



**2023-2024
Campus Improvement Plan**



White Oak Secondary
YES Prep Public Schools
Campus Number 101-845-009
5620 West Tidwell
Houston, TX 77091

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 White Oak 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

White Oak exists to accelerate student achievement by creating a safe and engaging environment for high quality teaching and learning.

Campus Goals (Focus/Critical Areas)

1. White Oak Secondary will achieve a 46% on Domain I (the average of 'Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test.
2. White Oak Secondary will meet 100% of relevant Domain III STAAR targets.
3. 60% / 50% of White Oak Secondary's 6th - 10th grade students will meet or exceed growth targets in Math and Reading, respectively.

4. 80% of White Oak Secondary's Class of 2024 will matriculate by the end of the school year
5. 96.5% of White Oak Secondary students enrolled in the 2023-24 school year will remain a student at White Oak Secondary until the last day of school.
6. White Oak Secondary will maintain a cumulative Average Daily Attendance of 92.47%.
7. 50% of White Oak 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
Jennifer Greene	Principal
Ngozika Mbaduga	School Leader (DOA)
Kiona Davis	School Leader (DSS)
Jocelyn Nandin	Community Member
Nati Fernandez	Community Member
Sendy Luna	Parent
Karla Martinez	Parent
Gabriela Castillo	Paraprofessional (Executive Assistant)
Tiera Avie	Paraprofessional (SpEd TA)
Koryne Cage	Teacher
Travonda Fleming	Teacher
Antonio Castillo	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 White Oak on 5/31/2023 from 1:30PM – 2:00PM and 5/31/2023 from 2:00PM – 3:30PM. 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 White Oak 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 White Oak Secondary was founded in 2013-2014 to serve students in grades 6-12. Grades 6th - 12th. Our campus employs 63 teachers and 30 administrators and support staff.

In terms of performances, White Oak achieved a 42% Domain I score at the end of the 2023-2024 school year.

Student Demographics

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

993 students in Grades 6 th through 12 th	Race & Ethnicity:
30.87% economically disadvantaged	9% African American
56.04% English Learners (ELs)	0% American Indian
77.90% at-risk	0% Asian
5.01% special education (SpEd)	85% Hispanic/Latino
	1% White

Neighborhoods Served

The neighborhoods served are the following zip codes: 77018, 77022, 77040. 77055, 77076, 77080. 77088, 77091, 77092. The neighborhood racial demographics are made up of approximately 16.2% African American, 76.9% Hispanic/Latino, 5.3% White, and 0% Asian students.

Conclusion of CNA

The CNA, White Oak 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, White Oak 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 White Oak 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 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.

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: [\\$1,370,788](#)

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

- Word walls
- QSSA
- Sentence Stems
- Seating Charters

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: \$548,645

Special Education (IDEA-B): \$134,953

National School Lunch Program: \$356,694

State and Local Funds

General State: \$5,726,072

State Compensatory Education: \$1,370,788

Bilingual/ESL Program: \$315,679

YES PREP White Oak Secondary CAMPUS IMPROVEMENT PLAN

GOAL #1 – STAAR DOMAIN I		
CNA Focus Areas		White Oak Secondary will achieve a 46% on Domain I (the average of 'Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test.
CNA Strengths		We have consistently seen growth in our Approaches and Meets indicators Overall, we increased by 4% Domain I between the 2021-2022 SY and 22-23 SY.
CNA Needs or Challenges		We need to continue to push growth in our Masters indicators. Special populations (SPED) needs significant intervention and support.
Systemwide Strategic Priorities		4. Innovate and implement clear, manageable, and high-leverage academic systems.
TEA Strategic Priorities		2. Build a foundation of reading and math.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Implement targeted tutorials for EL and SPED student	Director of Academics	Tutorial schedule, student lists, tutorial instructional materials	Unit exams in Power BI	October - April
45 minutes every other day of reading intervention for all disfluent students	Literacy Specialist and Reading Intervention teachers	Reading intervention curriculum	RCBM data, MAP data	August - May

Bi-weekly meetings between Gen Ed teachers and SPED teachers to discuss progress and target interventions	Director of Academics and Special Education Manager	Meeting agendas	Unit exam and Common Assessment data	August - May
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GOAL #2 – STAAR DOMAIN III

