

WEIMAR HIGH SCHOOL

CAMPUS IMPROVEMENT PLAN

2021-2022

Campus Improvement Team Members

Stacy Heger, Non-teaching professional
Lindsay Fisbeck, Counselor / Homeless Liason
Ele Moreno, IT
Carolanne McAfee (ESL), Teaching professional
Misty Mican (Sped), Teaching professional
Codi Pesak (GT), Teaching professional
Susan Sternadel, Teaching professional
Lee Mueller, Teaching professional
Anne Douglas, Teaching professional
Natalie Krejci, Teaching professional
Judy Dusek, Business Member
Milton Koller, Community Member
Kimberly Rollins, Parent
Carla Villanueva, Parent
Rebecca Rhodes, Parent



Date Committee Reviewed: 6-23-2021
Date of Board Approval: 10-4-2021

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 2021-2022 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

Campus Improvement Plan 2021-2022

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: 100% (90% - 2019) Graduation Rate: 100% (98% -2019) 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 2022 STAAR Assessments</p>	<p>Heger Fisbeck Classroom Teachers</p>	<p>August 2021-2022</p>	<p>TEKS Resource System, TEXGUIDE, STAAR resources</p> <p>Funding: Local: \$8,000</p>	<p>Unit Assessments, Progress Reports & Report Cards, STAAR EOC Results, State Accountability Performance Reports</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 & English Language Learner</p>	<p>Heger Teachers: English I, Douglas English II, Thumann English III & IV, Streit</p>	<p>August 2021 – May 2022</p>	<p>Professional Development Services offered (ESC 3, 13 Melanie Meyer Writing Workshop; TEKS Resource Conference; Region 3 Contracted Services for ELL Support Funding: Local: \$3,500 Title III: \$2,000</p>	<p>Classroom walkthroughs, informal observations, goal setting & formal observation; TELPAS results</p>

Support <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 2021-May 2022	SAT/ACT/TSI Prep Material; College Syllabi; College entry level materials	SAT/ACT/TSI Scores; STAAR Results
4. WHS will continue to implement the “Wordly Wise” Vocabulary & Accelerated Reader 360 in English I - IV Classes as an additional effort to better prepare students for dual credit, STAAR & the SAT/ACT/TSI College Entry Exams	Heger, Douglas, Thumann, Streit	August 2021 – May 2022	Wordly Wise Curriiculum Funding: Local: \$500 Local: AR \$8,121	Unit Assessments; Student Performance on STAAR, dual credit, STAR Renaissance, SAT/ACT/TSI, increased reading level
5. WHS certified teachers will provide specially designed instruction in the general ed setting; paraprofessional inclusion support will be provided for WHS sped students	Heger Teacher: Alg I, Geometry: Wicke English II: Ramos Para Support: Sosa, Greene	August 2021 – May 2022	Daily Class Lessons / Homework Assignments / Projects / Quizzes & Tests/ Curriculum Planning Meetings	Six Week Special Education Achievement Goals; Progress Reports & Report Cards; Reading Levels; Unit Assessments
6. WHS will purchase ONLINE instructional materials to help support online testing	Heger	June 2021 – May 2022	AR 360, Lexia, Brain Pop, Sirius Education, Lowman Consulting, DMAC 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 Required Teachers: Rehak, Trees	Returning Staff – August 11, 2021; New Staff – Fall 2021	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 continue to measure student progress consistently by implementing a tracking system that monitors student growth and focuses on the need of each individual learner.	Heger	August 2021 – May 2022	TEKS Resource System TEXGUIDE DMAC Funding: Local: \$7,800	Unit Assessment Performance STAAR Results; Benchmark Results (November & February)
9. WHS will implement a core writing class for all 10 th grade students to ensure understanding and mastery of the TEKS, as well as, prepare for dual credit enrollment & college readiness	Stacy Heger Lindsay Fisbeck Kelli Thumann	October 2021 – May 2022	WHS English Dept., Lowman Consulting, Region 3 ELA Specialist, Region 13 ELA Specialist	Lesson Plans / Administrative Walkthroughs; State Assessment Results; Benchmark Results, SAT/PSAT, TSI Result, Dual Credit Grades
10. WHS will provide SAT Preparation Nights as an additional effort to ensure success on the college entry exam	Heger, Fisbeck, WHS Teaching Staff	Fall 2021 & Spring 2022	SAT Prep Material Funding: Local: \$500	SAT Student Results
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	Heger, Fisbeck	SAT: 10-28-2021 & 3-3-2022 PSAT: 10-13-21	SAT College Entry Exam Funding: Local: \$600	PSAT / SAT Student Results
12. WHS will implement TSIA (Texas State Initiative Assessment) Study Weeks during English, Algebra & Independent Studies of Math	Fisbeck Sternadel – Algebra I Douglas – English Walker - Math	August 2021 – May 2022	STAAR Prep Material; Funding: Local: \$6,094	December 2020 & May 2021 STAAR EOC Results

