



**White Oak Secondary**

**2021-2022**

# **Campus Improvement Plan**



**Campus Number 101-845-009**

**Houston, TX 77091**

# YES PREP White Oak Secondary CAMPUS IMPROVEMENT PLAN

## TABLE OF CONTENTS

### Contents

MISSION STATEMENT .....	3
2021-2022 SYSTEMWIDE INITIATIVES.....	3
SCHOOL SUPPORT TEAM FOR THE CNA and CIP.....	4
COMPREHENSIVE NEEDS ASSESSMENT – SCHOOL PROFILE.....	7
Data Sources Examined during the CNA Process .....	8
STATE COMPENSATORY EDUCATION (SCE).....	9
Policies and Procedures .....	9
COORDINATION OF FEDERAL, STATE, AND LOCAL FUNDS .....	10
GOAL #1 – Domain I.....	11
GOAL #2 – Domain III.....	13
GOAL #3 – SAT College Readiness .....	15
GOAL #4 – Student Persistence .....	16
GOAL #5 – Average Daily Attendance.....	17
GOAL #6 - MAP.....	18
GOAL #7 – College Matriculation .....	19

## YES PREP White Oak Secondary CAMPUS IMPROVEMENT PLAN

### MISSION STATEMENT

YES Prep exists to increase the number of college ready students.

### 2021-2022 SYSTEMWIDE INITIATIVES

YES Prep is part of the YES Prep Public Schools, Inc. (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 Secondary CAMPUS IMPROVEMENT PLAN

## SCHOOL SUPPORT TEAM FOR THE CNA and CIP

Name	Role
Jennifer Greene	Principal
Nati Fernandez	Parent
Ashley Garcia	Family Fellow Liaison
Karla Martinez	Parent
Amber Walker	Teacher
Matt Ruiz	Staff Member

### **Meetings and Community Access**

The CNA and CIP were developed by the School Support Team (SST). The meetings were held virtually on TEAMS on 8/27/2021 9:00-10:00AM and 8/27/2021 10:00-11:00AM.

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 White Oak Secondary Campus. Each group discussed the data and identify the problems/needs and strengths of 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.

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 2021-2022 school year.

### **Parent and Family Engagement Policy**

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 will be planned and implemented by the following committee:

Name	Role
Jennifer Greene	Principal
Nati Fernandez	Parent
Ashley Garcia	Family Fellow Liaison
Karla Martinez	Parent
Amber Walker	Teacher
Matt Ruiz	Staff Member

The Parent and Family Engagement Policy 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 White Oak Secondary will be notified through the Family Notes and social media channels that the CIP is on our website and that we will have copies available in our front office and copies will also be shared during Parent Family Engagement meetings.

We will review, assess, and update the Parent and Family Engagement Policy quarterly during the 2021-2022 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 White Oak 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.

### **Campus Goals (Focus/Critical Areas)**

- 1) Special Education Support
- 2) ELL Support
- 3) High quality blended learning instruction

### **CIP Contact Information**

Any questions regarding this CIP should be directed to:

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## YES PREP White Oak Secondary CAMPUS IMPROVEMENT PLAN

### COMPREHENSIVE NEEDS ASSESSMENT – SCHOOL PROFILE

YES Prep White Oak Secondary was founded in 2013 to serve students in Grades 6-12. White Oak exists to accelerate student achievement by creating a safe and engaging environment for high quality teaching and learning.

#### **Student and Staff Demographics**

The 2021-2022 schoolwide student demographics (estimates) are:

- ❖ 835 students in Grades 6-12
- ❖ Race & Ethnicity:
  - 7.7% African American
  - 0.2% American Indian
  - 0.1% Asian
  - 73.6% Hispanic
  - 1% White
  - 17.2% Multiple Races
- ❖ 91.8% economically disadvantaged
- ❖ 49% English Learners (ELs)
- ❖ 69.1% at-risk
- ❖ 9% special education (SpEd)

Moreover, our campus employs 84 staff members.

#### **Neighborhoods Served**

The neighborhoods served are Near Northwest.

#### **Neighborhood Demographics**

The demographics are 59% white, 33% African American, and 48% report their ethnicity as Hispanic population (people whose ethnicity is identified as Hispanic or Latino may be of any race). The median income is \$36,845.

