

WEIMAR JUNIOR HIGH SCHOOL

CAMPUS IMPROVEMENT PLAN

2018-2019

Campus Improvement Team Members

Stacy Heger, Non-teaching professional
Lindsay Fisbeck (ESL), Teaching professional
Steven Marshall (Sped), Teaching professional
Karen Hoskins (GT), Teaching professional
Codi Guentert, Teaching professional
Amanda Mueller, Teaching professional
Dr. Kurt Kainer, Business Member
Michelle Vacek, Community Member
Amanda Price, Parent
Carla Villanueva, Parent
Buck Johnson, 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 JUNIOR HIGH SCHOOL MISSION STATEMENT

Weimar Junior High 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 JUNIOR HIGH'S 2018-2019 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 Junior High's Comprehensive Needs Assessment Meeting was held on Tuesday, May 31, 2018 at 3:30 pm in the campus library. Campus Site-based Committee Members present were Stacy Heger, Lindsay Fisbeck, Codi Guentert, Amanda Mueller, Missy Guenther (Business Member) and Amanda Fuchs (Parent).

Comprehensive Needs Assessment

Area Addressed	Population Addressed	Sources of Documentation	Summary of Results
Demographics	All Students and Teachers	PEIMS Reports AEIS Report Faculty Collaboration	Strengthen the focus on Hispanic resources / needs of ESL / Migrant students. There is minimal ethnic diversity on the Weimar Junior High Campus. Continue the implementation of attendance incentive program.
Student Achievement	3 rd – 8 th Grade Students Teaching Staff	STAAR Assessment Data AEIS Report Student Math & Reading Levels	Vertical Alignment & Curriculum Planning Meetings amongst 3 rd , 4 th , 5 th , 6 th , 7 th , 8 th and EOC grade level teachers must be conducted to ensure successful alignment and student progress. Increase the number of students who “Meets Grade Level” and “Masters Grade Level on each State Assessment.
Curriculum, Instruction & Assessment	Teaching Staff	STAAR Assessment Data District Curriculum Scope & Sequence	Curriculum Planning Days will continue to be the focus on embedded district calendar in-service days for all subjects. Improve “working” technology/implement tech training throughout year. Increase walkthrough written evaluations for instructional and classroom management support.
School Culture & Climate	All Students Parents	Student Surveys Parent Surveys	Invite engaging and informative guest speakers to present “hot topics” to the students. Continue “Good Behavior Day” incentives for each six weeks. Introduce students to the Parent Portal System to help gain independence and increase responsibility for assignments and grades.
School Context & Organization	Teaching Staff	District Organization Structures Teacher Surveys	Increase the safety and security of the WJH campus by locking all exterior doors with a keyless entry system. Develop master schedule to reflect RTI grouping. Schedule elective classes for eighth period of day. Relocate classrooms by subject area.
Technology	Teaching Staff All Students	Current Technology Inventory Teacher Surveys Student Surveys	Provide technological professional development at the campus level in regards to Mimios, I pads, Webpage Design, & AR 360. Allow availability for Computer Lab throughout day.
Family and Community Involvement	All Students and Parents	Student Surveys, Parent Surveys, and Campus Sign In Sheets from Parent Involvement Activities	Increase parent involvement on the Weimar Junior High Campus. Implement Parent Nights / Parent Socials. Increase the number of student-led programs at WJH in an effort to increase parent involvement.
Staff Quality, Recruitment & Retention	Teaching Staff	AEIS Report Teacher Surveys Personnel Directory/ Years of Service	An established, New Teacher Mentor Program is needed at WJH. Recruit bilingual teacher / para. Increase number of paraprofessionals on campus (by 1) to provide support for RTI, 504, ESL and Special Education Students.

WEIMAR JUNIOR HIGH

2018 STAAR Results

Tested Grade Level	Approaches	Meets	Masters
5 th Math	94%	44%	14%
5 th Reading	86%	42%	19%
5 th Science	83%	31%	8%
6 th Math	60%	33%	21%
6 th Reading	85%	42%	6%
7 th Math	83%	45%	21%
7 th Reading	74%	45%	24%
7 th Writing	83%	43%	5%
8 th Math	100%	77%	26%
8 th Reading	91%	40%	16%
8 th Science	98%	75%	51%
8 th SS	81%	42%	9%

