

WEIMAR HIGH SCHOOL

CAMPUS IMPROVEMENT PLAN

2019-2020

Campus Improvement Team Members

Stacy Heger, Non-teaching professional

Lee Mueller, Non-teaching professional

Lindsay Fisbeck, Counselor

Ele Moreno, IT

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



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 2019-2020 Goals & Strategies:

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 2019 & 2018 STAAR EOC Results

Tested Grade Level	2019 Approaches	2018 Approaches	2019 Meets	2018 Meets	2019 Masters	2018 Masters
Algebra I	100%	89%	69%	60%	38%	25%
Biology	100%	93%	83%	72%	13%	24%
English I	78%%	64%	55%	41%	6%	0%
English II	69%	78%	55%	54%	5%	6%
US History	96%	96%	85%	81%	57%	56%

Weimar High School Campus Improvement Plan 2019-2020

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>
<p>1. WHS staff will continue to increase classroom rigor, while providing structured relevance in an effort to increase Student Achievement (Domain I – State Accountability System) to meet the following expectations: Approaches: 88% (83% - 2019) Meets: 66% (59% - 2019) Masters: 25% (20% - 2019) CCMR: 90% (72% - 2018) Graduation Rate: 100% (94% -2018) 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 2020 STAAR Assessments</p>	Heger Classroom Teachers	August 2019-2020	<p>TEKS Resource System, TEXGUIDE, STAAR resources</p> <p>Funding: Local: \$3,000</p> <p>Professional Development Services offered (ESC 3, 13, 20; Area Collaboration w/ Flatonia ISD; Melanie Meyer Writing Workshop; TEKS Resource Conference;</p>	<p>Unit Assessments, Progress Reports & Report Cards, STAAR EOC Results, State Accountability Performance Reports</p> <p>Classroom walkthroughs, informal observations, goal setting & formal</p>

<p>2. WHS Teachers will continue to receive professional development, and be monitored throughout the school year on T-TESS (Texas Teacher Evaluation & Support System). Additional Professional Development will be focused in the areas of English, Biology & English Language Learner Support</p> <p><i>Activity/Strategy</i></p>	<p>Heger Teachers: English I & III, Soto English II, Thumann English IV & STAAR Support, Streit Biology, Haas</p> <p><i>Person Responsible</i></p>	<p>August 2019 – May 2020</p> <p><i>Timeline</i></p>	<p>Region 3 Contracted Services for ELL Support Funding: Local: \$3,500 Title III: \$2,000 Stanzel Grant: \$1,000</p> <p><i>Resources</i></p>	<p>observation; TELPAS results</p>
<p>3. WHS will increase the rigor of Honors Classes by differentiating instruction while incorporating college level preparation materials</p>	<p>Heger Classroom Teachers</p>	<p>August 2019-May 2020</p>	<p>SAT/ACT/TSI Prep Material; College Syllabi; College entry level materials</p>	<p><i>Evaluation</i></p> <p>SAT/ACT/TSI Scores; STAAR Results</p>
<p>4. WHS will continue to 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</p>	<p>Heger, Soto, Thumann, Streit</p>	<p>August 2019 – May 2020</p>	<p>Wordly Wise Curriiculum</p> <p>Funding: Local: \$500</p>	<p>Unit Assessments; Student Performance on SAT/ACT/TSI</p>
<p>5. WHS will increase classroom rigor in the Resource Classroom to ensure student growth</p>	<p>Heger Teacher: Resource Math, Wicke Resource ELA, Wicke</p>	<p>August 2019 – May 2020</p>	<p>Daily Class Lessons / Homework Assignments / Projects / Quizzes & Tests/ Curriculum Planning Meetings</p> <p>Funding: Local: \$2,000</p>	<p>Six Week Special Education Achievement Goals; Progress Reports & Report Cards; Reading Levels; Unit Assessments</p>
<p>6. WHS will purchase supplemental instructional materials for At Risk students focused on math and literacy</p>	<p>Heger Classroom Teachers</p>	<p>June 2019 – May 2020</p>	<p>Study Island, AR 360, Lexia, Brain Pop, TEKSing Toward STAAR, Sirius Education</p> <p>Funding: Local: \$6,500</p>	<p>Six Week Benchmarks, Unit Assessments, STAR BOY, MOY, EOY Data, STAAR Assessments</p>
	<p>Heger Required Teachers: Haas Ramos</p>	<p>Returning Staff – August 13, 2019;</p>		

