

# **WEIMAR HIGH SCHOOL**

## **CAMPUS IMPROVEMENT PLAN**

### **2018-2019**

#### **Campus Improvement Team Members**

Stacy Heger, Non-teaching professional  
Amy Streit (ESL), Teaching professional  
Misty Mican (Sped), Teaching professional  
Amy McCord (GT), Teaching professional  
Susan Sternadel, Teaching professional  
Doug Johnson, Teaching professional  
Scott Brasher, Business Member  
Milton Koller, Community Member  
Kimberly Rollins, Parent  
Carla Villanueva, Parent  
Rebecca Rhodes, Parent



Date Committee Reviewed: 11-1-2018

Date of Board Approval:

# **WEIMAR INDEPENDENT SCHOOL DISTRICT MISSION STATEMENT**

Weimar Independent School District shall be a community nurturing academic excellence for all students and demonstrating leadership in character development. Students' potential will be maximized in order to grow life-long learners and productive citizens.

# **WEIMAR HIGH SCHOOL MISSION STATEMENT**

Weimar High School shall be a campus which engages the learner, empowers the individual, and educates the student to become a life-long learner, a responsible individual, and a productive citizen.

# **WEIMAR HIGH SCHOOL'S 2018-2019 Goals & Strategies:**

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## **Goal 1: Academic Improvement of All Students**

- Provide a well-balanced, appropriate and aligned curriculum
- Continue a research-based, 3-tiered Response to Intervention Program to support academic success for struggling students, while continuing to build a foundation of reading and math.

## **Goal 2: Effective Communication and Community Relations**

- Build collaborative partnerships within the community to promote a positive perspective on public education and promote community involvement in the school system.

## **Goal 3: Efficient Use of District Resources**

- Maintain and improve campus facilities to provide a safe, welcoming, and positive learning environment.
- Technology will be updated and implemented to increase student learning.

## **Goal 4: Recruit, Support and Retain Teachers and Professionals**

- We will promote, recruit, develop and retain effective teachers and highly qualified staff.
- We will provide a positive learning environment where all kids can learn how to lead safe, positive, healthy lifestyles and develop into self-disciplined citizens capable of assuming personal responsibility and accepting consequences for their actions.

# WEIMAR HIGH SCHOOL

## 2018 STAAR Results

Tested Grade Level	Approaches	Meets	Masters
Algebra I	89%	60%	25%
Biology	93%	72%	24%
English I	64%	41%	0%
English II	78%	59%	6%
US History	96%	81%	56%

## Weimar High School Campus Improvement Plan 2018-2019

**Goal 1:** Academic Improvement of All Students

**Objective 1:** Weimar High School will provide a quality education, while continuing to build a foundation of reading and math, so that all students can achieve their maximum academic potential and exceed state standards.

**Objective 2:** Prepare and promote college readiness and career exploration in all aspects of the secondary curriculum.

**Objective 3:** Identify At-Risk students and develop the essential knowledge required to receive credit in all academic areas.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WHS staff will continue to increase classroom rigor, while providing structured relevance in an effort to escalate the number of students that “Meets” and “Masters” their STAAR assessments, while decreasing the number of students that “Approach”. WHS will continue to strive towards “Distinction Designation Awards” in the areas of Top 25% Student Progress, Top 25% Closing Performance Gaps, Post Secondary Readiness, and Academic Achievement in Reading/ELA, Math, Science, & Social Studies on the 2019 STAAR Assessments	Heger Classroom Teachers	August 2018-2019	TEKS Resource System, TEXGUIDE, STAAR resources  Funding: Local: \$3,000	Unit Assessments, Progress Reports & Report Cards, STAAR EOC Results
2. WHS Teachers will continue to receive professional development, and be monitored throughout the school year on T-TESS (Texas Teacher Evaluation & Support System)	Heger	August 2018 – May 2019	Professional Development Services offered via ESC 3 (for admin); Campus Administrator Funding: Local: \$3,5000	Classroom walkthroughs, informal observations, goal setting & formal observation

