

# Weimar Independent School District District Improvement Plan 2023-2024

**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.**

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<p><b>1. The district-wide percentage of students who meet grade level standards for Math and Reading will exceed State and Regional averages</b></p>	Superintendent	<b>June of 2024</b>	Title I, II, & III Part A	Report Cards, Benchmark results (F) STAAR Scores, Staff Evaluations (S)
<p><b>2. Utilize a district wide research based curriculum aligned to the state TEKS in all core subject areas.</b></p>	Campus Principals	August 2023-June 2024	ESC Staff; Local <b>\$5,900</b>	Stakeholder feedback (F) STAAR Scores, Stakeholder Surveys (S)
<p><b>3. Sharon Wells Math Curriculum</b></p>	Campus Principals	August 2023	Title I, Part A <b>\$2,000-JH</b> <b>\$6,540-Elem</b>	First Six Weeks Progress Report & Report Card Discipline Data
<p><b>4. Focus on ESL, Summer School, and TELPAS, providing training and test taking skills</b></p>	Superintendent <b>ESL Dist. Director</b> Administrators	August 2023 – May 2024	Local: <b>\$6,500</b> ESL: <b>\$2,500</b> ESL Coordinators: <b>3x\$500</b>	Bench mark exams and TELPAS practice test; Individual student's academic progress

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5. Accelerated Reading (AR) and AR 360 Assessments Renaissance Learning	Campus Principals	August 2023-May 2024	Funding: Local: HS \$8,546 JH \$13,364 EL \$8,321	RTI Process (F) Decreased special ed referrals(S)
6. Utilize universal screening to identify at risk students.	Elementary Principal	September & December	Title I, Part A-\$1,600	Increased benchmark scores (F) Increased STAAR scores(S)
7. Analyze TEKS Testing Data	Campus Principals and staff	Ongoing as needed	Local Funds DMAC \$8,000	Teacher evaluations and walk throughs
8. Weimar will add Sirius Education Solutions to close gaps in curriculum and increase student achievement to improve STAAR scores.	Teachers in STAAR Subjects and Principals	August 2023-May 2024	Local Funds EL \$3,500	Diagnostic, Post, and Practice Tests
9. Take focused field trips to provide background experiences for all students.	Campus staff Principals and	Ongoing as needed	Local Funds	Number of students filed on(F) Yearly average daily attendance (S)
10. Increase in students achieving "masters" academic performance on state tests.	Campus Principals	Ongoing	Local Funds	Decreased discipline referrals(F) Student Surveys (S)

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<p><b>11. Provide character education activities</b></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><b>12. Increase active cognitive engagement of all students in every classroom.</b></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><b>13. Hire and support a Reading and Math Interventionist</b></p>	<p>Campus Principal and Superintendent</p>	<p>August 2023</p>	<p>ESSER 3 \$32,750 \$36,000 \$56,250</p>	<p>Increased benchmark scores (F) Increased STAAR scores(S)</p>

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**Goal 1: Improve the academic performance of all students.**

**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><b>1. Monitor the effectiveness of the Special Education Continuous Improvement Plan as it relates to PBMAS.</b></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><b>2. Continue to implement Response to Intervention Plans that address disproportionate data.</b></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><b>3. Utilize inclusion support at all campuses.</b></p>	<p>Campus Principals</p>	<p>Ongoing</p>	<p>Local: Special Education</p>	<p>Walk through (F) State assessment scores(S)</p>
<p><b>4. Provide instruction from reading coach.</b></p>	<p>Elementary Reading Coach</p>	<p>Ongoing</p>	<p>Title I, Part A <span style="background-color: #e0f0ff;">\$25,375</span></p>	<p>Increased reading levels(F) State assessment scores(S)</p>
<p><b>5. Offer summer school for students in at risk situations.</b></p>	<p>Campus Principals and summer school staff</p>	<p>June 2024</p>	<p>SCE Summer School Funds</p>	<p>Weekly assessments (F) Post Test/ STAAR scores(S)</p>