#### **Strategies to Serve At-Risk Students**

- 1) 6 SPED Teachers (Including Life Skills) + 2 Teaching Assistants
- 2) 2 Literacy Specialists to support our high population
- 3) Reading Intervention classes in grades 6/7
- 4) In High School we have remediation classes designed to support students who are in need of extra support or extra time to meet high school promotion standards.

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

### Bridge – Conclusion of CNA

After meeting with the Student Support Team and conducting a comprehensive Campus Needs Assessment (CNA), the White Oak Secondary Campus Improvement Plan (CIP) will address five areas of need for the 2021-2022 school year. We will focus on Domain I, Domain III, SAT College Readiness, Student Persistence, Attendance, MAP, College Matriculation, and AP scores. By addressing these eight areas of need, White Oak Secondary will successfully support academic growth & achievement, parent involvement and student engagement.



## YES PREP White Oak Secondary 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 Secondary: \$1,176,174.00

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 Secondary 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 our students.

#### **Federal Funds**

- Title I, Part A: \$385,160.00
- Special Education (IDEA-B): \$165,959.00
- National School Lunch Program: \$502,640.00

#### **State and Local Funds**

- General State: \$6,553,449.00
- State Compensatory Education: \$1,176,174.00
- Bilingual/ESL Program: \$247,092.00

## YES PREP **White Oak Secondary** CAMPUS IMPROVEMENT PLAN

### GOAL #1 – Domain I

<b>CNA Focus Areas</b>	Average of the 46% of exams scoring "Approaches" or better, "Meets" or better, and "Masters"
<b>CNA Strengths</b>	We have hired teachers who are very strong in thier content knowledgeable and are very eager to be strong instructors of the content ares they have been hired to teach. This has led to stronger instruction in the classrooms. Deans of Instruction have been paired up with teachers who are content specific. This helps to specialize the DOIs in a specific content areas.
<b>CNA Needs or Challenges</b>	We need to increase our support for students who are serviced by special education and students who are emergency bilingual. Our population of each of these students is very high and we will not have strong results until we more specifically focus our efforts on improving outcomes for those students.
<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
Routine classroom observations of DOI	DOI	WAG Whetstone	Weekly Whetstone Feedback	ongoing
BOY course goals set for all STAAR Courses	DOI and Teacher	2018-2019 end of year course goals  Common Assessment and Unit Exams	2018-2019 EOY Course performance	ongoing throughout the year EOY STAAR Exams are final measures
Individual Coaching Cycle	DOI	Whetstone Action Steps from DOIs	BOY Coaching Meeting Course Goals	Ongoing



## GOAL #2 – Domain III

<b>CNA Focus Areas</b>	100% meet target - Closing the Gaps meet or exceed Domain III. TELPAS 36% Els advance one composite score or score AH.
<b>CNA Strengths</b>	We have two LS specialist who will provide support to our students this year via pull outs.
<b>CNA Needs or Challenges</b>	Roughly 50% of our student population is LEP and will need some form of intervention in order to be successful with acquiring the language and improving thier performance.
<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
Hire 2 Literacy Specialists	Support Reading Intervetnion + 6 th ELA Run compliance pieces with LPAC Support ELL Instruction	n/a	MAP Data Fluency Test data	Ongoing
Add a 6th SPED Teacher to support the needs of the SPED student population	SPED Manager + Compliance Specialist	n/a	100% of SPED students receive their schedule of services	Ongoing

Ensemble Learning Collbaorative	Literacy Specialist + Tanisha Tate	n/a	EL Data	Ongoing support
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### GOAL #3 – SAT College Readiness

<b>CNA Focus Areas</b>	38% of students earning college ready SAT score (480 reading, 530 math)
<b>CNA Strengths</b>	We are very clear on the gaps with our students and are prepared to strategically target those gaps through class and through tutorials to ensure our college readiness numbers are higher and we are cultivating competitive students for high performing colleges and universities. We are starting above the district average and we are moving up and we are not starting from behind the district average.
<b>CNA Needs or Challenges</b>	Instructional gaps. We have many students who did not pass ENglish and Math classes. Our students struggle historically with Math. A growth area for us is to ensure that our studnets are getting the foundational instruction in thier daily math classes to help them prepare for the math sections of the SAT.
<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
SAT Tutorials	CI Team	SAT Prep Khan Academy Senior Seminar	SAT Benchmark Data	SAT School Day in October, March
Senior Seminar SAT Unit of Study	CC	Princeton Review Khan Academy	Khan Academy Data	Ongoing through fall semester
increased parent communication re: CI happenings- including SAT Test	DCC	Weekly parent notes Instagram/Social Media use	Weekly parent comms Parent inviovlement at parent meetings.	Ongoing