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
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	Heger Classroom Teachers Misty Mican Sternadel Bray Moreno	August 2021 – May 2022	Study Island, Lexia; SRA; AR 360; STAAR Resource Materials; BrainPop Funding: Local: \$6,500	Benchmarking Data Progress Reports & Report Cards 2021 STAAR Results
14. WHS students needing additional classroom support will have the opportunity to receive assistive instruction through the SWAG (Students with a Goal) Classroom and After-school Tutorials	Heger, Mican, Bray, Classroom Teachers	<u>After-school Tutorial:</u> 3:30 pm – 4:00 pm, Monday – Thursday	Study Island; Lexia; STAAR Resource Materials; Classroom Materials; Classroom Teacher Funding: Dyslexia: \$3,500 State Comp Ed: \$57,000	Six week reports, Benchmark Data, Six Week Assessments, STAAR results, progress-monitored, computer-based program results
15. WHS will provide a certified Special Education Teacher / Case Manager for grades 9 – 12	Heger Case Manager, Carolanne McAfee	August 2021 – May 2022	Master Schedule; Student Accommodation; IEPs	Benchmarking Data Progress Reports & Report Cards
16. WHS will host a Career Fair for students in grades 9 - 12	Fisbeck	April 2022	CCMR: \$300	Business Representation; Interviews, Student job Acceptance
	<i>Person Responsible</i>			<i>Evaluation</i>

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
17. WHS will partner with Blinn College for Dual Credit Courses, while following the rules and guidelines set forth by Blinn College	Fisbeck	August 2021 – May 2022	WHS Library; Proctor as needed for test only Funding: Blinn Dual Credit: \$1,000	Fall and Spring Scores
18. Incoming Freshmen that were enrolled in Algebra I as 8 th graders for the 2021-2022 school year will be administered the TSIA (Texas State Initiative Assessment)	Fisbeck	June & July 2021	Accu-Placer, Computer Lab Funding: CCMR: \$6,000	TSIA Results
19. WHS will host a UIL Recruiting Day as an 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.	Heger, Thumann	Fall 2021	UIL Academic Study Material; Sponsors	Increased participation (Spring 2021 UIL Participation Count – 43); Individual student and team success; Increased numbers attaining post-district participation.
<i>Activity/Strategy</i>	<i>Person Responsible</i>		<i>Resources</i>	<i>Evaluation</i>

<p>20. WHS will purchase, install and provide professional development for interactive wall panels as an additional effort to enhance instruction and student engagement.</p>	<p>Wunderlich, Moreno, Heger</p>	<p><i>Timeline</i> August 2021 – May 2022</p>	<p>Funds: ESSER I: \$36,464</p>	<p>Lesson Plans, Classroom Walkthroughs, Formal T-TESS Evaluations, Student Performance</p>
<p>21. WHS staff members will continue to be provided extensive Google Classroom Training in preparation for virtual learning.</p>	<p>Heger</p>	<p>July 2021 – May 2022</p>	<p>Region3 ESC Specialist; WISD Google Experts</p>	<p>Google Classroom Products & Services; Six Week Report Cards; Teacher Survey</p>
<p>22. WHS will implement a 1-1 chrome book ratio, ensuring virtual capability for all learners</p>	<p>Heger, Moreno</p>	<p>Fall 2021</p>	<p>Funds: ESSER I: \$26,853</p>	<p>Google Classroom Lessons, Projects & Presentations; Student, Parent & Teacher Survey; Technology Survey</p>
<p>23. WHS will purchase new laptops for classroom teachers</p>	<p>Heger, Moreno</p>	<p>Fall 2021</p>	<p>Funds: ESSER I: \$3,377 Local: \$7,082</p>	<p>Classroom Walkthroughs, Formal T-TESS Evaluation</p>

