

Weimar Independent School District
District Improvement Plan
2024-2025

Board Approval Date: November 5, 2024
Public Presentation Date: November 5, 2024

Mission Statement

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

Value Statement

At Weimar ISD We Believe...

- *Students* are at the center of our work and will be instructed in a way that maintains the flexibility to engage in a variety of programs, and with that freedom, the student shall accept the responsibility of maintaining the integrity of Weimar ISD.
- *Parents and Families* should be the greatest of advocates for their children, flexible, involved, encouraging, and seek to partner with, and support our teachers as an investment in the future success of our students.
- *Faculty and Staff* are respected role models in our community who challenge themselves and our students to be continual learners in a way that supports them in and out of the classroom to equip our children for success in life.
- *Campus Leaders* are trustworthy, committed and invested in our students and community, and hold themselves and others accountable in a way that inspires and empowers.
- *The Superintendent and Central Office Staff* are servant leaders who demonstrate integrity, transparency, and open communication in a way that values diversity and directs resources towards the overall mission while maintaining accountability to all stakeholders.

The School Board members are trusted leaders with integrity who are actively involved in the community while providing checks and balances, adherence to the chain of command, strong financial stewardship and always acting in the best interest of Weimar ISD students.

CORE VALUES

Persistence ~ Respect ~ Integrity ~ Discipline ~ EXCELLENCE!

BOARD GOALS

- ❑ Meet the ACADEMIC needs of ALL students and prepare them to be productive citizens. [STUDENT ACHIEVEMENT AND GROWTH]
- ❑ Create a climate of support that attracts, develops, and retains EXCEPTIONAL individuals to be a part of our district and community. [TEACHER RETENTION]
- ❑ Maintain fiscal responsibility that allows for effective operations and the fulfillment of the district's vision and goals. [FISCAL RESPONSIBILITY]
- ❑ Provide a SAFE and SECURE environment to ensure that ALL feel supported, valued, and engaged. [SAFETY AND SECURITY]
- ❑ Create a CULTURE that maximizes the effort and expectations of life-long learners. [CULTURE]
- ❑ Support student achievement and growth through effective communication between the home, community, and school. [COMMUNICATION]

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Goal 1: Student Achievement and Growth

Objective 1: Improve student performance above the State and Regional average for all students, while continuing to build a solid foundation of reading and math.

TEA Priorities:

Build a foundation of reading and math (**HB3 Goal**)

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. The district-wide percentage of students who meet grade level standards for Math and Reading will exceed State and Regional averages	Superintendent	June of 2025	Title I, II-, & III-Part A	Report Cards, Benchmark results (F), Interim Assessments, STAAR Scores, Staff Evaluations (S)
2. Alignment of the written, taught, and assessed curriculum: Curriculum Based Assessments	Campus Principals	August 2024-June 2025	ESC Staff. Local \$5,900, EMAT Funds, LASO Grant State Comp Ed Funds	Stakeholder feedback (F) STAAR Scores, STAAR Progress Measure, Stakeholder Surveys (S)
3. Sharon Wells Math Curriculum	Campus Principals (Elem/JH)	August 2024-June 2025	Title I, Part A \$2,000-JH \$6,540-Elem	STAAR Math Scores, STAAR Progress Measure, Stakeholder Surveys (S)

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<p>4. Focus on ESL, Summer School, and TELPAS, providing training and test taking skills</p>	<p>Superintendent ESL Dist. Director Administrators</p>	<p>August 2024 – May 2025</p>	<p>Local: \$6,500 ESL: \$2,500 ESL Coordinators: 3x\$500</p>	<p>Benchmark exams and TELPAS practice test; Individual student’s academic progress</p>
<p>5. Accelerated Reading (AR) and AR 360 Assessments Renaissance Learning</p>	<p>Campus Principals</p>	<p>August 2024-May 2025</p>	<p>Funding: Local: HS \$8,546 JH \$13,364 EL \$8,321</p>	<p>RTI Process (F) Decreased special ed referrals(S)</p>
<p>6. Utilize universal screening to identify at risk students.</p>	<p>Elementary Principal</p>	<p>September & December</p>	<p>Title I, Part A-\$1,600</p>	<p>Increased benchmark scores (F) Increased STAAR scores(S)</p>
<p>7. Systematic progress monitoring: CLI Engage, Renaissance STAR</p>	<p>Campus Principals and staff</p>	<p>Ongoing as needed</p>	<p>Title I, Local Funds: DMAC \$8,000</p>	<p>Increased STAAR Progress Measure</p>
<p>8. Weimar will add Sirius Education Solutions and IXL to close gaps in curriculum and increase student achievement to improve STAAR scores.</p>	<p>Teachers in STAAR Subjects and Principals</p>	<p>August 2024-May 2025</p>	<p>Local Funds EL \$3,500</p>	<p>Diagnostic, Post, and Practice Tests</p>

