



**2023-2024  
Campus Improvement Plan**



Northwest Secondary  
YES Prep Public Schools  
Campus Number 101-845-013  
14741 Yorktown Plaza Drive  
Houston, TX 77040

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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Table of Contents

DISTRICT AND CAMPUS MISSION STATEMENT AND GOALS.....3

TEXAS EDUCATION AGENCY (TEA) STRATEGIC PRIORITIES .....4

SCHOOL SUPPORT TEAM ..... 5

COMPREHENSIVE NEEDS ASSESSMENT..... 7

PARENT AND FAMILY ENGAGEMENT.....8

STATE COMPENSATORY EDUCATION (SCE).....9

GOAL #1 – STAAR DOMAIN I.....11

GOAL #2 – STAAR DOMAIN III..... 14

GOAL #3 – MAP GROWTH .....15

GOAL #4 – COLLEGE MATRICULATION..... 16

GOAL #5 – STUDENT PERSISTENCE.....17

GOAL #6 – AVERAGE DAILY ATTENDANCE.....18

## DISTRICT AND CAMPUS MISSION STATEMENT AND GOALS

YES Prep Northwest 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 Mission

YES Prep Northwest empowers all HAWKS to succeed academically, build character through community, and advocate for a future of their own.

### Campus Goals (Focus/Critical Areas)

1. Northwest Secondary will achieve a 49% on Domain I (the average of 'Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test.
2. Northwest Secondary will meet 100% of relevant Domain III STAAR targets.
3. 60% / 50% of Northwest Secondary's 6th - 10th grade students will meet or exceed growth targets in Math and Reading, respectively.

4. n/a% of Northwest Secondary's Class of 2024 will matriculate by the end of the school year
5. 92.5% of Northwest Secondary students enrolled in the 2023-24 school year will remain a student at Northwest Secondary until the last day of school.
6. Northwest Secondary will maintain a cumulative Average Daily Attendance of 93.95%.
7. 50% of Northwest Secondary seniors in the class of 2024 will have passed an AP exam with a score of 3, 4, or 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 campus School Support Team (SST) is 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
Justin West	Principal
Taylor Addison	School Leader (Director of Academics)
Norma Reyes	School Leader (Director of Operations)
N/A	Community Member
Adrienne Thomas	Community Member
Marsha Thomas	Parent
Kelly Ma	Parent
Sandra Mendoza	Paraprofessional (Executive Assistant)
Clarence Laday	Literacy Specialist
Stephanie Thompson	Teacher
Javier Osornio	Teacher
Ellen Winstead	Administrator (Head of Schools)
Alisha Wildman	Administrator (Manager of School Data and Compliance)

### Meetings and Community Access

The CNA and CIP were developed by the SST. The meetings were held at YES Prep Northwest in Room 1114 on 6/5/2023 from 12:00PM – 1:00PM and 6/5/2023 from 1:00PM – 2:00PM. If a member of the SST was not able to attend the meeting, efforts were made to reach out to the member to update him/her/them on the topics discussed and to gather his/her/their input.

During the first meeting, the SST members had an opportunity to connect with each other and know the role of each of the members in the team. 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 Northwest Secondary Campus. The members broke into small groups to discuss the relevant data and identify the problems/needs and strengths of our campus as well as neighboring schools and the community around our campus.

During the second meeting, the whole SST came together to share the problems/needs and strength identified, as group we agreed on the trends identified in the data and prioritize the problems/needs that the school would have to focus as priorities to reach our campus' goals. The SST team also reviewed the campus goals and broke out into small groups to discuss high impact actions based on the identified problems to reach our goals.

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 Elementary 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 Northwest Secondary was founded in 2018 to serve students in grades 6-11. In the 2024-2025, we will be fully grown out with grades 6-12. Our goal is give students access to a multitude of AP class opportunities to foster academic achievement outside of YES Prep Public Schools post graduation. Our campus employs 31 teachers and 21 administrators and support staff.