<p>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.</p>	<p><i>Person Responsible</i> Heger</p>	<p>New Staff – Fall 2019</p>	<p>Professional Development Services Offered via ESC 3 Funding: GT: GT Contracted Svcs.</p>	<p>Sign-in sheet / Staff Development Log and awarded professional development completion certificates</p>
<p><i>Activity/Strategy</i> 8. WHS will continue to measure student progress consistently by implementing a tracking system that monitors student growth and focuses on the need of each individual learner.</p>	<p>Stacy Heger</p>	<p><i>Timeline</i> August 2019 – May 2020</p>	<p><i>Resources</i> TEKS Resource System TEXGUIDE DMAC Funding: Local: \$7,800</p>	<p><i>Evaluation</i> Unit Assessment Performance STAAR Results; Benchmark Results (November & February)</p>
<p>9. WHS staff will attend assigned Curriculum Planning Days with their PLC's each six weeks to effectively align the TEKS' Supporting & Readiness Standards while ensuring student success in the classroom and on all state-mandated curriculum requirements</p>	<p>Heger, Fisbeck, WHS Teaching Staff</p>	<p>August 2019 – May 2020</p>	<p>WHS English, Math, Science & History Depts.</p>	<p>Vertical Alignment Review Forms / Teacher documentation & evaluation / Lesson Plans / Administrative Walkthroughs; State Assessment Results; Benchmark Results</p>
<p>10. WHS will provide SAT Preparation Nights as an additional effort to ensure success on the college entry exam</p>	<p>Heger, Fisbeck</p>	<p>Fall 2019 Spring 2020 PSAT: October 6, 2019 SAT: March 4, 2020</p>	<p>SAT Prep Material Funding: Local:\$500 SAT College Entry Exam</p>	<p>SAT Student Results</p>

<p>11. WHS will host the PSAT / SAT School Day to provide students the opportunity to take the college entry exam during a school day on campus</p>	<p>Heger Soto – English I Streit – English II</p>	<p>August 2019 – May 2020</p>	<p>Funding: Local: \$600</p>	<p>PSAT / SAT Student Results</p>
<p>12. WHS will implement STAAR Intervention Classes for students not meeting satisfactory performance on the English I & English II 2019 STAAR EOC's <i>Activity/Strategy</i></p>	<p><i>Person Responsible</i> Heger Classroom Teachers Misty Mican</p>	<p><i>Timeline</i> August 2019 – May 2020</p>	<p>STAAR Prep Material; Funding: Local: \$6,094 <i>Resources</i></p>	<p>December 2019 & May 2020 STAAR EOC Results <i>Evaluation</i></p>
<p>13. 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</p>	<p>Heger, Mican, Cox Classroom Teachers</p>	<p><u>SWAG:</u> August 2019 – May 2020 <u>Homework Lab:</u> August 2019 – May 2020 / 7:15 am – 8:00 am & 3:30 pm – 4:15 pm / Monday – Thursday <u>After-school Tutorial:</u> 3:30 pm – 4:15 pm, Monday – Thursday <u>9th Period Fridays:</u> 2:45 pm – 3:30 pm</p>	<p>Study Island, Lexia; SRA; AR 360; STAAR Resource Materials; BrainPop Funding: Local: \$6,500</p>	<p>Benchmarking Data Progress Reports & Report Cards 2019 STAAR Results</p>
<p>14. 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. A “9th Period” will be added to the schedule each Friday as an additional effort to provide</p>			<p>Study Island; Lexia; STAAR Resource Materials; Classroom Materials; Classroom Teacher Funding: Local: \$1,000 State Comp Ed: \$57,000</p>	<p>Six week reports, Benchmark Data, Six Week Assessments, STAAR results, progress-monitored, computer-based program results</p>

<p>tutorial support / UIL support / classroom support to all learners</p>	<p>Heger Case Manager, C. Guentert</p>	<p>August 2019 – May 2020</p>		
<p>15. WHS will provide a certified Special Education Teacher / Case Manager for grades 9 – 12</p>	<p><i>Person Responsible</i> Fisbeck</p>	<p><i>Timeline</i> August 2019 – May 2020</p>	<p>Master Schedule; Student Accommodation; IEPs</p>	<p>Benchmarking Data Progress Reports & Report Cards</p>
<p><i>Activity/Strategy</i> 16. WHS will provide TSIA Testing (Texas State Initiative Assessment) for all students on campus</p>	<p>Fisbeck</p>	<p>July 2019 – May 2020</p>	<p><i>Resources</i> Accu-Placer, Computer Lab Student Cost for Math, Reading & Writing: \$12 Student Cost for Each Test: \$4</p>	<p><i>Evaluation</i> TSIA Results</p>
<p>17. WHS will partner with Blinn College for Dual Credit Courses, while following the rules and guidelines set forth by Blinn College</p>	<p>Heger, Fisbeck Teacher: H. Dreitner</p>	<p>May 2019- May 2020</p>	<p>WHS Library; Proctor as needed for test only</p>	<p>Fall and Spring Scores</p>
<p>18. WHS will realign the Master Schedule to ensure that WHS Band encompasses 7th – 12th grade students First Period each day as an additional effort to “grow” the band program</p>	<p>Heger, Thumann</p>	<p>August 23, 2019 – May 2020</p>	<p>Master Schedule; Student Schedules; Teaching Staff</p>	<p>UIL Performance; Retention of band members</p>
<p>19. WHS will host a UIL Recruiting Day as an</p>			<p>UIL Academic Study Material; Sponsors</p>	

