
STAAR SPED performance Student growth
Did not meet enrollment goal
AI
Family Engagement
Did not meet ADA goal

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 Northline 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 Northline 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 Northline Secondary $1,387,793

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: $581,500
- Special Education (IDEA-B): $154,176
- National School Lunch Program: $553,050

State and Local Funds

- General State: $5,307,672
- State Compensatory Education: $1,387,793
- Bilingual/ESL Program: $226,409

YES PREP NORTHLINE SECONDARY CAMPUS IMPROVEMENT PLAN

GOAL #1 – Student Achievement	
CNA Focus Areas	Northline Secondary will achieve a 56% 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.
CNA Identified Strengths	student performance for Math 6, Math 7, and Math 8 with 100% of students earning Approaches or higher in Middle School Algebra I. Reading 6-8th achieved 5% or more increase in student achievement and growth scores. Lastly, our we have increased English Language profiency by 13% which supports students learning concepts and demonstrating mastery across all courses.
CNA Identified Needs	Student individual student growth remained stagnant for students in general education and students with IEPs. English I and English II student achievement has remained stagnant.
Reading Strategy	All 6th and 7th grade students are enrolled in an intervention block to provide targeted math and reading support. During our PLCs, we are focusing on data driven instruction to target gaps by predicting misconceptions, creating access while reducing scaffolds, purposeful annotations, and providing supporting evidence for every answer. We are focusing in PLCs and coaching conversations effective data driven instructional practices including student goal tracking, providing targeted feedback on the most important and aligned practice, data response strategies, and creating a culture of a culture of achievement in every classroom.
Writing Strategy	100% of classrooms participate in writing activities in every lesson as aligned to the unit plans.
Math Strategy	All 6th and 7th grade students are enrolled in an intervention block to provide targeted math and reading support.

	During our PLCs, we are focusing on data driven instruction to target gaps by predicting misconceptions, creating access while reducing scaffolds, reviewing student work to address gaps in prior and current grade level knowledge, and strategies to reduce computation errors. We are focusing in PLCs and coaching conversations effective data driven instructional practices including student goal tracking, providing targeted feedback on the most important and aligned practice, data response strategies, and creating a culture of a culture of achievement in every classroom.
At Risk	Students at risk will be enrolled in either during the day or after school tutorials. Targeted data driven pull outs that focus on reteaching skills for our SPED students Targeted data driven pull outs to build English language proficiency for our EB students
ALL Students	Every teacher is supported by an instructional coach who is responsible for observing, coaching, and leveraging lesson/unit internalization meetings to ensure each teacher is implementing school-wide strategies with fidelity and to measure the impact of these practices on student achievement. As a result, we are able to progress monitor the effectiveness of our strategies throughout the school year and make targeted improvements based on student achievement and teacher effectiveness. Instructional coaches are responsible for designing PLCs and practices clinics that address gaps in teacher performance and student learning.
Well-Rounded	All middle school students are enrolled in 2 electives each semester that are goal driven and align our to campus values of encouraging the arts and independent expressions. All high students can select technology, art, or music electives that are goal driven and align to our campus values of encouraging the arts and independent expression. All high school students must take at 3 AP courses throughout their high school experience. Every student at YES Prep Northline Secondary engages in community service projects and grade level milestone activities each year.
TEA Strategic Priorities	Build a foundation for reading and math

High Impact Actions	Owner/ Persons Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Reading Strategy	Principal, Director of Academics, Deans of Instructions, Literacy Specialist, SPED Manager	YES Prep curricular resources, agenda templates	Power BI reports for unit exams, Common Assessments, and MAP	Quarterly
Writing Strategy	Principal, Director of Academics, Deans of Instructions, Literacy Specialist, SPED Manager	YES Prep curricular resources, agenda templates	Power BI reports for unit exams, Common Assessments, and MAP	Quarterly
Math Strategy	Principal, Director of Academics, Deans of Instructions, Literacy Specialist, SPED Manager	YES Prep curricular resources, agenda templates	Power BI reports for unit exams, Common Assessments, and MAP	Quarterly
At-Risk Strategy	Principal, Director of Academics, Deans of Instructions, Literacy Specialist, SPED Manager	YES Prep curricular resources	Power BI reports for unit exams, Common Assessments, and MAP	Quarterly

Well-Rounded Education Strategy	Principal, Director of Academics, Director of Student Support	YES Prep curricular resources, HYPE calendar	Power BI reports for unit exams, Common Assessments, and MAP	Quarterly

GOAL #2 –Family and Community Involvement	
CNA Focus Areas	Northline Secondary will create an inclusive environment for parents and families, leading to a 86% matriculation rate for the class of 2026. 97% of students enrolled on the forst day of the 25- 26 school year will persist until the day of school due to a strengthened home-school connections.
CNA Strengths	We have very good attendance for our Family University College Initiative nights for 12th and 11th grades. Our pop events during our affinity months have been very successful.
CNA Needs or Challenges	We need to increase the amount of cross functional touchpoints that we have with families after the school year begins. This requires more collaboration with all departments of our school to ensure we create purposeful and engaging experiences for families.
Systemwide Strategic Priorities	Student Enrollment & Persistence: Maximize student enrollment and persistence by building a long-term family engagement plan.
TEA Strategic Priorities	Recruit, support and retain teachers and principals

High Impact Actions	Persons Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Publicize events on ParentSquare, marquee, Instagram and Facebook	Operations Coordinator, Director of Student Support	Survey, SharePoint Resources OneNote	Power BI Reports, Survey Results	Weekly
High attendace during Back to School Night and at quarterly Family University Night	Leadership Team	Survey, SharePoint Resources OneNote, School Culture Resources	Power BI Reports, Survey Results	Quarterly
Schoolwide Events: Pop-up Markets, Carnivals, and student showcases focused on identity, affinity, culture, community, and growth.	Student Support Team, Operations Team, College Initiatives Team, and Instructional Team	Survey, SharePoint Resources OneNote, School Culture Resources	HYPE School Culture Calendar, Student SEL and School Culture Survey	Monthly

GOAL #3 – School Culture and Climate	
CNA Focus Areas	Northline Secondary will cultivate a consistent classroom environment with clear expectations, resulting in a cumulative Average Daily Attendance of 95.5%.
CNA Strengths	We have imporved attendance committee processes including incentives and truancy.
CNA Needs or Challenges	We have not found proactive solutions for students in Tier 3 with chronic absences. Historically, students in grades 7-12 have the highest rates of absences.
Systemwide Strategic Priorities	Academic & Cultural Excellence: Fuel the Power of YES by elevating academic and cultural excellence to become an A-district.
TEA Strategic Priorities	Recruit, support and retain teachers and principals

High Impact Actions	Persons Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Hold Attendance committee meeting	SST and Operations	Bi-weekly Agenda, pulled Tiering information, weekly family email to tier 2 and 3 students	Student Tiering information,	Weekly beginning 8/18

Monthly Incentives, whole school and SOC centered	SST and Operations	Incentives set for each week in the quarter to drive attendance/school culture	ADA Power BI	Monthly beginning 9/2
Quarterly Attendance awards	GLCs, OC 1 and Registrar	Perfect Attendance Reports	Student Tiering information, Perfect Attendance reports	End of 9 weeks, once each quarter