CNA Focus Areas	White Oak Secondary will meet 100% of relevant Domain III STAAR targets.
CNA Strengths	We continue to see growth in the percentage of AA students who are increasing performance in Reading and Math.
CNA Needs or Challenges	ELA continues to be an area of focus for our Special Education students since pre pandemic and is a focus for our campus annually. Especially in light of our increase in new to US BLL students.
Systemwide Strategic Priorities	4. Innovate and implement clear, manageable, and high-leverage academic systems.
TEA Strategic Priorities	2. Build a foundation of reading and math.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Implement targeted tutorials for EL and SPED student	Director of Academics	Tutorial schedule, student lists, tutorial instructional materials	Unit exams in Power BI	October - April
45 minutes every other day of reading intervention for all disfluent students	Literacy Specialist and Reading Intervention teachers	Tutorial schedule, student lists, tutorial instructional materials Reading intervention curriculum	RCBM data, MAP data	August - May

Dyslexia pull outs weekly for students who identify with this learning challenge	Director of Academics and Literacy Specialists	Dyslexia pull out curriculum space	Dyslexia Results	August - May
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GOAL #3 – MAP GROWTH

CNA Focus Areas	60% / 50% of White Oak Secondary's 6th - 10th grade students will meet or exceed growth targets in Math and Reading, respectively.
CNA Strengths	We have consistently seen strong growth in MAP over the last few years, despite the effects of the pandemic.
CNA Needs or Challenges	Our students are entering with significant gaps in basic skills from the previous grade level. Additionally, many are coming in with limited to no English proficiency.
Systemwide Strategic Priorities	4. Innovate and implement clear, manageable, and high-leverage academic systems.
TEA Strategic Priorities	4. Improve low performing schools.

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
45 minutes every other day of reading intervention for all disfluent students	Literacy Specialist and Reading Intervention teachers	Reading intervention curriculum	RCBM data, MAP data	August - May
45 minutes every other day of math intervention for students not approaching on the previous math STAAR	Math Intervention teacher	ST Math resources and curriculum	ST Math data, unit exam data	August - May
Literacy pull outs for targeted students	Literacy Specialist	Intervention materials, pull out calendar	MAP data	October - April

GOAL #4 – COLLEGE MATRICULATION

CNA Focus Areas	80% of White Oak Secondary's Class of 2024 will matriculate by the end of the school year
CNA Strengths	This is not represented in the data at hand, however we did experience an increase in matriculation rates for our campus. This is awesome and reflective of the hard work that the CI team has put in.
CNA Needs or Challenges	The mindset of college access and college options is something that we are continuing to cultivate and develop in our student. Many students desire to go straight into work and do not fully value college as a real opportunity for themselves.
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

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Family Nights	College Initiatives Team	None	retention, parent involvement	August- May
SAT Tutorials	College Initiatives Team	SAT materials (provided district) prep by	weekly formative and summative assessments	August-Dec
Early Start to Building College Lists	CI Team	Attendance data, resources for families	Student interest	August- May

GOAL #5 – STUDENT PERSISTENCE

CNA Focus Areas	96.5% of White Oak Secondary students enrolled in the 2023-24 school year will remain a student at White Oak Secondary until the last day of school.
CNA Strengths	n/a
CNA Needs or Challenges	Our persistence slightly declined this year as opposed to past years.
Systemwide Strategic Priorities	1. Deeply engage the students, families, and communities we serve.
TEA Strategic Priorities	NA

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Attendance incentive program	Director of Student Support	Attendance data, budget for incentives	Attendance reports in Power BI and Skyward	August - May
Daily calls to families	Director of Operations	Daily attendance records	Attendance reports in Power BI and Skyward	August - May
Tiered attendance intervention structure	Student Support Counselors	Attendance data, resources for families	Attendance reports in Power BI and Skyward	August - May Attendance reports in Power BI and Skyward

GOAL #6 – AVERAGE DAILY ATTENDANCE

CNA Focus Areas	White Oak Secondary will maintain a cumulative Average Daily Attendance of 92.47%.
CNA Strengths	We held great awareness of the circumstances that were holding students back from coming to school.
CNA Needs or Challenges	Our attendance consistently remained below district average throughout the course of the yearOur persistence slightly declined this year as opposed to past years.
Systemwide Strategic Priorities	1. Deeply engage the students, families, and communities we serve.
TEA Strategic Priorities	NA

Strategies / High Impact Actions	Staff Responsible	Resources Needed	Baseline Data & Monitoring Sources	Timeline
Weekly Attendance Meeting	DCO/DSS	Attendance reports in Power BI and Skyward	Attendance reports in Power BI and Skyward	August - May
Attendance incentive program	Director of Student Support	Attendance data, budget for incentives	Attendance reports in Power BI and Skyward	August - May
Daily calls to families	Director of Operations	Daily attendance records	Attendance reports in Power BI and Skyward	August - May
Tiered attendance intervention structure	Student Support Counselors	Attendance data, resources for families	Attendance reports in Power BI and Skyward	August - May
Weekly and monthly attendance incentives	OPS & Culture Team	Family gatherings calendared; tangible incentives and rewards	ADA & persistence tracking	August - May