<p>additional effort to introduce promote and increase UIL Academics on campus. Sponsors will attend a minimum of two meets as an additional effort to support the participants and encourage individual and team success.</p>				<p>Increased participation (Spring 2019 UIL Participation Count – 55); Individual student and team success; Increased numbers attaining post-district participation.</p>
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Weimar High School Campus Improvement Plan 2019-2020

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>
<p>1. WJH staff will continue to provide extensive communication between school and home via phone calls, parent-teacher meetings, e-mails, teacher webpages & Remind</p>	Heger.	August 2019 – May 2020	Staff time	Parent Contact Logs

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<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
2. WHS will continue to host the Annual Meet the Teacher Night	S. Heger L. Mueller Classroom Teachers & Paras	August 15, 2019	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 2019 – June 2020	Technology & Journalism Class; Digital camera; Articles for newspaper	Informal input from community members, students, and staff

<p>4. WHS will continue to provide support for the “Parent Taught Driver’s Education” Program</p>	<p>Heger</p>	<p>August 2019 – May 2020</p>	<p>Cypress Driving School - Jeff Adams; Library & Computer Labs</p>	<p>Completion certificates; driver permits / licenses.</p>
<p><i>Activity/Strategy</i></p>	<p><i>Person Responsible</i></p>	<p><i>Timeline</i></p>	<p><i>Resources</i></p>	<p><i>Evaluation</i></p>
<p>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.</p>	<p>Heger</p>	<p>August 5, 2019</p>	<p>ESL teacher; translators; Parent materials</p>	<p>Informal input from parents & staff, parent & student surveys, student progress</p>
<p>6. WJH will continue to utilize the district’s School Messenger System, Remind, and district</p>	<p>Heger, WHS Staff, District Technology Director</p>	<p>August 2019-May 2020</p>	<p>School Messenger System; District webpage</p>	<p>Informal input from parents, students, and staff</p>

<p>website to inform parents of upcoming events and activities.</p> <p>7. WHS will implement Family Engagement Nights for ESL Students and Parents as an additional effort to “Close the Gaps” between home and school</p>	<p>Heger & L. Mueller; Translators; Classroom Teachers ESL Coordinators: Lisa Marak, district Melissa Clark, campus</p>	<p>Fall 2019 – Spring 2020</p>	<p>Teacher input; Parent input; Student data</p>	<p>Parent Surveys; Student performance per three weeks / six weeks / STAAR Report Cards</p>
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Weimar High School Campus Improvement Plan 2019-2020

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>
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1. WHS will provide campus staff development based upon the Texas School Safety Center Recommendations, as well as, CRASE (Civilian Response to Active Shooter Events) Training in an effort to appropriately and accurately prepare for unexpected disasters	Campus Administrators	CRASE Training: August 8, 2019 Texas School Safety Professional Development: August 2019 – May 2020	District maps; Emergency drill manual and evacuation plans; Texas School Safety Center; CRASE Training	Emergency evacuation drills; school safety audit
2. WHS assistant principal will continue to assist with discipline, attendance issues, UIL, textbooks & testing, as well as, other duties as assigned	S. Heger L. Mueller	August 2019 – May 2020	Funding: Local: \$61,000	Discipline & Attendance Records; Parent, Student & Teacher Surveys
3. WHS will ensure classroom doors are locked at all times	Heger L. Mueller	August 2019 – May 2020	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 2019-2020 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	Heger L. Mueller Thumann	August 2019 – May 2020	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

safety presentations (Red Ribbon Week, Bully Prevention Month)				
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 2019 – Spring 2020	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 2019 – May 2020	WISD webpage	Anonymous bullying reports; reduction in reports made to campus administration

**Weimar High School
Campus Improvement Plan 2019-2020**

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
<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>

<p>3. WHS will provide campus paraprofessionals with appropriate training aligned to their assigned student needs</p>	<p>Heger</p>	<p>August 2019 – May 2020</p>	<p>ESC 3; campus administrator; campus teachers</p>	<p>Informed, knowledgeable paraprofessionals; positive paraprofessional teacher, student & parent feedback</p>
<p>4. WHS will continue to retain highly qualified, faculty & staff through reform strategies which support and professionally satisfy all employees.</p>	<p>Heger</p>	<p>August 2019– August 2020</p>	<p>Peer building sessions, Curriculum Planning Days</p>	<p>Positive teacher feedback; low teacher turnover; teacher surveys</p>
<p>5. WHS will implement “Group Me”, a text messaging application, which provides mass communication to campus staff</p>	<p>Heger Campus Staff</p>	<p>August 2019 – June 2020</p>	<p>Group Me Application</p>	<p>Teacher Surveys</p>

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: \$124,138

Total FTEs funded through SCE at Weimar High School: 2.0

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 2020 STAAR Assessments. Computer-based programs such as 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, the Homework Lab and "9th Period" Fridays 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 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.