Weimar High School Campus Improvement Plan 2021-2022

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. WHS staff will continue to provide extensive communication between school and home via phone calls, face-to-face parent-teacher meetings, e-mails, teacher webpages & Remind	Heger.	August 2021 – May 2022	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 continue to host the annual “Meet the Teacher” Night	S. Heger Classroom Teachers	August 9, 2021	WHS	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 Sponsors, Classroom Teachers	August 2021 – June 2022	Technology & Journalism Class; Digital camera; Articles for newspaper	Informal input from community members, students, and staff
4. WHS will continue to provide support for the “Parent Taught Driver’s Education” Program	Heger	August 2021 – May 2022	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 2021	ESL teacher; translators; Parent materials	Informal input from parents & staff, parent & student surveys, student progress
6. WHS will continue to utilize the district’s School Messenger System, Remind, district Facebook page and district website to inform parents of upcoming events and activities.	Heger, WHS Staff, District Technology Director	August 2021-May 2022	School Messenger System; District webpage	Informal input from parents, students, and staff
7. WHS will implement Family Engagement Nights for ESL Students and Parents as an additional effort to “Close the Gaps” between home and school	Heger & L. Mueller; Translators; Classroom Teachers ESL Coordinators: Skye Anderle, district Carolanne McAfee, campus	Spring 2022	Teacher input; Parent input; Student data	Parent Surveys; Student performance per three weeks / six weeks / STAAR Report Cards

Weimar High School Campus Improvement Plan 2021-2022

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, 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 Review August 2021 – May 2022	District maps; Emergency drill manual and evacuation plans; Texas School Safety Center; CRASE Training	Emergency evacuation drills; school safety audit
2. WHS will establish a good behavior and attendance intervention plans as an effort to encourage and maintain positive and outstanding behavior	Heger, Good Behavior & Attendance Committees	Main Event, Austin Parks, Movies, 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>
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<p>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)</p>	<p>Heger Sponsors: Alison Schimcek & Emily Maupin</p>	<p>August 2021 – May 2022</p>	<p>Character Education; Health Team; Family Crisis Center; Weimar PD; Weimar VFD; Guest Speakers</p>	<p>Reduction in number of office referrals / detention assignments, Parent, student, and teacher surveys; Fitness Gram results</p>
<p>6. WHS will continue to implement COPsync to assist first responders in the event of an emergency on campus</p>	<p>Jon Wunderlich Campus Administrators Campus Staff</p>	<p>Fall 2021 – Spring 2022</p>	<p>Emergency drill manual and evacuation plans Funding: Local: \$2,000</p>	<p>Parent, student, and teacher surveys; reduction in number of office referrals and detentions</p>
<p>7. WHS will implement a Conflict Resolution Icon on the District’s Webpage as an effort to encourage students to report bullying anonymously</p>	<p>Jon Wunderlich Campus Administrators Campus Staff</p>	<p>August 2021 – May 2022</p>	<p>WISD webpage</p>	<p>Anonymous bullying reports; reduction in reports made to campus administration</p>
<p>8. WHS will expand the Career & Technology Building as an additional effort in providing an “Open Air Bay”</p>	<p>Jon Wunderlich CTE Coordinator</p>	<p>Spring 2022</p>	<p>Funds: ESSER 3, \$150,000</p>	<p>Utilization of safe work environment</p>

Weimar High School Campus Improvement Plan 2021-2022

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 2021 – May 2022</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 2021– August 2022</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 2021 – June 2022</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: \$162,800

Total FTEs funded through SCE at Weimar High School: 1.5

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 2022 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. After-school Tutorials and 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 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.