

# **WEIMAR JUNIOR HIGH SCHOOL**

## **CAMPUS IMPROVEMENT PLAN**

### **2023-2024**

#### **Campus Improvement Team Members**

Skye Anderle, Administrator  
Codi Pesak, Support Staff (Counselor)  
Vicki Hudec, Teaching Professional (Special Pops)  
Jill Morrison, Teaching Professional (GT)  
Jenny Fricke, Teaching Professional (ESL)  
Emily Maupin, Teaching Professional  
Amanda Mueller, Teaching Professional  
Josh Kreger, Teaching Professional  
Sam Zatkow, Teaching Professional  
Pete Zinnante, Business Member  
Milton Koller, Community Member  
Kelly Berger, Parent  
Myra Gomez, Parent  
Chelsea Soto, Parent

Date Committee Reviewed: 10/4/2023  
Date of Board Approval: 10/9/2023

**This plan is available to the public at the Weimar Junior High Campus, in the WISD Board Room, Weimar Chamber of Commerce, and Weimar City Hall. A Spanish copy is available upon request.**

# **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 2023-2024 Goals & Strategies:**

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## **Goal 1: Academic Improvement and Growth 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.
- Students will exceed regional and state averages on STAAR exams.

## **Goal 2: Effective Communication and Community Relations**

- Create and maintain collaborative partnerships with the community to promote positive perspectives and involvement in public education and our 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 Friday, May 19, 2023 at 10:00pm in the campus library. Campus Site-based Committee Members present were Skye Anderle, Codi Pesak, Amanda Mueller, Emily Maupin, Chelsea Mascheck, Alison Schimcek, Jill Morrison, Audrey Dyer, Nicole Goldman, Hunter Ervin, Taylor Rain, Michele Vacek, Lanie Sanders, and Frances Schramm. Surveys were also collected for additional data.

## Comprehensive Needs Assessment

Area Addressed	Population Addressed	Sources of Documentation	Summary of Results
Demographics	Students, Teachers, Staff	PEIMS Reports Faculty Collaboration TX Performance Report	WJH will continue to support and intervene with all students in our Special Populations - At-Risk, Homeless, Economically Disadvantaged, 504, Rtl, Dyslexic, ESL, Special Education, and GT students - to increase growth on local and state assessments.
Student Achievement	5 <sup>th</sup> – 8 <sup>th</sup> Grade Students Teaching Staff	STAAR Assessment Data TAPR Report Campus Report Card Student Math & Reading Levels Core Curriculum	WJH will target students who did not meet or approach on their STAAR assessments to strengthen and maximize their potential to show meets and masters on grade level assessments. We will use our STAAR assessments, Star Renaissance and Formative Assessments to monitor students progress.
Curriculum, Instruction & Assessment	Teaching Staff	STAAR Assessment Data TAPR Report Core Curriculum District Curriculum Scope & Sequence	We will vertically align assessments in each content area throughout WJH to support rigorous instructions for all students. Data from assessments will be used to support student interventions.
School Culture & Climate	All Students Parents	Student Surveys Parent Surveys	Increase positive reinforcement for desirable student behaviors. Continue "Good Behavior" trips. Communicate discipline strategies clearly to faculty. Work on methods of addressing disruptive behaviors. Expand student opportunities to increase experiences through field trips or guest speakers. Expand SEL program.
School Context & Organization	Teaching Staff	District Organization Structures Teacher Surveys TAPR Report	Master schedule is built to provide opportunities to address all students' needs. Increase communication between faculty to assist with student achievement and address student needs.
Technology	Teaching Staff All Students	Current Technology Inventory Teacher Surveys Student Surveys	Provide technological professional development at the campus level in regards to TEKS Resource. Continue use and expand use of Google Classroom. Maintain and cycle Chromebooks to assure we have adequate numbers. Additional professional development for integration of effective technology use in the classroom.
Family and Community Involvement	All Students and Parents	Student Surveys, Parent Surveys, and Campus Sign In Sheets from Parent Involvement Activities	WJH utilizes newsletters at Progress Report and Report Cards, the district website and Facebook page, Remind to keep parents and the community updated on events and information. We would like to build and expand our PTO and have other opportunities for parent engagement.
Staff Quality, Recruitment & Retention	Teaching Staff	TX Performance Report Teacher Surveys Personnel Directory/ Years of Service	Increase opportunities to show faculty and staff appreciation. Recruit faculty and staff that are ethically and culturally diverse. The campus attempts to actively recruit faculty. Campus staff utilizes Region 3, 4, 13, 20 for professional development opportunities.

