



OVERVIEW

Young Women's College Preparatory Academy (YWCPA) is a Title I school in a large urban district. It educates 425 women in grades 6-12, 98% of whom are non-white. Students are admitted through a lottery application process and are expected to meet high standards of academic rigor, behavior, and community service.

CURRENT STATE

In 2011, just twenty-one percent (21%) of graduating seniors were accepted to a Tier I/Ivy League college or university.

VALUE PROPOSITION

YWCPA is the school of choice for female students who want to attend and graduate from a Tier I/Ivy League college or university.

NORTH STAR METRIC

Ninety-five percent (95%) of graduating seniors will gain admission into a Tier I/Ivy League college or university.

PRIORITY OBJECTIVE #1

Increase the number of applications submitted per student to Tier I/Ivy League schools.

Focus Area (FA)	College Admissions	
Key Progress Indicators (KPIs)	The number of applications being submitted per month from all students to Tier I/Ivy League Schools will total 70.	
	<i>Frequency</i>	Monthly
Key Result (KR)	The number of students who apply to at least five colleges from the list of 61 top-ranked colleges that offer need-based tuition will increase from 35% of the senior class to 75%.	
Strategy	Develop a "GO Center" that provides comprehensive, wrap-around support for students applying to colleges.	
Tactics	1. Assist students in completing the Free Application for Federal Student Aid form.	
	2. Hold an assembly to explain to the students the benefits and opportunities of applying to top-ranked colleges.	
	3. Create and distribute a monthly virtual newsletter for students and parents, informing them of the 'GO Center's' purpose.	
	4. Host an interactive forum for parents and students with admission counselors from Tier I and Ivy League schools.	
	5. Support students through the application process by setting up check-in meetings with all students.	
	6. Review all student college essays and provide feedback to students.	
	7. Conduct mock college interviews with students.	
First Steps (FSs)	1. Send a flyer to parents and students letting them know of help being given to complete FASA.	
	2. Set the date for the assembly.	
	3. Hold a meeting with GO Center staff to request they develop the newsletter.	
	4. Set the date for the interactive forum.	
	5. Determine the timeframe for when to hold the check-ins for students.	
	6. Inform students that they are required to turn in college essays for review before submitting their application.	
	7. Schedule the date for the mock interviews.	



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PRIORITY OBJECTIVE #2

Implement a challenging and relevant college preparatory curriculum.

Focus Area (FA)	Advanced Placement	
Key Progress Indicators (KPIs)	The number of students who scored 75 or higher on the six-week exam in all AP classes will be greater than 80%.	
	<i>Frequency</i>	Six Weeks
Key Result (KR)	Seventy percent (70%) of all students who take an AP exam will score a three or higher.	
Strategy	Offer and provide structured support for providing 10 AP courses in the school during the current school year.	
Tactics	1. Utilize the PSAT scores to determine what courses AP courses should be offered in the school.	
	2. Require all AP teachers to register with the College Board to become readers of AP exams	
	3. Require all AP teachers to complete the College Board's AP certification program.	
	4. Provide all AP-certified teachers with a gold 'AP' lapel pin.	
	5. Establish an "AP Saturday" where AP teachers can earn a stipend to attend and share best practices.	
First Steps (FSs)	1. Set up a meeting with the leadership team to analyze the PSAT scores.	
	2. Find out the steps for how a teacher can become a reader of AP exams.	
	3. Find out the steps for how teachers sign up for the AP certification process.	
	4. Order the AP-certified teacher lapel pins.	
	5. Determine the dates for the AP Saturdays and find a lead to organize and develop the agenda.	



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PRIORITY OBJECTIVE #3

Increase student Scholastic Aptitude Test (SAT) scores.

Focus Area (FA)	College Readiness
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Key Progress Indicators (KPIs)	80% of junior and senior students will attend and participate in the 'SAT Success Initiative tutorial program.	
	<i>Frequency</i>	Monthly

Key Result (KR)	The average SAT score will increase by 100 points from the previous school year to the current school year.
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Strategy	Develop in-house Scholastic Aptitude Test Preparation and Improvement Program (SAT-PIP).
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Tactics	1. Assess student's needs and goals, utilizing PSAT results.
	2. Design an in-house SAT prep curriculum that aligns with the SAT questions.
	3. Develop a curriculum that focuses on SAT knowledge acquisition and test-taking skills.
	4. Hire and train tutors.
	5. Provide access to resources and materials that support learning.
	6. Reward students for their progress and achievement.
	7. Begin the process of developing a stand-alone, semester SAT prep course for tenth and eleventh-grade students.

First Steps (FSs)	1. Develop a form and protocol for analyzing student PSAT results.
	2. Review curriculum and mock test items of companies that offer SAT prep services.
	3. Design in-house mock SAT questions that can be used as formative assessment of the in-house SAT curriculum
	4. Identify a POC to be responsible for hiring tutors.
	5. Determine which resources are important to get and provide for students
	6. Determine the threshold and requirements for rewarding student progress and achievement.
	7. Determine who will develop and build the SAT stand-alone course.



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RESULTS:

The school achieved remarkable results after implementing the North Star Metric framework:

- Year one of the first NSM Framework graduating cohort: The percentage of graduating seniors admitted to Tier I/Ivy League schools increased from 21% to 41%.
- Year two: The percentage of graduating seniors admitted to Tier I/Ivy League schools increased from 41% to 69%.
- Year three: The percentage of graduating seniors admitted to Tier I/Ivy League schools reached 100%.