



**2023-2024  
Campus Improvement Plan**



North Central Secondary  
YES Prep Public Schools  
Campus Number 101-845-101  
13703 Aldine Westfield  
Houston, TX 77039

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 North Central 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

**Mission:** The mission of YES Prep North Central Secondary is to empower all North Central students to succeed in college and to pursue lives of opportunity.

**Vision:** YES Prep North Central, an A school, is a safe space that is culturally and socially responsive, an academic community of diverse leaders and learners, elevating all students with college-ready skills for post-secondary success.

### Campus Goals (Focus/Critical Areas)

1. North Central Secondary will achieve a 58% on Domain I (the average of 'Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test.

2. North Central Secondary will meet 100% of relevant Domain III STAAR targets.
3. 60% / 50% of North Central Secondary's 6th - 10th grade students will meet or exceed growth targets in Math and Reading, respectively.
4. 90% of North Central Secondary's Class of 2024 will matriculate by the end of the school year
5. 98% of North Central Secondary students enrolled in the 2023-24 school year will remain a student at North Central Secondary until the last day of school.
6. North Central Secondary will maintain a cumulative Average Daily Attendance of 95.21%.
7. 50% of North Central 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](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
Lilian Macias	Principal
Ashley Wade	School Leader (Manager of Student Enrichment)
Dr. Daphne Rhoads	School Leader (Director of Academics)
Rosalinda Benito-Ramirez	Community Member
Monica Salinas-Osuna	Community Member
Olga Saldana	Parent
Lydia Sifuentes	Parent
Angelina Rocha	Paraprofessional (Ops Coordinator)
Teresa Resendiz	Paraprofessional (EA)
Flor Bolainez	Teacher
Raisa Andrews	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 the NCS Campus on June 8th, 2023 from 12:00 PM - 12:30 PM and June 8th, 2023 from 12:30 PM - 1:00 PM. 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 North Central 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 North Central Secondary was founded in 2003 to serve students in grades 6th - 12th. At YES Prep North Central, we strive to blaze a trail so excellent that others are compelled to follow. Whether it be through our enthusiasm in the classroom, our passion for serving the community, or our commitment to providing a holistic education, we a Our campus employs 53 teachers and 35 administrators and support staff.

In terms of performance, all of our STAAR tested courses perform at or above the district average.

### Student Demographics

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

1,000 students in Grades 6<sup>th</sup>  
through 12<sup>th</sup>

77.6% economically disadvantaged

48.7% English Learners (ELs)

54.6% at-risk

4.6% special education (SpEd)

Race & Ethnicity:

1.8% African American

0.2% American Indian

0.2% Asian

95.3% Hispanic/Latino

1.2% White

### Neighborhoods Served

The neighborhoods served are the following zip codes: 77039, 77032, 77037, 77076, 77093, 77060, 77022. The neighborhood racial demographics are made up of approximately 8.6% African American, 84.8% Hispanic/Latino, 5.6% White, and 0.7% Asian students.

### Conclusion of CNA

The CNA, North Central 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, North Central 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 North Central 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 North Central 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 North Central Secondary: [\\$1,416,768](#)

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 are focusing on our special populations by doing push-ins into classrooms and supporting teachers with accommodations and scaffolds that are needed to support the learner. Each student will have their unique growth goal and teachers will help students work towards that goal.

## 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: \$567,048

Special Education (IDEA-B): \$139,479

National School Lunch Program: \$453,426

## State and Local Funds

General State: \$5,918,142

State Compensatory Education: \$1,416,768

Bilingual/ESL Program: \$239,916

## YES PREP North Central Secondary CAMPUS IMPROVEMENT PLAN

### GOAL #1 – STAAR DOMAIN I

<b>CNA Focus Areas</b>	North Central Secondary will achieve a 58% on Domain I (the average of 'Approaches' and above, 'Meets' and above, and 'Masters') on the STAAR test.
<b>CNA Strengths</b>	1. We have a high retention rate, and teachers have a strong content knowledge. 2. Real-time coaching has been effective for direct instruction
<b>CNA Needs or Challenges</b>	1. Clear understanding of how to accommodate or modify work for EB and Sp.Ed. Students. 2. Consistent PLCs on instructional gaps
<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
Support Staff Plan with content teachers	ILT(DOA, DOI, LS, S. Mgr)	Unit internalization Lesson internalization	A-team Tracker; student exemplar; Secondary Assessment Tracker	Each instructional unit
90% of assessments administered and graded on time	ILT(DOA, DOI, LS, S. Mgr)	Power BI, Secondary Assessment Tracker, Exam data,	A-team Tracker, administration tracker	Weekly checks from ILT on Monday w/ follow-ups
100% of teachers will receive consistent BPs and coaching touchpoints w/ follow-up from DM	ILT(DOA, DOI, LS, S. Mgr)	Power Apps, SMG, unit/lesson	SMG & Power BI	Each coaching cycle

		internalization documents		
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## GOAL #2 – STAAR DOMAIN III