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<p>6. <b>Provide additional classes and inclusion support for ELL “newcomers”.</b></p>	<p>Campus Principals and ESL District Coordinator</p>	<p>Each Grading Period</p>	<p>ESL State Funds Local Funds</p>	<p>Teacher Observation(F) TELPAS Scores (S)</p>
<p>7. <b>Provide necessary accommodations for students with special needs to participate fully in appropriate CTE programs.</b></p>	<p>ARD Committee Members, CTE Coordinator and teachers.</p>	<p>Each Grading Period</p>	<p>State CTE funds</p>	<p>Class Grades(F) Mastery of IEP’S(S)</p>
<p>8. <b>All high school students are encouraged to take PSAT.</b></p>	<p>District Counselor</p>	<p>October 2023</p>	<p>Local funds</p>	<p>Student Rosters</p>
<p>9. <b>WISD will continue to provide daily differentiated instruction for all students. At-Risk students, Tier 2 &amp; 3 RtI, Dyslexia, ESL, Special Education, and G/T students will receive additional small group, specialized instruction focused on math and reading.</b></p>	<p>Campus Principals and dyslexia trained teachers.</p>	<p>Each Grading Period</p>	<p>Lexia—Local and Title I Reading Horizons</p>	<p>Class Grades(F) STAAR Scores(S)</p>

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<b>10. Offer services to GT students through honors and dual credit</b>	High School Principal	Each Semester	High School Allotment State GT Funds	Number of credits received(S)
<b>11. Increase number of and improve performance of GT students who participate in UIL academic competitions.</b>	Campus Principals, GT Coordinator, UIL Sponsors	Spring Semester	Local Funds	Competition Rosters(F) Competition Awards(S)
<b>12. Continue credit recovery program targeting at risk students in jeopardy of dropping out.</b>	High School Principal	Each Grading Period	SCE High School Allotment	Number of participants(F)
<b>13. Prepare personal graduation plans for at risk students.</b>	District Counselor	Spring of Eighth Grade Year	Local Funds	Report Card Grades and Benchmark Scores(F) TAKS/STAAR Scores(S)
<b>14. Meet the needs of students identified as homeless in compliance with the McKinney Veto Act.</b>	Homeless Liaison	As Needed	Title One, Part A <b>\$100</b>	Personal Meetings with Counselor(F) Graduation Rate(S)

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15. <i>SWAG Lab Dist Wide</i>	Campus Principals	Each Grading Period	Title One, Part A <b>\$20,424</b>	Personal Meetings with Counselor(F) Grades/TAKS
16. <b>Provide inclusion support.</b>	Campus Principals	Ongoing	SCE—1.0 FTE <b>\$90,000</b>	/STAAR Scores (S) Student Success Team meetings(F)Fewer Referrals to Special Education(S)
17. <b>Continue an open enrollment full day Pre K program.</b>	Elementary Principal, PreK teachers and PreK paraprofessionals.	Each Grading Period	SCE—3 FTE <b>\$165,000</b>	Mastery of Skills Progress Report(F) Semester Report Card (S)
18. <b>Provide “homebound” services and support.</b>	Campus Principal and Counselor.	As needed	State and Local funds.	Students maintain grades and receive credit for class.
19. <b>Academic mentoring program— Creating Achievement Together (CAT Tracks)</b>	High School Principal and CAT Tracks Team	Each Grading Period	Time and Commitment	Report Card Grades(F) STAAR Scores (S)
20. <b>Implement Special Ed Classes in the areas of Math and Reading to provide accelerated instruction</b>	<b>Campus Principals and all staff</b>	<i>ongoing</i>	<b>Time and commitment;</b>	Report Card Grades(F) STAAR Scores (S)

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**Goal 1: Improve the academic performance of all students.**