In terms of performance, 45% of our students are at "Approaches" grade level or above on STAAR with most success being found in English classes and Social Studies 8.

### Student Demographics

The 2023-2024 schoolwide student demographics (estimates) are:

585 students in Grades 6<sup>th</sup> through 11<sup>th</sup>

57% economically disadvantaged

30% English Learners (ELs)

62% at-risk

12% special education (SpEd)

Race & Ethnicity:

15% African American

0% American Indian

1% Asian

76% Hispanic/Latino

3% White

### Neighborhoods Served

The neighborhoods served are the following zip codes: 77040, 77091. The neighborhood racial demographics are made up of approximately 14% African American, 50% Hispanic/Latino, 26% White, and 0% Asian students.

### Conclusion of CNA

The CNA, Northwest Secondary will address five areas of need for the 2023-2024 school year. We will focus on math achievement, language arts achievement, English Learners (ELs), student persistence and attendance. By addressing these five areas of need, Northwest Secondary will successfully support academic growth & achievement, parent involvement and student engagement.

## 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 Northwest 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 2023-2024 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 Northwest 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 Northwest Secondary: [\\$794,597](#)

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

We will use rigorous instructional strategies and strategic planning of programming to cater to the needs of these students.

## 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: \$318,030

Special Education (IDEA-B): \$78,227

National School Lunch Program: \$313,371

## State and Local Funds

General State: \$3,319,201

State Compensatory Education: \$794,597

Bilingual/ESL Program: \$119,056

## YES PREP Northwest Secondary CAMPUS IMPROVEMENT PLAN

GOAL #1 – STAAR DOMAIN I		
<b>CNA Focus Areas</b>		Northwest Secondary will achieve a 49% on Domain I (the average of 'Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test.
<b>CNA Strengths</b>		Strong English performance on STAAR exams from previous year with three of them meeting and/or exceeding course goals  Social Studies 8 performance exceeded goal (consistent over past two years so great set up for HS AP History courses)
<b>CNA Needs or Challenges</b>		Math performance across all grade levels not as strong - need a heavier focus on rigor  Growing by one grade level this year increases the amount of courses
<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
Create specific math course goals and push for a specific number of performance for each exam	A-Team	<a href="https://yespreppublicschools.sharepoint.com/teams/SpecialPopulations/SitePages/Special-Populations-Instructional-Priorities.aspx?OR=Teams-HL&amp;CT=166329079">https://yespreppublicschools.sharepoint.com/teams/SpecialPopulations/SitePages/Special-Populations-Instructional-Priorities.aspx?OR=Teams-HL&amp;CT=166329079</a>	Unit Exams, Quizzes, Formative and Summative Assessments	Q1-Q4

		0737&clickparams=eyJBcHBOYW1lljoiVGvhbXMtRGVza3RvcCIsIkFwcFZlcnNpb24iOiNy8yMjA3MzEwMTAwNSIsIkhhc0ZIZ		
"High Flyers" Program - Accelerated Reader for students	A-Team	celebrate the love of reading many students have  continue to push literacy in all grade levels through predictable incentive-based programming  frequent opportunities to keep English performance consistent	Accelerated Reader, English Unit Exams	Q1-Q4
Daily Lesson Plans and Teacher Exemplars	A-Team	Rigorous student-work outputs expected by every teacher each day  Frequent observations from A-Team using the Classroom Blueprint  Professional Development catered to the data	Classroom Blueprint, Professional Development	Q1-Q4

		we collect during classroom observations		
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## GOAL #2 – STAAR DOMAIN III