Weimar Junior High School Campus Improvement Plan 2018-2019

Goal 1: Academic Improvement of All Students

Objective 1: Weimar Junior 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.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WJH will implement a Kick Start Camp for incoming fifth, sixth, seventh & eighth graders as an effort to provide students with the opportunity to review skills and preview lessons that will be taught the first six weeks of school in their new grade level	Heger Teachers: Math - Schimcek Reading - Douglas Science – Krejci Writing - Fisbeck Social Studies – A. Mueller	August 6,7,8,9,10 7:45 am – 12:15 pm	First Week of School Strategies, Lessons, Vocab & Assignments Funding: Local: \$3,312.50	First Six Weeks Progress Report & Report Card
2. WJH 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: \$2,000 Title I: \$3,000 Title II: \$3,500	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. WJH will prepare and promote college readiness and career exploration by designating Wednesdays as College Information Days and by taking “College Road Trips” throughout the year	Heger	August 2018 – May 2019	5 th Grade: Blinn College, Schulenburg 6 th Grade: U of H, Victoria 7 th Grade: Texas State University 8 th Grade: Texas A & M University Funding: Student Activity	Index 4, Postsecondary Readiness, STAAR Accountability Summary End of Year Survey
4. WJH 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: \$6,281	Six Week Special Education Achievement Goals; Progress Reports & Report Cards; Reading Levels; Unit Assessments
5. WJH will purchase supplemental instructional materials for At Risk students focused on math and literacy	Heger Math – Maupin, Schimcek, R. McNeil, M. McNeil Reading – Guentert, Douglas, Pieper	June 2018 – May 2019	Study Island, Motivation Math, Lexia, Motivation Reading, Brain Pop, TEKSing Toward STAAR, Sirius Education Funding: Local: \$6,500 211: \$1,350	Six Week Benchmarks, Unit Assessments, STAR BOY, MOY, EOY Data, STAAR Assessments
6. New WJH certified staff will be provided 30 hours of GT Certification. Returning WJH certified staff will be provided with an annual, six hour, GT update	Heger, McNeil, Hoskins	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>
<p>7. WJH will measure student progress consistently by implementing a tracking system that monitors student growth and focuses on the need of each individual learner</p>	<p>Heger</p>	<p>August 2018 – May 2019</p>	<p>TEKS Resource System TEXGUIDE DMAC Funding: Local: \$2,800 Stanzel Grant: \$5,000</p>	<p>Unit Assessment Performance STAAR Results</p>
<p>8. WJH 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</p>	<p>Stacy Heger Kristy Janecka</p>	<p>August 2018 – May 2019</p>	<p>WES Teaching Staff Grades 3 & 4 WJH Teaching Staff Grades 5,6,7,8 WHS English, Math, Science & History Depts.</p>	<p>Vertical Alignment Review Forms / Teacher documentation & evaluation / Lesson Plans / Administrative Walkthroughs</p>
<p>9. WJH 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”. WJH 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</p>	<p>Classroom Teachers Heger</p>	<p>August 2018 – May 2019</p>	<p>TEKS; STAAR materials; Professional development services offered by ESC 3; ESC 13; Campus administrator</p> <p>Funding: Local: \$4,000</p>	<p>STAAR Results 2019 Texas Academic Performance Reports for STAAR & STAAR Alt. 2</p>

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
10. WJH staff will be departmentalized by grade level/subject area to ensure individual success in a focused, highly engaged, TEKS driven classroom	Heger 5 & 6 Math: Maupin 7 & 8 Math: Schimcek 5 & 6 Reading: Guentert 7 & 8 Reading: Douglas 5 & 6 Writing: B. Miller 5 Writing: C. Pieper 7 Writing: L. Fisbeck 8 Writing: A. Streit 5 & 6 Science: Hoskins 7 & 8 Science: Krejci 5 SS: L. Mueller 5 & 6 SS: C. McFarlane 7 & 8 SS: A. Mueller	August 2018 – May 2019	WES, WJH & WHS Master Schedules	Benchmarking Data STAAR Results
11. WJH will provide professional development for teachers to include effective instructional practices, tiered academic interventions and job embedded coaching for teachers and school leaders	Heger	Summer 2018 – Spring 2019	Professional Development Services offered via ESC 3, ESC 13, Lead4ward & STAAR Training Workshops Funding: Title I: \$4,800 Title II: \$3,700	Benchmarking Data Progress Reports & Report Cards 2019 STAAR Results
12. WJH 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	5 & 6 Study Skills, Guentert 7 & 8 Study Skills, Pieper 5, 6, 7, 8 STAAR Reading, Pieper 5 & 6 STAAR Math, R. McNeil, E. Maupin 7 & 8 STAAR Math, M. McNeil, A. Schimcek	August 2018 – May 2019	Study Island, Lexia; SRA; AR 360; STAAR Resource Materials; BrainPop Funding: Title I: \$1,350 Local: \$6,500	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>
13. WJH 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, Duty, Garcia, 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 st Six Weeks / 3:30 pm – 4:15 pm / Monday - Thursday	Study Island; Lexia; STAAR Resource Materials; Classroom Materials; Classroom Teacher Funding: Title I: \$6,500 Local: \$1,350 State Comp Ed: \$16,187	Six week reports, teacher evaluations, Benchmark Data, Six Weeks Assessments, STAAR result, progress-monitored, computer-based program results
14. WJH will create “Honors Reading” classes for grades 5-8 to provide Mastered Instruction at a high impact delivery rate	Heger, Guentert, Douglas	August 2018 – May 2019	WISD Teaching Staff; Curriculum Planning	STAAR Results, EOY averages, benchmark results, unit assessments
15. WJH will increase rigor while providing intense, higher-level critical thinking activities focusing on math, reading, science and social studies via Enrichment/GT Classes	Heger, Hoskins, R. McNeil, Krejci	August 2018 – May 2019	ESC 3 GT Support, Core Classroom Teachers	Benchmark and Unit Assessments, STAAR Results