**Objective 4: 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**

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<b>1. Provide career counseling and career exploration opportunities for all secondary students.</b>	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.
<b>2. Implement the Achieve Texas Program at the secondary level.</b>	District Counselor	Ongoing	State CTE funds Federal Carl Perkins funds ESC 3 Personnel	Increased number of students with postsecondary goals
<b>3. Partner with Blinn and neighboring districts to enhance opportunities for dual credit and certifications. (ACCSS)</b>	Superintendent High School Principal District Counselor	<b>August 2023 – May 2024</b>	<b>Blinn Dual Credit \$1,000</b> <b>Welding Certs. \$1,500</b> <b>Floral Certs. \$1,000</b>	Compilation by attendance clerk
<b>4. Provide field trips to college/trade school campuses.</b>	Campus Principals District Counselor	End of Each Semester	Local	Student Surveys
<b>5. Provide career cluster awareness in grades 1-8</b>	District Counselor	Ongoing	Time and commitment	Increased number of students with postsecondary goals.



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6. Provide information on financial aid opportunities and admission procedures	District Counselor Post secondary Coordinator	August 2023	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 2023 June 2024	Local	Credit acquired by exam (F)
9. Academic Performances are based on a safe environment. Additional cameras	Superintendent and Technology Director	Fall 2023	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 2024	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 2023 – May 2024	CCMR	Student results

# Weimar Independent School District District Improvement Plan 2023-2024

**Goal 2: Practice effective communications and positive community relations.**

**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
<p><b>1. Employ an open door policy.</b></p>	<p>Superintendent</p>	<p>Daily</p>	<p>Time and commitment</p>	<p>Public comment (F) Job Performance Evaluation (S)</p>
<p><b>2. Welcome all visitors with respect and a smile.</b></p>	<p>Administrative Assistant Payroll Clerk Business Manager</p>	<p>Daily</p>	<p>Time and commitment</p>	<p>Public comment(F) Job Performance Evaluation (S)</p>
<p><b>3. Solve issues and concerns at the lowest level.</b></p>	<p>Campus principals and staff</p>	<p>Daily</p>	<p>Time and commitment</p>	<p>Public comment (F) Job Performance Evaluation (S)</p>

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**Goal 2: Practice effective communications and positive community relations.**  
**Objective 2: Improve written communication to all WISD stakeholders.**

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

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**Goal 2: Practice effective communications and positive community relations.**  
**Objective 3: Increased communication between administration and staff.**

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

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**Goal 2: Practice effective communications and positive community relations.**  
**Objective 4: Increased communication between school and parents.**

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<b>1. Meet with parents of students attending a Title One Schoolwide campus to explain the program purpose.</b>	Director of Special Programs	Fall 2023	Title One, Part A	Sign In Sheets as documentation
<b>2. Distribute the Parent Involvement Survey, and share the Family Engagement policy</b>	Campus Administrator Superintendent	Ongoing	Time	Sign In Sheets and Parent Contact Logs as documentation.
<b>3. Provide a translator for parent meetings at each campus</b>	Campus Principals	As needed	State Funds: ESL	Increased number of Spanish speaking parents participating.
<b>4. Provide parent newsletters, as well as calendars, information on the marquee and district website <b>ZOOM meeting</b></b>	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 2023	Local Funds	Usage of system by parents and students.
7. Support a School Messenger Parent Contact System.	Superintendent	September 2023	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” 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	2023-24	Local Funds	Surveys and Data Log

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**Goal 2: Practice effective communications and positive community relations.**  
**Objective 5: Increased parent and community involvement.**

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<b>1. Support Parents As Teachers-Early Childhood Development Program.</b>	Elementary Campus Principal and PAT staff.	Year-round	Elementary Classroom, PAT Staff and Stanzel Foundation Funding;	Class enrollment (F) Participant surveys (S)
<b>2. Hold SBDM team meetings at convenient times to increase input regarding program planning.</b>	Superintendent and Campus Principals	At least two times per school year	Time	Committee attendance (F) Committee surveys (S)