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<p>9. Take focused field trips to provide background experiences for all students.</p>	<p>Campus staff Principals and</p>	<p>Ongoing as needed</p>	<p>Local Funds</p>	<p>Number of students filed on(F) Yearly average daily attendance (S); Decreased discipline referrals(F) Student Surveys (S)</p>
<p>10. Increase in students achieving “masters” academic performance on state tests. Goal of 30%</p>	<p>Campus Principals</p>	<p>Ongoing</p>	<p>Local Funds</p>	<p>STAAR Scores, State Accountability</p>
<p>11. Provide character education activities</p>	<p>All Staff</p>	<p>August 2023 – May 2024</p>	<p>Federal, State and Local Funds</p>	<p>Student behavior and grades(F) STAAR Scores(S)</p>
<p>12. Increase active cognitive engagement of all students in every classroom.</p>	<p>Campus Principals, Administrative team and all staff.</p>	<p>End of semesters Weekly Walk Throughs</p>	<p>Local Funds Time and commitment.</p>	<p>Reduced number of discipline referrals (S), Student, staff and community comment(F) End of year surveys(S)</p>
<p>13. Continue to employ a Reading Interventionist</p>	<p>Campus Principal and Superintendent</p>	<p>August 2024 – May 2025</p>	<p>Local Funds</p>	<p>Increased benchmark scores (F) Increased STAAR scores(S), decrease in Dyslexia screening numbers</p>
<p>14. Implementation of Accelerated Instruction Plans for all students who</p>	<p>Campus Principals</p>	<p>Summer 2025</p>	<p>State Comp Ed</p>	<p>Students will meet standard on subsequent year STAAR/EOC</p>

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did not meet standard on previous year STAAR/EOC				
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Goal 1: Student Achievement and Growth

Objective 2: Provide appropriate placement and instruction for special needs populations (At Risk, English as a Second Language, Dyslexic, Gifted and Talented, Section 504 and Special Education).

<p>1. Monitor the effectiveness of the Special Education Continuous Improvement Plan as it relates to PBMAS.</p>	<p>Superintendent. Special Education Director</p>	<p>Ongoing</p>	<p>Time</p>	<p>Committee meetings(F) PBMAS Intervention Rating of 0 or 1(S)</p>
<p>2. Continue to implement Response to Intervention Plans that address disproportionate data.</p>	<p>Campus Principals Classroom Teachers</p>	<p>Ongoing</p>	<p>Title I, Part A SCE</p>	<p>Response to Intervention committee meetings (F) PBMAS Intervention Rating(S)</p>
<p>3. Utilize inclusion support at all campuses.</p>	<p>Campus Principals</p>	<p>Ongoing</p>	<p>Local: Special Education</p>	<p>Walk through (F) State assessment scores(S)</p>
<p>4. Provide instruction from reading coach.</p>	<p>Elementary Reading Coach</p>	<p>Ongoing</p>	<p>Local Funds</p>	<p>Increased reading levels(F) State assessment scores(S)</p>

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5. Offer summer school for students in at risk situations.	Campus Principals and summer school staff	June 2025	SCE Summer School Funds	Weekly assessments (F) Post Test/ STAAR scores(S)
6. Provide additional classes and inclusion support for ELL “newcomers”.	Campus Principals and ESL District Coordinator	Each Grading Period	ESL State Funds Local Funds	Teacher Observation(F) TELPAS Scores (S)
7. Provide necessary accommodations for students with special needs to participate fully in appropriate CTE programs.	ARD Committee Members, CTE Coordinator and teachers.	Each Grading Period	State CTE funds	Class Grades(F) Mastery of IEP’S(S)
8. All high school students are encouraged to take PSAT.	District Counselor	October 2024	Local funds	Student Rosters
9. WISD will continue to provide daily differentiated instruction for all students. At-Risk students, Tier 2 & 3 RtI, Dyslexia, ESL, Special Education, and G/T students	Campus Principals and dyslexia trained teachers.	Each Grading Period	Lexia—Local and Title I Reading Horizons	Class Grades(F) STAAR Scores(S)