Weimar Junior High School Campus Improvement Plan 2018-2019

Goal 2: Effective Communication and Community Relations

Objective 1: Weimar Junior 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. WJH will collaborate with the Stanzel Foundation to incorporate Healthy High – Healthy Choices activities for Grades 5 – 8	L. Mueller, Guentert	December 2018	Classrooms; Presenters; Health care providers; Various PE & health care equipment	Student participation in Healthy High activities, input from parents, students, and staff members
3. WJH 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	Heger, Fisbeck, R. McNeil	August 2018 – June 2019	Technology & Journalism Class; Digital camera; Articles for newspaper	Informal input from community members, students, and staff
4. WJH will design and facilitate a parent newsletter that will be attached to each six-week report card. The newsletter will also be available on the WJH webpage	Heger	To be sent home with report cards each six weeks	Journalism Class; Digital camera	Informal input from parents and students, parent & student end-of-year survey

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
5. WJH 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, Oertli	August 2018	ESL teacher; translators; Parent materials	Informal input from parents & staff, parent & student surveys, student progress
6. WJH will continue to host a STAAR Open House/ Math, Science, Technology & History Fair to promote student recognition & successes, as well as, to build a strong parent / school relationship	Heger, WJH Staff	Spring 2019	WJH Staff, materials for Math, Science, Technology & History Projects, medals and ribbons for project winners. Funding: Local: \$200	Informal input from parents, students, and staff
7. WJH will implement Family Night / Parent Socials as an effort to increase parental involvement and strengthen relationships between home & school	Heger, WJH Staff	August 2018 – June 2019 AR Family Reading Night Thanksgiving Luncheon Christmas Caroling Movie Night STAAR Night Easter Egg Hunt	WJH Staff Funding: Local: Student Activity	Informal input from parents, students, and staff / parent, student, & teacher surveys.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
8. WJH will continue to utilize the district’s School Messenger System, Remind, and district website to inform parents of upcoming events and activities	Heger, District Technology Director	August 2018 – June 2019	School Messenger System; District webpage	Informal input from parents, students, and staff / parent, student, & teacher surveys

Weimar Junior High School Campus Improvement Plan 2018-2019

Goal 3: Efficient Use of District Resources

Objective 3: Weimar Junior 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. WJH 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. WJH 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. WJH 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. WJH 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, Splashway, Waterboy/Watergirl, Run through Wildcat Head at Football Games, Go Pro 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. WJH 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; Stanzel Foundation; 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. WJH will make available a campus counselor to the students eighth period of the day	Heger, Fisbeck	August 2018 – May 2019	Office Referrals, student needs, grade reports, attendance reports Funding: Local: \$6,301	Student and parent surveys, reduction in crisis outcries
7. WJH 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
8. WJH 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

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
9. WJH will emphasize the Coordinated Approach to Child Health Program (CATCH) designed to promote physical activity, healthy food choices, and the prevention of tobacco use in children	Heger, Maupin, McIver	Fall 2018 - Spring 2019	CATCH Curriculum	Fitnessgram

Weimar Junior High School Campus Improvement Plan 2018-2019

Goal 4: Recruit, Support and Retain Teachers and Professionals

Objective 1: Weimar Junior 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. WJH 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. WJH 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. WJH 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. WJH 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. WJH 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 Junior High School: \$140,065

Total FTEs funded through SCE at Weimar Junior High School: 2.2

The process we use to identify students at risk is: Weimar Junior 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 Junior High School consists of:

For the current school year, Weimar Junior High has created Math, Reading, Writing, Science, & Social Studies Labs for any student at-risk of failing their current grade level or the 2018 STAAR Assessments. Computer-based programs such as Think Through Math and Study Island have been purchased and are being used as additional resources in Math Labs. SRA Intervention Program, Lexia and Study Island, all research-based interventions, aide struggling learners in the Reading Labs. 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 Junior 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.