# Weimar Independent School District District Improvement Plan 2023-2024

**Goal 3: Make efficient use of district resources.**

**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>
1. Use district staff whenever possible instead of contract personnel for facility maintenance.	Administrative Team & Staff	End of each pay period	Local	Budget Review
2. Use district paraprofessionals whenever possible to substitute in classes.	Campus Principals	End of each pay period	Local	Budget Review
3. Anonymous bully reporting on the district webpage	Campus Principals	Year-round	Local	Anonymous bullying reports
4. Present a Comprehensive School Counseling Plan for mental health options, suicide prevention, substance abuse, character education...Psychiatric Access	Counselors and Admin Team	2023-2024	Community Resource Directory T-CHAT Texana Youth and Family Services	Surveys and contact logs



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<p><b>5. WISD shall ensure that at least one armed security officer or guardian is present during regular school hours at each campus.</b></p>	<p>Superintendent, Principals, and School Board</p>	<p>Aug 2023 –May 2024</p>	<p>Evaluations, Training, and Stipends \$45,000 State Safety Grant</p>	<p>Monthly reviews and trainings</p>
<p><b>6. Create MOU with Weimar PD to access our building every day during their shifts and provide office space.</b></p>	<p>Superintendent and Administrative Team</p>	<p>Aug 2023 –May 2024</p>	<p>District maps; Emergency drill manual and evacuation plans;</p>	<p>Weimar PD availability and presence</p>
<p><b>7. The District will ensure that At-Risk students, Tier 2 &amp; 3 RTI students, students with Dyslexia, ESL students, Special Education students and students who are “Homeless or in Foster Care” will receive additional small group, specialized instruction focused on math and reading</b></p>	<p>Campus Administration</p>	<p>Aug 2023 –May 2024</p>	<p>Study Island, Lexia; Think Through Math; SRA; AR; STAAR Resource Materials; BrainPop</p>	<p>Six week reports, Benchmark Data, Six Week Assessments, STAAR results, progress-monitored, computer-based program results</p>
<p><b>8. District personnel will provide mentoring services for At-Risk students “Homeless &amp; Foster Care”</b></p>	<p>Campus Principals</p>	<p>Year Round</p>	<p>Time: Counselor &amp; staff</p>	<p>Reduction in the number of detentions and office referrals.</p>

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<p>9. Provide, arrange, and pay for transportation for foster children</p>	<p>Superintendent and Transportation Director</p>	<p>Year Round</p>	<p>Local</p>	<p>Transportation Log</p>
<p>10. 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</p>	<p>Campus Administrators</p>	<p>CRASE Training Review August 2023 – May 2024</p>	<p>District maps; Emergency drill manual and evacuation plans; Texas School Safety Center; CRASE Training</p>	<p>Emergency evacuation drills; school safety audit</p>
<p>11. Provide mental health services and support personnel</p>	<p>Admin Team and Superintendent</p>	<p>August 2023</p>	<p>Local</p>	<p>Surveys and contact logs</p>
<p>12. Threat Assessments will be conducted as necessary and parents will be notified.</p>	<p>WISD Threat Assessment Team</p>	<p>August 2023 – May 2024</p>	<p>local</p>	<p>Surveys and contact logs</p>

# Weimar Independent School District District Improvement Plan 2023-2024

**Goal 3: Make efficient use of district resources.**

**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>
<b>1. Maximize use of federal and state funds.</b>	Director of Special Programs and Business Manage	July 2024	Federal, state and local funds.	Benchmark scores (F) STAAR scores, PBMAS (S)
<b>2. WISD will conduct and efficiency audit</b>	Superintendent and Business Manager	Fall 2023	Time	Reports to school board.
<b>3. Improve the JH playground to promote socialization in an open air environment</b>	Superintendent Campus Principal	Fall 2023	<b>ESSER 2 \$11,000</b>	Surveys and Facility Inspection