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will receive additional small group, specialized instruction focused on math and reading.				
10. Offer services to GT students through honors and dual credit	High School Principal	Each Semester	High School Allotment State GT Funds	Number of credits received(S)
11. Increase number of and improve performance of GT students who participate in UIL academic competitions.	Campus Principals, GT Coordinator, UIL Sponsors	Spring Semester	Local Funds	Competition Rosters(F) Competition Awards(S)
12. Continue credit recovery program targeting at risk students in jeopardy of dropping out.	High School Principal	Each Grading Period	SCE High School Allotment	Number of participants(F)
13. Prepare personal graduation plans for at risk students.	District Counselor	Spring of Eighth Grade Year	Local Funds	Report Card Grades and Benchmark Scores(F) TAKS/STAAR Scores(S)

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14. Meet the needs of students identified as homeless in compliance with the McKinney Veto Act.	Homeless Liaison	As Needed	Title One, Part A \$100	Personal Meetings with Counselor(F) Graduation Rate(S)
15. <i>SWAG Lab Dist Wide</i>	Campus Principals	Each Grading Period	Title One, Part A \$20,424	Personal Meetings with Counselor(F) Grades/TAKS /STAAR Scores (S)
16. Provide inclusion support.	Campus Principals	Ongoing	SCE—1.0 FTE \$90,000	Student Success Team meetings(F)Fewer Referrals to Special Education(S)
17. Continue an open enrollment full day Pre K program.	Elementary Principal, PreK teachers and PreK paraprofessionals.	Each Grading Period	SCE—3 FTE \$165,000	Mastery of Skills Progress Report(F) Semester Report Card (S)
18. Provide “homebound” services and support.	Campus Principal and Counselor.	As needed	State and Local funds.	Students maintain grades and receive credit for class.
19. Academic mentoring program— Creating	High School Principal and CAT Tracks Team	Each Grading Period	Time and Commitment	Report Card Grades(F) STAAR Scores (S)

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Achievement Together (CAT Tracks)				
<p>20. Implement Special Ed Classes in the areas of Math and Reading to provide accelerated instruction</p>	<p>Campus Principals and all staff</p>	<p><i>ongoing</i></p>	<p>Time and commitment.</p>	<p>Report Card Grades(F) STAAR Scores (S)</p>
<p>21. Provide training for staff, with the goal being 100% of staff trained, in specific instructional areas including, but no limited to GT and ESL</p>	<p><i>Superintendent, Campus Principals</i></p>	<p><i>August 2024 – May 2025</i></p>	<p><i>Time and commitment</i></p>	<p>Increase in percentage of students who make one year’s growth every year</p>

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Goal 1: Student Achievement and Growth

Objective 3: Develop options for students to gain entry-level employment in a high-skill, high-wage job or continue their education at the post-secondary level. Prepare and Promote College Readiness and Career Exploration

TEA Priorities:

Connect high school to career and college (HB3)

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Provide career counseling and career exploration opportunities for all secondary students.	Campus Principals and District Counselor Post-Secondary Coordinator	Ongoing	State CTE funds Federal Carl Perkins funds ESC 3 Personnel	Increased number of students with postsecondary goals.
2. Implement the Achieve Texas Program at the secondary level.	District Counselor	Ongoing	State CTE funds Federal Carl Perkins funds ESC 3 Personnel	Increased number of students with postsecondary goals
3. Partner with Blinn and neighboring districts to enhance opportunities for dual credit and certifications. (ACCSS)	Superintendent High School Principal District Counselor	August 2024 – May 2025	Blinn Dual Credit \$1,000 Welding Certs. \$1,500 Floral Certs. \$1,000	Compilation by attendance clerk
4. Provide field trips to college/trade school campuses.	Campus Principals District Counselor	End of Each Semester	Local	Student Surveys