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. WHS will increase the rigor of Honors Classes by differentiating instruction while incorporating college level preparation materials	Heger Classroom Teachers	August 2018-May 2019	SAT/ACT/TSI Prep Material; College Syllabi; College entry level materials	SAT/ACT/TSI Scores; STAAR Results
4. WHS will implement the “Wordly Wise” Vocabulary Curriculum in English I - IV Classes as an additional effort to better prepare students for the SAT/ACT/TSI College Entry Exams	Heger, McCord, Thumann, Streit	August 2018 – May 2019	Wordly Wise Curriuclum  Funding: Local: \$500	Unit Assessments; Student Performance on SAT/ACT/TSI
5. WHS will implement Resource Classes in the areas of Math & Reading to provide accelerated instruction to learning disabled students	Heger Marshall	August 2018 – May 2019	Daily Class Lessons / Homework Assignments / Projects / Quizzes & Tests/ Curriculum Planning Meetings Funding: Local: \$25,126	Six Week Special Education Achievement Goals; Progress Reports & Report Cards; Reading Levels; Unit Assessments
6. WHS will purchase supplemental instructional materials for At Risk students focused on math and literacy	Heger Classroom Teachers	June 2018 – May 2019	Study Island, AR 360, Lexia, Brain Pop, TEKSing Toward STAAR, Sirius Education Funding: Local: \$6,500	Six Week Benchmarks, Unit Assessments, STAR BOY, MOY, EOY Data, STAAR Assessments
7. New WHS certified staff will be provided 30 hours of GT Certification. Returning WHS certified staff will be provided with an annual, six hour, GT update.	Heger	Fall 2018; Back to School Inservice 2018	Professional Development Services Offered via ESC 3 Funding: GT: GT Contracted Svcs.	Sign-in sheet / Staff Development Log and awarded professional development completion certificates

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
8. WHS will measure student progress consistently by implementing a tracking system that monitors student growth and focuses on the need of each individual learner.	Heger	August 2018 – May 2019	TEKS Resource System TEXGUIDE DMAC Funding: Local: \$2,800 Stanzel Grant: \$5,000	Unit Assessment Performance STAAR Results
9. WHS staff will attend district Vertical Alignment Meetings & will incorporate Professional Learning Communities (Grades 3-12) to promote the effectiveness of the TEKS’ Supporting & Readiness Standards and to ensure student success in the classroom and on all state-mandated curriculum requirements	Stacy Heger Kristy Janecka	August 2018 – May 2019	WES Teaching Staff Grades 3 & 4 WJH Teaching Staff Grades 5,6,7,8 WHS English, Math, Science & History Depts.	Vertical Alignment Review Forms / Teacher documentation & evaluation / Lesson Plans / Administrative Walkthroughs
9. WHS will host the SAT School Day to provide students the opportunity to take the college entry exam during a school day on campus	Fisbeck	March 6, 2019	SAT College Entry Exam  Funding: Local: \$600	SAT Student Results
10. WHS will implement STAAR English Classes for students not meeting satisfactory performance on the English I & English II 2018 STAAR EOC’s	Heger Streit	August 2018-May	STAAR Prep Material;  Funding: Local: \$6,094	2019 STAAR EOC Results

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
11. WHS will provide professional development for teachers to include effective instructional practices, tiered academic interventions and job embedded coaching for teachers and school leaders	Heger	August 2018 – May 2019	Professional Development Services offered via ESC 3, ESC 13, Lead4ward & STAAR Training Workshops  Funding: \$3,500	T-TESS Evaluations; classroom walkthroughs; student growth
12. WHS will ensure that At-Risk students, Tier 2 & 3 RTI students, students with Dyslexia, ESL students, Special Education students and students who are “Homeless” will receive additional small group, specialized instruction focused on math, reading, writing, social studies &/or science	Heger Classroom Teachers	Summer 2018 – Spring 2019	Study Island, Lexia; SRA; AR 360; STAAR Resource Materials; BrainPop  Funding: Local: \$6,500	Benchmarking Data Progress Reports & Report Cards 2019 STAAR Results
13. WHS students needing additional classroom support will have the opportunity to receive assistive instruction through the SWAG (Students with a Goal) Classroom, After-school Tutorials & Before and After-school Homework Lab	Heger, Mican, Cox Classroom Teachers	SWAG: August 2018 – May 2019 Homework Lab: August 2018 – May 2019 / 7:15 am – 8:00 am & 3:30 pm – 4:15 pm / Monday – Thursday After-school Tutorial: Begins third week of 1 <sup>st</sup> Six Weeks / 3:30 pm – 4:15 pm / Monday - Thursday	Study Island; Lexia; STAAR Resource Materials; Classroom Materials; Classroom Teacher  Funding: Local: \$1,000 State Comp Ed: \$57,000	Six week reports, Benchmark Data, Six Week Assessments, STAAR results, progress-monitored, computer-based program results