## GOAL #4 – Student Persistence

<b>CNA Focus Areas</b>	90% of students who are active on 9/1 of current year and still active on 9/1 of the following year
<b>CNA Strengths</b>	1) Despite our low persistence, many of our families did decided to stay with us and got other family members interested in White Oak.
<b>CNA Needs or Challenges</b>	1) Covid was very difficult and caused many life changes for our students and families. This includes moving outside of the White Oak zone. 2) Students opted to not return to White Oak for various reasons. Many moved into HISD schools.
<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
Enroll 200 students in ACE	ACE Coordinator	ACE Enrollment	Beginning of year enrollment data	Quarter 1
Student Survey	DSS	Panoramic Survey Data	Our goal is to get 95%COMPLETION	End of Q1
Prop Parties	DSS	Party supplies	Each quarter there is a specific # of prps that studnets earn. If students earn the prop rewards, they get to participate	Every Quarter



## GOAL #5 – Average Daily Attendance

<b>CNA Focus Areas</b>	Cumulative average daily attendance %- 96.5%
<b>CNA Strengths</b>	We maintained opportunities to engage both remote and in person students throughout the Covid Year. White Oak is a highly relational campus. Students back in person should help this goal to improve in the 2021-2022 school year.
<b>CNA Needs or Challenges</b>	We need to strengthen our parent engagement by teaching our parents how to use the tools that help them to stay involved and know what is going on with thier kids in classes and outside.
<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
Attendance Incentive for Adult	Ops Coordinator	Rewards Accurate attendance data	Weekly summary of staff who accurately took attendance every day and in every period	Weekly on Mondays
Perfect Attendance awards for students	Dean of Studnets	Perfect attendance data monthly	celebrations will be held for students who have perfect attendance from month to month.	Monthly from the 20-21st of each month
Bi Weekly Attendance Meeting	Operations	Phone call tracker Meeting Agenda	n/a	Bi Weekly

## GOAL #6 - MAP

<b>CNA Focus Areas</b>	6-8 60% Math & 55% Reading Meeting or Exceeding Growth.
<b>CNA Strengths</b>	100% of student will have access to technology in order to take this test. They have familiarity with the computer and should not be unfamiliar with the technology needed in order to take the test.
<b>CNA Needs or Challenges</b>	the 20-21 SY was an interrupted school year and may have impacted student achievement and academic ability. We have a lot of traction to make up from the interrupted year. Our goal is to help accelerate student learning to close gaps without holding students significantly behind.

<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
Work to get 100% of students to complete the BOY MAP Test	Literacy Specialist	Computers Large Space Special Schedule	By mid September 100% of studnets will have completed their MAP testing.	Mid September
Reading Intervention coaching from Literacy Specialist	Literacy Specialist	Whetstone O3s	Coaching Data	Ongoing
Increased united campus focus on MAP testing	Instructional Team	n/a	Mock Evaluation + Evaluation Deadlines	Ongoing

GOAL #7 – College Matriculation	
<b>CNA Focus Areas</b>	73% of the Class of 2022 that intend to matriculate by end of year
<b>CNA Strengths</b>	We now have two graduating classes to lean on and help motivate students who are still in high school. The precedent will be helpful motivation for all subsequent classes
<b>CNA Needs or Challenges</b>	The pandemic has impacted students desires to leave home and explore opportunities outside of the city of Houston. Additionally, students have gotten the taste of making quick money which has lessened some desires to go to college.
<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.
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Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
PD of CC's	DCC	Regularly and ongoing devleopment of the college counselors to ensure alignment with the college going process	college application process	Ongoing
Tracking of high risk students	DCC + HS DOS	Credit Recovery Rosters Missing EOC process	Failure Rates	Ongoing
Regualr advising meeting with Tier 3 students at high risk of drop out	DCC	Transcript Data Missing credits data	BOY touchpoint Quarterly Updates	Ongoing