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5. Provide career cluster awareness in grades 1-8	District Counselor	Ongoing	Time and commitment	Increased number of students with postsecondary goals.
6. Provide information on financial aid opportunities and admission procedures	District Counselor Post secondary Coordinator	August 2024	CCMR	Student/parent feedback(F) Scholarship/loan acquisition(S)
7. Expand tech prep agreement, dual credit courses	High School Principal District Counselor CTE Coordinator	Spring	CCMR	Survey of student interest(F) Courses added (S)
8. Provide credit by exam for accelerated instruction.	District Counselor	December 2024 June 2025	Local	Credit acquired by exam (F)
9. Academic Performances are based on a safe environment. Additional cameras	Superintendent and Technology Director	Fall 2024	SAT Prep Material	School safety report
10. SAT Preparation Nights as an additional effort to ensure success on the college entry exam	Teachers, Principal, and Counselor	Spring 2025	Funding: CCMR Local: \$500	SAT Student Results
11. TSIA (Texas State Initiative Assessment) Tutorials to ensure success on the college entry exam.	Principal and Teachers	August 2024 – May 2025	CCMR	Student results

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Goal 2: Teacher Retention

Objective 1: Recruit, support, and retain teachers and principals.

TEA Priorities:

Recruit, support, and retain teachers and principals

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. District representative will attend job fairs at post-secondary institutions.	Superintendent	Spring 2025	Local Funds	Ethnically diverse, highly qualified staff.
2. Job vacancies will be posted on Internet job listing sites and the district website.	Superintendent	Spring 2025	Time	100% Highly Qualified Staff
3. Provide staff development in meeting the needs of diverse student populations.	Administrative Team	Ongoing	Title I, II, III State Funds Local Funds	Decrease in number of at-risk students. Increase in STAAR scores for special population groups.

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<p>4. Provide staff development targeting all core subject areas.</p>	<p>Administrative Team</p>	<p>Ongoing</p>	<p>Title 1, Part A Title II, Part A State Funds</p>	<p>Benchmarks(F) STAAR Scored (S)</p>
<p>5. Recruit highly effective and adequately certified employ.</p>	<p>Administrative Team</p>	<p>August 2025</p>	<p>Time</p>	<p>Benchmarks(F) STAAR Scored (S)</p>
<p>6. Expect positive attitudes between staff</p>	<p>Administrative Team</p>	<p>Ongoing</p>	<p>Time and Commitment</p>	<p>Teacher feedback (F) Teacher surveys (S)</p>
<p>7. Hold teachers accountable for student achievement.</p>	<p>Administrative Team</p>	<p>Daily</p>	<p>Time and Commitment</p>	<p>Benchmarks(F) STAAR Scored (S)</p>
<p>8. Migrant support and resources will be provided to qualifiers</p>	<p>Administrative Team</p>	<p>August 2024 – May 2025</p>	<p>Local</p>	<p>Surveys and contact log</p>
<p>9. WISD will provide “Performance Pay” to all staff members.</p>	<p>WISD Superintendent WISD School Board</p>	<p>November 2024, July 2025</p>	<p>Fund Balance: \$450,000</p>	<p>Teacher surveys</p>

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Goal 3: Fiscal Responsibility

Objective 1: Make the best and most efficient use of personnel.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<p>1. Use district staff whenever possible instead of contract personnel for facility maintenance.</p>	<p>Administrative Team & Staff</p>	<p>End of each pay period</p>	<p>Local</p>	<p>Budget Review</p>
<p>2. Use district paraprofessionals whenever possible to substitute in classes.</p>	<p>Campus Principals</p>	<p>End of each pay period</p>	<p>Local</p>	<p>Budget Review</p>

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Goal 3: Fiscal Responsibility

Objective 2: Manage efficiently the financial operations of the district to ensure that Weimar ISD continues to have the financial ability to provide a high-quality education to its students.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Maximize use of federal and state funds.	Director of Special Programs and Business Manage	July 2025	Federal, state and local funds.	Benchmark scores (F) STAAR scores, PBMAS (S)
2. WISD will conduct and efficiency audit	Superintendent and Business Manager	Fall 2024	Time	Reports to school board.
3. Monitor adopted to actual monthly comparison	Superintendent and Business Manager	Monthly	Board Reports	Will lead to balanced annual spending
4. Develop and deploy an annual budget development calendar	Superintendent and Business Manager	Spring and Summer 2025	Calendar/Timeline, Time and Effort	Timely steps will be taken in reviewing current year's budget and planning for next year's budget
5. Initiate a Long-Range Facility Plan	Superintendent	Fall 2024 – Summer 2025	Gallagher Construction Facility Assessment, Facility Committee	Publication of a LRFP
6. Initiate a Strategic Plan for the district	Superintendent	Fall 2024 – Summer 2025	Gallagher (Ashley Stewart), Strategic Planning Committee	Publication of a Strategic Plan