<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
14. WHS will realign the AP English III & IV syllabus to better meet the demands and expectations of a college English-level course while increasing student performance on the end of year AP exam.	Heger, McCord	August 2018-May 2019	AP approved material Local: \$1,500	End of Year AP Exam Results

## Weimar High School Campus Improvement Plan 2018-2019

**Goal 2:** Effective Communication and Community Relations

**Objective 1:** Weimar High School will build collaborative partnerships within the community to encourage community involvement in public education and to promote a positive perspective of public schools.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WJH staff will continue to provide extensive communication between school and home via phone calls, parent-teacher meetings, e-mails, teacher webpages & Remind	Heger.	August 2018 – May 2019	Staff time	Parent Contact Logs

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
2. WHS will host the First Annual Meet the Teacher Night	S. Heger L. Mueller Classroom Teachers & Paras	August 16, 2018	Classrooms; Cafetorium;	Student, Teacher & Parent Surveys
3. WHS will continue to promote the campus by submitting articles, pictures, and student work to the local newspapers in an effort to inform the community, as well as, to promote school activities and events and to provide special recognition for student achievement.	Mican, Maupin, McIver, Thumann, Class Sponosors, Classroom Teachers	August 2018 – June 2019	Technology & Journalism Class; Digital camera; Articles for newspaper	Informal input from community members, students, and staff
4. WHS will initiate a “Parent Taught Driver’s Education” Program	Heger	October 18, 2018	Cypress Driving School - Jeff Adams; Library & Computer Labs	Completion certificates; driver permits / licenses.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
5. WHS will continue to host a District ESL Parent Night to inform limited English proficient parents about their student's educational goals and expectations, as well as, to answer questions/concerns regarding required paperwork, state assessments, etc.	Heger	August 2018	ESL teacher; translators; Parent materials	Informal input from parents & staff, parent & student surveys, student progress
6. WJH will continue to utilize the district's School Messenger System, Remind, and district website to inform parents of upcoming events and activities.	Heger, WHS Staff, District Technology Director	August 2018-May 2019	School Messenger System; District webpage	Informal input from parents, students, and staff

## Weimar High School Campus Improvement Plan 2018-2019

### Goal 3: Efficient Use of District Resources

**Objective 3:** Weimar High School will provide a safe, secure, inviting, and healthy learning environment, which promotes a positive campus culture and climate.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WHS will provide campus staff development based upon the Texas School Safety Center Recommendations in an effort to appropriately and accurately prepare for all types of unexpected disasters	Campus Administrators	August 2018 – May 2019	District maps; Emergency drill manual and evacuation plans; Texas School Safety Center; CRASE Training	Emergency evacuation drills; school safety audit
2. WHS will make available an assistant principal to assist with discipline, attendance issues & other duties as assigned, six periods per day	S. Heger L. Mueller	August 2018	Funding: Local: \$41,550	Discipline & Attendance Records; Parent, Student & Teacher Surveys
3. WHS will ensure classroom doors are locked at all times	Heger L. Mueller	August 2018 – May 2019	Emergency drill manual and evacuation plans	Parent, student, and teacher surveys; reduction in number of office referrals and detentions
4. WHS will establish a good behavior and attendance intervention plans as an effort to encourage and maintain positive and outstanding behavior	Heger, L. Mueller, Good Behavior & Attendance Committees	Each Six Weeks of 2018-2019 School Year	Movies, Zoo, Main Event, Renaissance Festival, Splashway  Funding: Student Activity	Reduction in the number of detentions and office referrals; Fewer absences