<b>CNA Focus Areas</b>	Northwest Secondary will meet 100% of relevant Domain III STAAR targets.
<b>CNA Strengths</b>	TELPAS Data - 20% AH Composite Score with the highest being in Listening (41%) and Writing (50%) Met STAAR Domain III Progress in Math 8 for ELL and SpEd sub-pops
<b>CNA Needs or Challenges</b>	Students in SpEd services receive appropriate accommodations and supplemental aides for all courses and classes Inclusion of language supports for students who are learning English language
<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
Use Supplemental Aids SharePoint to coach teachers to use with students	A-Team	Special Instructional Priorities Pops	Classroom Blueprint, Professional Development	Q1-Q4
Inclusion of Language Supports in every lesson/translated notes	Literacy Specialist	Special Instructional Priorities Google Translate, Translation tools Pops	Classroom Blueprint, ELLevation	Q1-Q4
Collaboration between general education and special education teachers	A-Team	Planning Meetings, Professional development Pops	Special Classroom Blueprint	Q1-Q4

### GOAL #3 – MAP GROWTH

<b>CNA Focus Areas</b>	60% / 50% of Northwest Secondary's 6th - 10th grade students will meet or exceed growth targets in Math and Reading, respectively.
<b>CNA Strengths</b>	MAP growth happened in some grade levels
<b>CNA Needs or Challenges</b>	Better MAP performance and strategic plan to reach 100% completion of MAP testing for all students
<b>Systemwide Strategic Priorities</b>	4. Innovate and implement clear, manageable, and high-leverage academic systems.
<b>TEA Strategic Priorities</b>	4. Improve low performing schools.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Proactive MAP testing plan for MOY and EOY testing and SY 23-24	Literacy Specialist, DOA	Accurate student list and data	BOY, MOY, EOY testing dates	Q0-Q4
Parent Informational for severity of MAP testing	Principal, DOA, Literacy Specialist	PPT, Data, Parent Letters	Previous years' data	SY 21-22 Data and Q1-Q4
Review MAP Data with students	Teachers	MAP data	MAP Data	After administrations

#### GOAL #4 – COLLEGE MATRICULATION

CNA Areas	Focus	Northwest Secondary currently only goes up to 11 <sup>th</sup> grade. We will not have a graduating class until the 2024-2025 school year.
Systemwide Strategic Priorities		1. Deeply engage the students, families, and communities we serve.
TEA Strategic Priorities		Recruit, support and retain teachers and principals. Build a foundation of reading and math



## GOAL #5 - STUDENT PERSISTENCE

<b>CNA Focus Areas</b>	92.5% of Northwest Secondary students enrolled in the 2023-24 school year will remain a student at Northwest Secondary until the last day of school.
<b>CNA Strengths</b>	Most students in middle and high school returned to campus for the 23-24 SY Recruitment efforts helped to gain 50+ from Eisenhower and a 6th grade class of 65 students
<b>CNA Needs or Challenges</b>	Many students decided to go to a different HS - matriculation from MS to HS is lower
<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
8th Grade Transition Meeting - using the large cohort of students in SY 23-24	DSS, Principal	SY 23-24 course offerings to hype up school year	8th grade data throughout year	Q1-Q4
Strategic recruitment of 9th grade students during SY 22-23	Ops	Student information in the area	Schoolmint Applications	Q1-Q4
Student celebrations and strategic programming throughout SY 23-24 for current students	SCT	SEL, Fall and Spring Trips, Culture ideas and programming	Student Satisfaction Survey, SEL Survey	Q1-Q4 Schoolmint Applications

## GOAL #6 – AVERAGE DAILY ATTENDANCE

<b>CNA Focus Areas</b>	Northwest Secondary will maintain a cumulative Average Daily Attendance of 93.95%.
<b>CNA Strengths</b>	Consistent ADA since beginning of SY 23-24
<b>CNA Needs or Challenges</b>	Compulsory attendance issues from a small group of students Many students decided to go to a different HS - matriculation from MS to HS is lower
<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
Attendance Incentives by GL	DCO, OC	Accurate Daily Attendance, Incentives	Attendance	Q1-Q4
Perfect Attendance Awards	OC, DSS	Accurate Daily Attendance	Attendance	Q1-Q4
Attendance Meetings and Calls	DCO	Accurate Daily Attendance	Attendance	Q1-Q4