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<p>7. Develop and Continuous Improvement of Business Procedures Manual</p>	<p>Superintendent</p>	<p>May 2025 – Review of Draft by District Leadership Team; Presented to the Board</p>	<p>TASBO Best Practices, templates, time and effort</p>	<p>Publication of Business Procedures Manual</p>
<p>8. Continue to train budget managers on effective and appropriate financial management practices</p>	<p>Superintendent, Business Manager</p>	<p>Ongoing Training updates in weekly admin meetings throughout 24-25 SY</p>	<p>FAR Guide, TASBO, Internal District Documents and Policies</p>	<p>Compliance with district business policy and procedures</p>

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Goal 3: Fiscal Responsibility

Objective 3: Implement and use current technology to increase the effectiveness of student learning, instructional management, staff development and administration.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Provide quality technology staff development.	Campus Principals Director of Technology	As needed	Title One, Part A Title II, Part A Local	Staff Development Evaluations(F) Staff Surveys(S)
2. Utilize trained technology support personnel to provide on-site technical assistance.	Campus technology support personnel Director of Technology	As needed	Local	Staff Feedback(F) Staff Surveys(S)
3. Utilize data driven decision making to plan instruction.	Campus Principals All Teaching Staff	Ongoing	DMAC, Local Funds	Report Card Grades and Benchmarks(F) State assessment scores(S)
4. Teachers will use technology in their instruction.	Administrative Team All Teaching Staff	Ongoing	Local, State and Federal Funds;	Weekly Walkthroughs(F) PDAS Evaluations(S)
5. All teachers will have laptops that are updated to support the technical demands	Administrative Team Director of Technology	Ongoing	Local	Staff Feedback (F) Staff Surveys(S)

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<p>6. Utilize on-line academic resources. (Study Island, Virtual school network, United Streaming, Istation, Think Through Math, etc.</p>	<p>Campus Principals Campus Teachers</p>	<p>Ongoing</p>	<p>Local, State and Federal Funds;</p>	<p>Weekly Walkthroughs(F) PDAS Evaluations(S)</p>
<p>7. Upgrade hardware.</p>	<p>Director of Technology</p>	<p>As needed</p>	<p>Technology Funds</p>	<p>Increased access and</p>
<p>8. Increase internet capabilities.</p>	<p>Superintendent Director of Technology</p>	<p>Ongoing</p>	<p>ERate and Local Funds</p>	<p>increased speed</p>
<p>9. Develop a Technology Replacement Plan that increases Technology and availability through additional computers and devices</p>	<p>Superintendent and Technology Director</p>	<p>2024-25 SY</p>	<p>Time and Effort</p>	<p>Publication of a Technology Replacement Plan</p>

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Goal 4: Safety and Security – Mental Health

Objective 1: Weimar ISD will provide a safe and secure environment to ensure that all feel supported, valued and engaged.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WISD will ensure all classroom doors are locked while students are present in the classroom,	Admin Team	August 2024 – May 2025	Safety Trainings	Staff Self-Assessments; Safety Audits
2. WISD will ensure exterior campus doors are numbered and locked. Daily safety checks are made to ensure the security of the building.	WISD Admin	August 2024 – May 2025	Safety Trainings	Staff Self-Assessments; Safety Audits
3. WISD will ensure that only two exterior doors are open during passing periods. Staff is present in the hallways during passing periods.	Admin team	August 2024 – May 2025	Exterior door locking system	Staff monitor between passing periods, locking system time stamp

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<p>4. WISD will ensure campus maps are updated with exterior doors labeled and Texas School Safety Center map requirements are detailed.</p>	<p>Superintendent Admin Team</p>	<p>August 2024 – May 2025</p>	<p>Time and Effort</p>	<p>School maps are updated and reviewed to ensure State requirements are met.</p>
<p>5. WISD Staff & Substitutes will always wear Identification Badges while on campus.</p>	<p>Admin Team</p>	<p>August 2024 – May 2025</p>	<p>Card Picture Identification System</p>	<p>All WISD staff & substitutes have been issued picture ID's and must wear daily while on campus</p>
<p>6. WISD Office Staff will adhere to Visitor Security Procedures to ensure the safety of all students and staff.</p>	<p>Superintendent Admin Team</p>	<p>August 2024 – May 2025</p>	<p>Threshold Visitor Management Systems (Visitor badges)</p>	<p>Visitor ID Duplicate Labels; Electronic Visitor Entry; Driver's License Collection</p>
<p>7. WISD will provide campus staff development based upon the Texas School Safety Center Recommendations, as well as CRASE (Civilian Response to</p>	<p>Superintendent Admin Team</p>	<p>August 2024 – May 2025</p>	<p>Rogan Stanzel, Special Operations w/ Department of Public Safety and other DPS Troopers, as well as a Texas Ranger</p>	<p>Successful Safety Protocol Drills</p>