# Weimar Junior High School

## Campus Improvement Plan 2023-2024

**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 continue to increase rigor in all STAAR tested areas, specifically Reading and Math to increase Student Accountability to meet or masters and exceed regional and state averages on STAAR Exams striving for a 90% Approaching-60% Meets-30% Masters passing rate.	Skye Anderle Classroom Teachers	August 2023 – May 2024	TEKs Resource System TEXGuide - Region 13 Lowman Resources SAVVAS Reading Sharon Wells Math Benchmark Assessments Renaissance Star Reading/Math Assessments STAAR Results from 2023  Funding: Local: \$8,000 Title 1 Funds: \$2,000	Performance Assessments Benchmarks Interim STAAR Assessments Reading/Math STAAR
2. WJH Administrators, Teachers, and Paraprofessionals will continue to receive professional development based on their specific needs to support all WJH students, as well as their future professional goals.	Skye Anderle WJH Faculty  <u>Highly Qualified Para Training:</u> Destyne Kremling Katrina Zinnante Angela Lara	August 2023 – May 2024	Professional Development Services (Region Centers) TEKS Conference Lead4Ward Conference TASSP (Administration) CAMT (Math Conference) Teach Rhymes with Beach Highly Qualified Training	Staff survey feedback about needs and wants, as well as feedback from past conferences Observation data showing implementation of strategies learned

<p>3. WJH will prepare and promote college readiness and career exploration by designating Wednesdays as College/Career Information Days. Grade Levels will attend in person college trips.</p>	<p>Skye Anderle Codi Pesak</p>	<p>August 2023 – May 2024</p>	<p>CEC Conference (Dyslexia &amp; 504) Lowman Consulting</p> <p>Funding: Local: \$10,000 Title I: \$3,000 Title II: \$7,800</p> <p>5<sup>th</sup> Grade: Blinn College, Schulenburg 6<sup>th</sup> Grade: U of H, Victoria 7<sup>th</sup> Grade: TSTC or PVU 8<sup>th</sup> Grade: Texas A &amp; M University</p> <p>Funding: Student Activity</p>	<p>Index 4, Postsecondary Readiness, STAAR Accountability Summary End of Year Survey</p>
<p>4. WJH will continue to use supplemental instructional materials for all at-risk, 504, RtI, Dyslexic, ESL, Special Education, and GT students. Students who are not in these classes are in GT/Enrichment. These are provided to students daily for 45 minutes.</p>	<p>Skye Anderle Classroom Teachers</p>	<p>August 2023 – May 2024</p>	<p>Study Island Motivation Math Lexia Motivation Reading BrainPop Maneuvering Math Freckle Math &amp; ELA Reading by Design</p> <p>Funding: Dyslexia Funds: \$4,000 Local Funds: \$5,000 Title 1 Funds: \$5,000</p>	<p>Unit Assessments, STAR Renaissance BOY, MOY, EOY Data, STAAR Assessments</p>