# Weimar Independent School District District Improvement Plan 2023-2024

**Goal 3: Make efficient use of district resources.**

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

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are updated to support the technical demands				
6. Utilize on-line academic resources. (Study Island, Virtual school network, United Streaming, Istation, Think Through Math, etc.	Campus Principals Campus Teachers	Ongoing	Local, State and Federal Funds;	Weekly Walkthroughs(F) PDAS Evaluations(S)
7. Upgrade hardware.	Director of Technology	As needed	Technology Funds ERate and Local Funds	Increased access and increased speed
8. Increase internet capabilities.	Superintendent Director of Technology	Ongoing	ESSER Funds - \$??? Local Funds - ???	Staff Feedback
9. Increase Technology and availability through additional computers and devices	Superintendent and Campus Principals	2023-24		

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**Goal 4: Exhibit professionalism and congeniality in all situations.**

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

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<b>1. District representative will attend job fairs at post secondary institutions.</b>	Superintendent	Spring 2024	Local Funds	Ethnically diverse, highly qualified staff.
<b>2. Job vacancies will be posted on Internet job listing sites and the district website.</b>	Superintendent	Spring 2024	Time	100% Highly Qualified Staff
<b>3. Provide staff development in meeting the needs of diverse student populations.</b>	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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4. Provide staff development targeting all core subject areas.	Administrative Team	Ongoing	Title 1, Part A Title II, Part A State Funds	Benchmarks(F) STAAR Scored (S)
5. Recruit highly effective and adequately certified employ.	Administrative Team	September 2023	Time	Benchmarks(F) STAAR Scored (S)
6. Expect positive attitudes between staff	Administrative Team	Ongoing	Time and Commitment	Teacher feedback (F) Teacher surveys (S)
7. Hold teachers accountable for student achievement.	Administrative Team	Daily	Time and Commitment	Benchmarks(F) STAAR Scored (S)
8. Migrant support and resources will be provided to qualifiers	Administrative Team	August 2023 – May 2024	Local	Surveys and contact log
9. WISD will provide “Performance Pay” to all staff members.	WISD Superintendent WISD School Board	Oct. 2023, Dec. 2023, March 2024, June 2024	ESSER: \$66,000 Fund Balance: \$400,000	Teacher surveys

# Weimar Independent School District District Improvement Plan 2023-2024

**Goal 4: Exhibit professionalism and congeniality in all situations.**

**Objective 2: 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>
<b>1. Provide staff development to CTE teachers.</b>	Director of Special Programs; CTE Coordinator; Campus Principal	Ongoing	Carl Perkins, ESC 3	Benchmark scores(F) PBMAS (S)
<b>2. Ensure all teaching staff has the 30 hour GT training</b>	Administrative Team	October 2023	Gifted and Talented State Funding	In-house audit of professional development logs.
<b>3. Encourage all staff to receive ESL endorsement.</b>	Administrative Team	Ongoing	English as a Second Language State Funding \$61,276 Bilingual Education Allotment	Increased number of endorsements.
<b>4. Continue curriculum planning days to allow for implementation of</b>	Campus Principals	Monthly	Local	Benchmark scores (F) TAKS/STAAR scores (S)



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<p><b>TEKS-based curriculum.</b></p> <p><b>5. Attend high quality conferences whenever possible.</b></p> <p><b>6. Provide training to teachers and students in suicide prevention, signs of bullying, sex trafficking, and stop the bleed.</b></p> <p><b>7. Provided extensive Technology Training in utilize interactive devices.</b></p>	<p>Administrative Team</p> <p>Counselors, Admin Team, School Nurse</p> <p>Administrative Team</p>	<p>Ongoing</p> <p>2023-2024</p> <p>July 2023 – May 2024</p>	<p>Title I, II, III State and Local Funds</p> <p>Time</p> <p>Newline Tech Trainers Mentoring Staff</p>	<p>Benchmark scores (F) TAKS/STAAR scores (S)</p> <p>Surveys</p> <p>Interactive Lessons and Use of Devices</p>
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# Weimar Independent School District District Improvement Plan 2023-2024

## Goal 5: 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 2023 – May 2024	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 2023 – May 2024	Safety Trainings	Staff Self-Assessments; Safety Audits
4. 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 2023 – May 2024	Exterior door locking system	Staff monitor between passing periods; locking system time stamp
5. WISD will ensure campus maps are updated with exterior doors labeled and Texas School Safety Center map requirements are detailed.	Superintendent Admin Team	August 2023 – May 2024	Card Picture Identification System	School maps are updated and reviewed to ensure State requirements are met.