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<p>Active Shooter Events) Training.</p>				
<p>8. WISD will use Raptor as our Emergency Management Alert System</p>	<p>Superintendent Admin Team</p>	<p>August 2024 – May 2025</p>	<p>Raptor Funds: Local - \$11,000</p>	<p>Successful Safety Protocol Drills; Updated Raptor installments on staff computers and cellphones</p>
<p>9. WISD will provide an office space and secure computer system for on-duty Weimar Police Officers to complete paperwork.</p>	<p>Superintendent Admin Team</p>	<p>August 2023 – May 2024</p>	<p>Campus Office Secured Computer</p>	<p>Documented officer usage via sign-out with Dispatch</p>
<p>10. WISD admin will ensure parents / guardians receive communication as soon as possible regarding crisis emergencies on campus as an additional effort to ensure transparency.</p>	<p>WISD Admin Team WISD Counselors WISD Special Education Department</p>	<p>August 2024 – May 2025</p>	<p>School Messenger, Remind, Radio Stations, WISD Webpage, WISD Facebook page</p>	<p>Positive parent / community response to transparent communication</p>
<p>11. WISD will expand Mental Health Providers and Child Psychiatry Access to</p>	<p>WISD Admin Team WISD Counselors WISD Special Education Department</p>	<p>August 2024 – May 2025</p>	<p>In-person intakes and evaluations; Online intakes, evaluations and recommendations to local</p>	<p>Positive parental response; number of referrals; increased awareness of mental health</p>

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<p>families, including T-CHAT T (Texas Child Health Access Through Telemedicine), Texana, The Wellness Council of Greater Colorado County, Mental Health Texas</p>			<p>medical doctors for prescriptive care</p>	
<p>12. WHS will implement “Hope Squad”. A suicide prevention program, which involves educating the school and community about mental health.</p>	<p>Principals and Counselors</p>	<p>Monthly. August 2024 – May 2025</p>	<p>Funds: Grant: \$20,000 (Red Door & Mental Health)</p>	<p>Student and parent surveys</p>
<p>13. WISD will use hand-held radios to communicate with staff members in the case of an emergency</p>	<p>Superintendent Admin Team</p>	<p>August 2024 – May 2025</p>	<p>Communication Devices</p>	<p>Effective and immediate communication in the event of an emergency</p>
<p>14. WISD has an updated website tab that provides school safety and alert information such as Threat Protocols and Resources,</p>	<p>WISD Admin Team</p>	<p>August 2024 – May 2025</p>	<p>WISD Webpage</p>	<p>Parent surveys and input Anonymous bullying reports submitted</p>

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<p>Preparations/Plans, and Anonymous Reporting Bullying/Threats.</p> <p>15. WISD will operate a Threat Assessment Team on each campus to identify developing concerns/threats, gather information from multiple sources, maximize skills and resources to address concerns, monitor outcomes and enhance the district's/school's overall ability to communicate, collaborate and coordinate.</p> <p>16. WISD will meet with County/City officials and emergency management as a safety committee to present, review, and prepare procedures, resources, and trainings.</p>	<p>Threat Assessment Team Members: Superintendent, Campus Principals, Campus Counselors, Special Education Director, LSSP, Parents</p> <p>WISD Administrators and up to 3 Board members City of Weimar: Mayor, City Manager, Police and fire Chief Colorado County: Emergency Management Coordinator and sheriff's department</p>	<p>Meetings are conducted on a need-by-need basis</p> <p>At least 3 times a year Before school and each semester.</p>	<p>Texas School Safety Center</p> <p>Texas Safety Center and WISD safety committee</p>	<p>Monthly reviews; Watch Lists; Mental Health Referrals</p> <p>Monthly reviews; Watch Lists; Mental Health Referrals</p>
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Goal 5: Culture

Objective 1: Central office will have a climate and culture that is open and welcoming to all staff and community