<p>5. All WES certified staff will be provided 30 hours of GT Certification. Returning WJH certified staff will be provided with an annual, six hour, GT update.</p>	<p>Skye Anderle Codi Pesak G/T Certified Teachers</p>	<p>October 9, 2023</p>	<p>Contracted GT Services - Region 3 GT Supplies Texas Performance Standards Projects (TPSP) Melanie Meyer Conf. &amp; TEKS Conf. (Title 1, 2, and local funds)</p> <p>Funding: Local Funds: \$2,000 Title 1 Funds: \$5,000</p>	<p>G/T Report Card (students) Staff Development Log Professional development completion certificates Completed GT Projects from TPSP</p>
<p>6. WJH will continue to measure student progress consistently by implementing a tracking system that monitors student growth and focuses on the needs of each individual learner.</p>	<p>Skye Anderle Classroom Teachers</p>	<p>August 2023 – May 2024</p>	<p>TEKS Resource System Google Data Sheet TEXGUIDE DMAC</p> <p>Funding: Local: \$7,800</p>	<p>Unit Assessment Performance Benchmark Results (November &amp; February) STAAR Results</p>
<p>7. WJH will continue Career Exploration Classes for students in grade 8.</p>	<p>Skye Anderle Jenny Fricke</p>	<p>August 2023 – May 2024</p>	<p>Funds: CCMR: \$5,000</p>	<p>Xello Reports Observations</p>
<p>8. WJH will <b>maintain</b> inclusion support personnel to assist high need students, as well as students who are ESL.</p>	<p>Skye Anderle Michelle Vacek</p>	<p>August 2023-May 2024</p>	<p>Paraprofessional/personnel</p> <p>Funding: Title 1 Funds: \$20,000</p>	<p>Student assessments data</p>

<p>9. Supplemental resources are purchased to support instruction in the classrooms.</p>	<p>Skye Anderle Classroom Teachers</p>	<p>August 2023-May 2024</p>	<p>Reflex Math BrainPop Library Books Study Island Sirius</p> <p>Funding: Local Funds: \$13,000 Title 1 Funds: \$3,000</p>	<p>Student Achievement Domain 1 - Student groups will exceed regional and state averages on STAAR.</p>
<p>10. WHS will incorporate a new bell schedule, implementing an Activity Period for UIL Practices and Academic Tutorials (45 minutes per class period, 2 minutes per passing period, 25 minutes per Activity Period); 3:18 pm daily release</p>	<p>Skye Anderle WJH Staff</p>	<p>August 2023-May 2024</p>	<p>UIL Study Materials, Master Schedule, Tutorial Schedule</p> <p>Funding: Local Funds: \$3,000</p>	<p>UIL Academic Awards, Decreased numbers on the failure list Increased Academic Progress Fewer discipline issues during passing periods</p>



## Weimar Junior High School Campus Improvement Plan 2022-2023

**Goal 2:** Effective Communication and Community Relations

**Objective 1:** Support student achievement and growth through effective communication between the home, community, and school

<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, e-mails, teacher webpages, Remind codes, and school newsletters sent home with Progress Reports and Report Cards. We will openly communicate about attendance, grades, discipline and assignments.	Skye Anderle WJH Faculty	August 2023 – May 2024	Staff time Student Agenda Parent Conferences Emails/Remind Parent Portal Report Cards/Progress Reports WISD Website WISD Facebook School Messenger System (SMS)  Funding: Title 1 Funds: \$3,000	Parent Contact Logs Parent Survey Feedback Informal Input for students, staff, and community members.
2. 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	Skye Anderle WJH Staff	August 2023 – June 2024	Articles generated for the Weimar Mercury by the Principal. WJH communicates family engagement events with Facebook, notes home and the newspaper.	Parent Survey Feedback Informal Input for students, staff, and community members.

special recognition for student achievement.				
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<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. WJH will host parent engagement events and activities that highlight our facilities and programs.	Skye Anderle WJH Staff	July 2023 – May 2024 ESL Night Meet the Teacher Night Book Fair Family Night Public Schools Week Halloween Spooktacular Winter Event	Student Activity Account	Parent Survey feedback, Parent attendance at events
4. WJH will encourage family involvement through the Parent Teacher Organization (PTO).	Skye Anderle PTO Members	July 2023 – May 2024	PTO Fundraisers	PTO Meeting Agendas Feedback from parents and community members Parent survey responses
5. Surveys are utilized to assess and measure progress on the campus climate, student achievement, and staff effectiveness at WES. Student, staff, and families' responses are collected.	Skye Anderle Karen Guerrero	April 2024 - May 2024	Google Forms Survey Parent Survey Student Survey Employee Survey	Survey responses (% of strongly agree & agree)