<b>CNA Focus Areas</b>	North Central Secondary will meet 100% of relevant Domain III STAAR targets.
<b>CNA Strengths</b>	1. AA students consistently meet the goal
<b>CNA Needs or Challenges</b>	1. Planning that incorporates more teacher facilitation and less teacher talk to allow for productive struggle 2. Inconsistent co-planning with support staff to accommodate/modify work
<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
100% of teachers will create seating charts to ensure students are grouped for optimal support	DOA/Sp.Ed. Mgr	Unit internalization Lesson internalization	Support staff and students schedules	Weekly checks by SpEd Mgr and shared with team
100% of teachers receive a special pops BP	ILT(DOA, DOI, LS, S. Mgr)	Unit internalization Lesson internalization Power APPS & SMG	BP Data on Power BI	Weekly Checks by DOA
PLCs/PD in response to data	ILT(DOA, DOI, LS, S. Mgr)	Power APPS & SMG, Secondary assessment tracker	Power BI & SMG	Weekly checks by ILT

### GOAL #3 – MAP GROWTH

<b>CNA Focus Areas</b>	60% / 50% of North Central Secondary's 6th - 10th grade students will meet or exceed growth targets in Math and Reading, respectively.
<b>CNA Strengths</b>	Reading and math intervention teachers have shown significant growth in their classes
<b>CNA Needs or Challenges</b>	1. We have a very large EB population 2. Support staff have very large caseloads
<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
98% of students in 6-10 will have a growth goal in both reading and math for MAP	DOA, SpEd Math, LSs	Power Bi	Power BI	BOY , MOY, EOY (as new students enroll)
Reading Intervention data analyzed for planning	DOI, LSs, RI teachers	Power BI, RBD, STARI	Power BI, Aware	Weekly Analysis by LS and RI teachers
Math intervention data for planning	DOI, math intervention teacher	Power BI, IXL Math	Power BI, Aware	Weekly Analysis by DOI and MI teacher

## GOAL #4 – COLLEGE MATRICULATION

<b>CNA Focus Areas</b>	90% of North Central Secondary's Class of 2024 will matriculate by the end of the school year
<b>CNA Strengths</b>	Based on the 2023 BOY Pathway Survey, 3/114 students have indicated a desire to go straight to the work force. The college-bound mindset is strong in the Class of 2024.
<b>CNA Needs or Challenges</b>	1) The capacity (personnel and time) to ensure that we are able to provide the proper interventions for our Q3 and Q4 students who are on the cusp between college and workforce, such as small group departmental tours at local colleges and providing evening workshops. 2) Countering the amount of misinformation our students receive regarding college and the encouragement of family and friends to go directly into the workforce, versus continuing their education continues to be an issue.
<b>Systemwide Strategic Priorities</b>	1. Deeply engage the students, families, and communities we serve.
<b>TEA Strategic Priorities</b>	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
College and Career Visits to the North Central Campus	DCC w/ support of the CI Team	EventSquid, Forms, Email, Bus Rentals, Community Connections, Momentum Education	PowerBI, Microsoft Bookings	August 2023- December 2023

Small Group Tours to Colleges/Universities and Career Sites	DCC w/ support of the CI Team	Bus Rentals, Community Connections, Volunteers, ATS Support, Momentum Education	Master Advising Tracker	October 2023-April 2024
Individual and Small Group Advising	DCC w/ support of the CI Team	Character Strong	PowerBI and Master Advising Tracker	August 2023-May 2024



## GOAL #5 - STUDENT PERSISTENCE

<b>CNA Focus Areas</b>	98% of North Central Secondary students enrolled in the 2023-24 school year will remain a student at North Central Secondary until the last day of school.
<b>CNA Strengths</b>	We have good persistence year after year. We have had three years in row where our persistence was over 98%.
<b>CNA Needs or Challenges</b>	Currently, we are not on track to meet this goal. Particularly grades 6 - 9.
<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
Meetings with students before they withdraw to get feedback on why they are choosing to leave	DSS	A survey and meeting agenda	Microsoft forms and PowerBi report	on going
Programming, after school events, HYPE, Trips	Culture Team and Enrichment Team	Calendar of events	one event per quarter	on going
SEL sessions during blazer block	DSS	Character Strong	Student Survey, SEL Observations	Wednesdays, one event per quarter

## GOAL #6 – AVERAGE DAILY ATTENDANCE

<b>CNA Focus Areas</b>	North Central Secondary will maintain a cumulative Average Daily Attendance of 95.21%.
<b>CNA Strengths</b>	We are meeting goal and setting up incentives to overpass our ADA goal.
<b>CNA Needs or Challenges</b>	12th grade ADA decreasing; creating incentives for 12th grade to increase attendance. Currently, we are not on track to meet this goal. Particularly grades 6 - 9.
<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
Tier 2 phone calls	DSS/DOS	Skyward reports, power bi, call logs	2 meetings per month	Ongoing
First Incentive 9/18	DOS	Skyward reports, power bi, call logs	Reports	Announcement 9/11-9/15
Reviewing data for all 3 Tiers	OC/DCO	Skyward reports, power bi, call logs	Attendance Tracker	Ongoing