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
1. Employ an open-door policy.	Superintendent	Daily	Time and commitment	Public comment (F) Job Performance Evaluation (S)
2. Welcome all visitors with respect and a smile.	Administrative Assistant Payroll Clerk Business Manager	Daily	Time and commitment	Public comment(F) Job Performance Evaluation (S)
3. Solve issues and concerns at the lowest level.	Campus principals and staff	Daily	Time and commitment	Public comment (F) Job Performance Evaluation (S)
4. Invite and encourage public participation at Board Meetings	Superintendent	Monthly	Board Agendas, Social Media	Public comment (F) Job Performance Evaluation (S)

Weimar Independent School District District Improvement Plan 2024-2025

Goal 5: Culture

Objective 2: Ensure all staff feel valued and appreciated

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<p>1. Seek and respond to input from staff regarding the ways in which they want to be valued (benefits packages, pay, acts of appreciation, etc.)</p>	<p>Superintendent, Admin Team</p>	<p>June 2025 – Plans in place for 2025-2026 SY</p>	<p>Staff Surveys Staff Input</p>	<p>Low Staff Turnover Rate</p>
<p>2. Ensure the WISD compensation plan is appropriate relative to market comparison for our region and relative to internal equity, roles, and responsibilities</p>	<p>Superintendent, Business Manager</p>	<p>Spring 2025 – Budget and Compensation Schedule Adjustment in accordance with TASB MVS</p>	<p>TASB Salary Study + passage of new teacher pay by 89th Legislature</p>	<p>WISD Compensation Schedule</p>
<p>3. Continue traditions of BOY convocation gifts, Christmas Dinner, EOY breakfast</p>	<p>Superintendent, Administrative Team</p>	<p>Ongoing</p>	<p>Local Funds</p>	<p>Staff Retention Rates</p>
				<p>Low Staff Turnover Rate</p>

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4. Spotlight Teachers, Staff, and Paras in weekly newsletter, and award a Teacher of and Para of each six weeks and recognize them at the next board meeting	Superintendent, Campus Principals	Ongoing	Time and Effort	
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Weimar Independent School District District Improvement Plan 2024-2025

Goal 5: Culture

Objective 3: Provide quality staff development which will enhance teachers' efforts to address the needs of all students.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Provide staff development to CTE teachers.	Campus Principal, CTE Coordinator	Ongoing	Carl Perkins, ESC 3	Benchmark scores(F) PBMAS (S)
2. Ensure all teaching staff has the 30-hour GT training	Campus Principal Administrative Team	October 2024	Gifted and Talented State Funding	In-house audit of professional development logs.
3. Encourage all staff to receive ESL endorsement.	Administrative Team	Ongoing	English as a Second Language State Funding \$61,276 Bilingual Education Allotment Local	Increased number of endorsements.
4. Continue curriculum planning days to allow for implementation of TEKS-based curriculum.	Campus Principals	Monthly		Benchmark scores (F) TAKS/STAAR scores (S)
5. Attend high quality conferences whenever possible.	Administrative Team	Ongoing	Title I, II, III State and Local Funds	Benchmark scores (F) TAKS/STAAR scores (S)
6. Provide training to teachers and students in suicide prevention, signs of bullying, sex trafficking, and stop the bleed.	Counselors, Admin Team, School Nurse	2024-2025	Time	Surveys

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<p>7. Provided extensive Technology Training in utilize interactive devices.</p>	<p>Administrative Team, Technology Director</p>	<p>July 2024 – May 2025</p>	<p>Newline Tech Trainers Mentoring Staff</p>	<p>Interactive Lessons and Use of Devices</p>
<p>8. Utilize Eduhero for all annual compliance trainings – 1 comp day</p>	<p>Superintendent, ESC 3, Technology Director</p>	<p>August 2024 – November 2024</p>	<p>ESC 3 Contract, Technology, Time and Effort</p>	<p>Compliance report will show 100% compliance by all staff</p>
<p>9. Provide 2 comp days for teachers to get training during the summer that is applicable to their needs and interests</p>	<p>Superintendent, Campus Principals, Business Manager</p>	<p>Summer 2024, ongoing to Summer of 2025</p>	<p>PD Travel</p>	<p>Staff surveys will indicate that teachers are happy to pick PD trainings and be comped with days during the SY for those trainings</p>
<p>10. Create a culture of timely and meaningful feedback to all staff regarding performance, goals, and growth.</p>	<p>Superintendent, Campus Principals, Directors</p>	<p>August 2024 – May 2025</p>	<p>Learning Walks, 1:1 Conference Feedback, T-TESS, T-PESS, Self-evaluations/reflections, PLCs</p>	<p>EOY Staff Surveys, Google Observation Tracker, T-TESS Summative, T-PESS Summative</p>