## Weimar Junior High School Campus Improvement Plan 2022-2023

**Goal 3:** Efficient use of district resources

**Objective 1:** Weimar Junior High School will provide a safe, secure, inviting, and healthy learning 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>
<p>1. WISD shall ensure that at least one armed security officer or a school district employee who has completed school safety training provided by a qualified handgun instructor certified in school safety is present during regular school hours at each campus. WJH shall implement a multi hazard emergency operations plan.</p>	<p>WISD superintendent WISD campus administrators</p>	<p>September 1, 2023 - August 31, 2024</p>	<p>\$4,000 stipend for Guardians</p>	<p>Weekly door check log. Emergency drill log. Surveys regarding safety.</p>
<p>2. WJH will continue to develop a positive campus culture by developing a Behavior Student Incentive Program that includes student earned trips/functions.</p>	<p>Skye Anderle Codi Pesak Taylor Rain WJH Staff</p>	<p>September 2023 – May 2024</p>	<p>Discipline reports, AR Completion, student activity funds New playground equipment (ESSER)</p>	<p>Discipline reports, ISS assignments</p>

<p>3. WJH students will be provided with <b>Social Emotional Lessons</b> to help supply skills and resources for students to live healthy, safe lives. These events include: Red Ribbon Week, Bully Prevention Month, Unity Day, etc. WJH will promote awareness to these events by creating posters to share news and knowledge.</p>	<p>Skye Anderle Codi Pesak</p>	<p>August 2023 – May 2024</p>	<p>Character Education, Guest Speakers <b>Poster Maker</b> Codi Pesak</p> <p><b>Funding:</b> Title 1 Funds: \$5,000</p>	<p>Reduction in number of office referrals/detention assignments Parent, student, and teacher surveys</p>
<p>4. WJH will make available a campus counselor to the students, as needed, throughout the school day. <b>Partnerships with mental health resources, outside the school, will be expanded and used as needed. WJH will promote a Hope Squad.</b></p>	<p>Skye Anderle Codi Pesak Stephanie Bludau</p>	<p>August 2023 – May 2024</p>	<p>Family Crisis Center; T-CHAT Community Resource Directory (Health and Behavior Wellness Council of Greater Colorado County) Youth and Family Services Texana Behavioral Health Care Clinic <b>Hope Squad</b> Codi Pesak</p>	<p>Student and parent surveys Reduction in crisis outcries</p>
<p>5. Enhanced safety protocols will be implemented. All personnel and visitors will wear badges at all times, classroom doors locked at all times when students are</p>	<p>Skye Anderle WJH Staff WJH Maintenance</p>	<p>August 2023 – May 2024</p>	<p>Safety Trainings KLC Video (local funds) WISD Door Safety Log <b>Add 42" TV in the principal's office to</b></p>	<p>Safety Audit Report from State of Texas</p> <p>Input from surveys - safety questions</p>

<p>present. Alarms are on the exterior doors to sound when doors are not completely closed, Interior and exterior door audits will be performed weekly.</p>			<p>monitor the premises with security camera footage.</p>	
<p>6. WJH has a one-to-one technology device ratio for all students. Updated technology, such as flatscreen TVs and laptops are provided for teachers in their classroom. We will continue to update and replenish devices to sustain the long range goal to maintain technology devices and keep them running efficiently. Ongoing technology training is provided to teachers to use equipment provided and troubleshoot problems.</p>	<p>Skye Anderle WISD Technology Dept</p>	<p>August 2023 – May 2024</p>	<p>Interactive Flatscreens Chromebooks Laptops (Teachers)</p> <p>Funding: Local Funds: \$3,000</p>	<p>The availability of wireless internet in the classroom. Parent/Teacher/Student surveys about the impact technology has on student performance.</p>
<p>7. WISD has an updated website tab that provides school safety and alert information such as Threat Protocols and Resources, Preparations/Plans, as well as Anonymous Reporting Bullying/Threats.</p>	<p>WISD Superintendent WISD Administrators</p>	<p>August 2023 – May 2024</p>	<p>WISD webpage</p>	<p>Parent surveys and input Anonymous bullying reports submitted</p>