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
5. WHS students will be provided with daily character education while learning to live safe, healthy, bully-free and drug-free lives by participating in various prevention programs and safety presentations (Red Ribbon Week, Bully Prevention Month)	Heger, Fisbeck	August 2018 – May 2019	Character Education; Health Team; Family Crisis Center; Weimar PD; Weimar VFD; Guest Speakers	Reduction in number of office referrals / detention assignments, Parent, student, and teacher surveys; Fitness Gram results
6. WHS will continue to implement COPsync to assist first responders in the event of an emergency on campus	Jon Wunderlich Campus Administrators Campus Staff	Fall 2018 – Spring 2019	Emergency drill manual and evacuation plans  Funding: Local: \$2,000	Parent, student, and teacher surveys; reduction in number of office referrals and detentions
7. WHS will implement a Conflict Resolution Icon on the District's Webpage as an effort to encourage students to report bullying anonymously	Jon Wunderlich Campus Administrators Campus Staff	August 2018 – May 2019	WISD webpage	Anonymous bullying reports; reduction in reports made to campus administration

## Weimar High School Campus Improvement Plan 2018-2019

**Goal 4:** Recruit, Support and Retain Teachers and Professionals

**Objective 1:** Weimar High School will promote, recruit, develop, and retain effective teachers by providing a positive campus culture and climate.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WHS will continue to provide campus celebrations and retreats to ascertain progress on the CIP.	Heger	Quarterly	CIP evaluation form; staff time; celebratory materials	Positive CIP evaluation; cohesiveness amongst staff
2. WHS staff will continue to promote mutual respect unity amongst all WISD campuses.	WISD Administrative Team	Daily	Vertical Alignment Meetings; District faculty meetings; Staff time	Positive teacher feedback; district cohesiveness

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
3. WHS will provide campus paraprofessionals with appropriate training aligned to their assigned student needs	Heger	August 2018 – May 2019	ESC 3; campus administrator; campus teachers	Informed, knowledgeable paraprofessionals; positive paraprofessional teacher, student & parent feedback
4. WHS will continue to retain highly qualified, faculty & staff through reform strategies which support and professionally satisfy all employees.	Heger	August 2018– August 2019	Peer building sessions, Curriculum Planning Days	Positive teacher feedback; low teacher turnover; teacher surveys
5. WHS will implement “Group Me”, a text messaging application, which provides mass communication to campus staff	Heger Campus Staff	August 2018 – June 2019	Group Me Application	Teacher Surveys



## **State Compensatory Education**

Weimar ISD has 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 are entered into the SCE program
- How students are exited from the SCE program
- The 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 Weimar High School: \$94,790**

**Total FTEs funded through SCE at Weimar High School: 1.0**

**The process we use to identify students at risk is:** Weimar High School identifies At-risk students by researching the students' prior and current academic performance, residential placement, low SES (if applicable), home language survey, history of behavior, state assessment and local benchmark performance, Student Success Team evaluations, and universal screening assessments.

**The comprehensive, intensive, accelerated instruction program at Weimar High School consists of:**

For the current school year, Weimar High School has created Math, Reading, Writing, Science, & Social Studies Labs for any student at-risk of failing their current grade level or the 2019 STAAR Assessments. Computer-based programs such as Study Island and A+ have been purchased and are being used as additional resources. Inclusion personnel have been assigned to all core subject areas to support students. Morning and After-school Tutorials, as well as, the Homework Lab, are also being provided to any student in jeopardy of failing and/or at-risk of failing the STAAR test.

**Upon evaluation of the effectiveness of this program, the committee finds that:**

The newly established programs at Weimar High School ensure student learning and promise to decrease the number of students enrolled in SCE programs drastically. Through the professional support of the faculty and staff, each student will add value to their academic knowledge and mastery level.