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<p>6. WISD Staff &amp; Substitutes will wear Identification Badges daily and at all times while on campus.</p>	Admin Team	August 2023 – May 2024	Funds: Local - \$500	All WISD staff & substitutes have been issued picture ID's and must wear daily while on campus
<p>7. WISD Office Staff will adhere to Visitor Security Procedures to ensure the safety of all students and staff.</p>	Superintendent Admin Team	August 2023 – May 2024	Threshold Visitor Management Systems (Visitor badges) Local - \$350	Visitor ID Duplicate Labels; Electronic Visitor Entry; Driver's License Collection
<p>8. WISD will provide campus staff development based upon the Texas School Safety Center Recommendations, as well as, CRASE (Civilian Response to Active Shooter Events) Training.</p>	Superintendent Admin Team	August 2023 – May 2024	Rogan Stanzel, Special Operations w/ Department of Public Safety and other DPS Troopers, as well as, a Texas Ranger	Successful Safety Protocol Drills
<p>9. WISD will continue to implement COPsync to assist first responders in the event of a campus emergency, as we transition to the Catapult System</p>	Superintendent Admin Team	August 2023 – May 2024	Kologik (owners of Copsync) Funds: Local - \$6,000	Successful Safety Protocol Drills; Updated Copsync installments on staff computers and cellphone
<p>10. WISD will provide an office space and secure computer system for on-duty Weimar Police Officers to complete paperwork.</p>	Superintendent Admin Team	August 2023 – May 2024	Catapult Local - \$3,085	Documented officer usage via sign-out with Dispatch

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<p>11. WISD admin will ensure parents / guardians receive communication as soon as possible in regards to 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 2023 – May 2024</p>	<p>Campus Office Secured Computer</p>	<p>Positive parent / community response to transparent communication</p>
<p>12. WISD will expand Mental Health Providers and Child Psychiatry Access to families, including T-CHAT (Texas Child Health Access Through Telemedicine), Texana, The Wellness Council of Greater Colorado County, Mental Health Texas</p>	<p>WISD Admin Team WISD Counselors WISD Special Education Department</p>	<p>August 2023 – May 2024</p>	<p>School Messenger, Remind, Radio Stations, WISD Webpage, WISD Facebook page In-person intakes and evaluations; Online intakes, evaluations and recommendations to local medical doctors for prescriptive care</p>	<p>Positive parental response; number of referrals; increased awareness of mental health</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 2023 – May 2024</p>	<p>Funds: Grant: \$20,000 (Red Door &amp; 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 2023 – May 2024</p>	<p>Communication Devices</p>	<p>Effective and immediate communication in the event of an emergency</p>

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<p>14. WISD has an updated website tab that provides school safety and alert information such as Threat Protocols and Resources, Preparations/Plans, and Anonymous Reporting Bullying/Threats.</p>	<p>WISD Admin Team</p>	<p>August 2023 – May 2024</p>	<p>WISD Webpage</p>	<p>Parent surveys and input Anonymous bullying reports submitted</p>
<p>15. WISD will create a Threat Assessment Team 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>Threat Assessment Team Members: Superintendent, Campus Principals, Campus Counselors, Special Education Director, LSSP, Parents</p>	<p>Meetings are conducted on a need-by-need basis</p>	<p>Texas School Safety Center</p>	<p>Monthly reviews; Watch Lists; Mental Health Referrals</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>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>At least 3 times a year Before school and each semester.</p>	<p>Texas Safety Center and WISD safety committee</p>	<p>Monthly reviews; Watch Lists; Mental Health Referrals</p>

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