Weimar Independent School District District Improvement Plan 2024-2025

Goal 5: Culture

Objective 4: Increased parent and community involvement.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Support Parents as Teachers-Early Childhood Development Program.	Elementary Campus Principal and PAT staff.	Year-round	Elementary Classroom, PAT Staff and Stanzel Foundation Funding.	Class enrollment (F) Participant surveys (S)
2. Hold SBDM team meetings at convenient times to increase input regarding program planning.	Superintendent and Campus Principals	At least two times per school year	Time	Committee attendance (F) Committee surveys (S)
3. Support PTO/Booster Club organizations at each campus	Superintendent, Admin Team	Ongoing	Time and Effort	Surveys
4. Join and Participate in Community Service Organizations	Superintendent, Admin Team	Ongoing	Time and Effort, Org. Dues	Surveys

Weimar Independent School District District Improvement Plan 2024-2025

Goal 6: Communication

Objective 1: Improve written communication to all WISD stakeholders.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Provide English and Spanish versions of communications whenever possible.	Campus Principals Director of Special Programs	As needed	Local Funds	Parent Surveys
2. Create a page on the WISD website to share awareness and notifications	Superintendent	As needed	Local Funds	Parent Surveys
3. Send updates to the board.	Superintendent	Weekly	Time	Superintendent Evaluation
4. Post and update district Facebook page	Superintendent, Counselors, Tech Director, Principals	Weekly	Time	Parent/Community Surveys
5. Update marquee regularly.	Director of Technology	As needed	Time	Parent Feedback(F) Parent Community
6. Present a Comprehensive School Coun Plan	Counselors and Admin Team	August 2023 – May 2024	Time	Surveys(S)

Weimar Independent School District District Improvement Plan 2024-2025

Goal 6: Communication

Objective 2: Increased communication between administration and staff.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Provide timely feedback following walkthroughs.	All Administrators	Weekly	DMAC	DMAC Reports(F) Teacher Surveys(S)
2. Uphold an open-door policy for all staff.	All Administrators	Ongoing	Time	Staff Feedback(F) Staff Surveys(S)
3. Send notes of appreciation to faculty and staff for outstanding performances.	All Administrators	Ongoing	Time	Staff Feedback(F) Staff Surveys(S)
4. Hold regularly scheduled faculty meetings.	Campus Principals	Every two weeks	Time	Staff Feedback(F) Staff Surveys (S)
5. Weekly Newsletter	Superintendent	Weekly	Time	Staff Feedback(F) Staff Surveys (S)

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Goal 6: Communication

Objective 3: Increased communication between school and parents.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Meet with parents of students attending a Title One Schoolwide campus to explain the program purpose.	Director of Special Programs	Fall 2024	Title One, Part A	Sign In Sheets as documentation
2. Distribute the Parent Involvement Survey, and share the Family Engagement policy	Campus Administrator Superintendent	Ongoing	Time	Sign In Sheets and Parent Contact Logs as documentation.
3. Provide a translator for parent meetings at each campus	Campus Principals	As needed	State Funds: ESL	Increased number of Spanish speaking parents participating.
4. Provide parent newsletters, as well as calendars, information on the marquee and district website	All Administrators	Ongoing	Local Funds	Parent/ Community Comments(F) Parent/Community Surveys(S)

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5. Encourage parent involvement through PTO meetings, Meet the teacher night, etc.	All Staff	Ongoing	Time	Increased involvement with sign in sheets and parent contact logs as documentation.
6. Send letter regarding parent portal access.	Campus Principals	August 2024	Local Funds	Usage of system by parents and students.
7. Support a School Messenger Parent Contact System.	Superintendent	September 2024	Local Funds	Usage of system by district; Parent Feedback (F) Parent Surveys (S).
8. Contact parents when any student is in danger of failing.	Classroom Teachers	Each Grading Period	Time	Parent Contact Logs (F) Parent Survey (S)
9. Utilize “Remind” or Class Dojo messaging for increased parental communication, teacher webpages, district Facebook page	Campus principals and staff	Daily	Time	Usage of system by parents and teachers.
10. Implement Busology that will allow parents to track the bus	Transportation Director Technology Director WISD Administration Bus Drivers and Parents	2024-25	Local Funds	Surveys and Data Log