<p>8. WES will provide staff development to employees in collaboration with the Weimar PD and FD based upon the Texas School Safety Center Recommendations. COPsync will be used to notify first responders in the event of an emergency on campus. The Emergency Operations Plan is updated and reviewed by WES staff.</p>	<p>WISD Superintendent WISD Administrators</p>	<p>July 2023 - June 2024</p>	<p>Weimar Police Department Weimar Fire Department Updated District Maps Emergency Drill Manual and Evacuation Plans Texas School Safety Center <a href="https://txssc.txstate.edu/">https://txssc.txstate.edu/</a> CopSync Stop the Bleed Training CRASE - Civilian Response to Active Shooter Events) Catapult will replace CopSynx</p>	<p>Emergency drills efficiency  School Safety Audit  Parent/Student/Teacher surveys feedback</p>
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## Weimar Junior High School Campus Improvement Plan 2022-2023

**Goal 4:** Recruit, Support and Retain Teachers and Professionals

**Objective 1:** Weimar Junior High School will create a climate of support that supports, attracts, develops, and retains exceptional individuals to be part of the Weimar district and Weimar community.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WJH will provide campus paraprofessionals with appropriate training, <b>Para Certification</b> , aligned to their assigned student needs, specifically inclusion support	Skye Anderle <b>Highly Qualified Para Training:</b> Destyne Kremling Katrina Zinnante <b>Angela Lara</b>	August 2023– May 2024	ESC 3; Campus Administrator	Student, parent, faculty survey
2. WJH will continue to maintain diverse faculty and staff; including bilingual personnel on campus to assist students and parents with language barriers	Skye Anderle <b>Angela Lara</b>	August 2023- May 2024	Employment opportunities	Teacher surveys teacher retention job fairs
3. Weekly emails, GroupMe, and text messages will be utilized to inform faculty and staff about campus events for scheduling.	Skye Anderle	August 2023 – May 2024	<b>Canva</b> Google Email	Faculty & Staff Feedback

<p>4. Teachers will be monitored and provided feedback throughout the school year using T-TESS (Texas Teacher Evaluation and Support System)</p>	<p>Skye Anderle WJH Faculty</p>	<p>August 2023 – May 2024</p>	<p>D-MAC ESC 4 T-TESS training Region 13 Advanced Educational Learning (AEL) Funding: Local Funds: \$1,000</p>	<p>Classroom walkthroughs, informal observations, goal setting and formal observation.</p>
<p>5. WJH will provide mentor training for teachers in classroom management and lesson planning. Mentor teachers will visit the mentees classroom and offer support.</p>	<p>Skye Anderle WJH Faculty</p>	<p>August 2023 – May 2024</p>	<p>Mentor teachers will provide feedback to new teachers.</p>	<p>Teacher survey questions involving feedback.</p>
<p>6. WISD will provide “Performance Pay” to all staff members.</p>	<p>WISD Superintendent WISD School Board</p>	<p>October 2023, December 2023, March 2024, and June 2024</p>	<p>Funding: ESSER: \$66,000 Fund Balance: \$400,000</p>	<p>Teacher surveys</p>



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## 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 and 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: \$78,857**

**Total FTEs funded through SCE at Weimar Junior High School: 3.75**

**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 2023-2024 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 2023 STAAR Assessments. Computer-based programs such as Maneuvering Math and Study Island have been purchased and are being used as additional resources in STAAR Math classes. SRA Intervention Program, Lexia and Study Island, all research-based interventions, aid struggling learners in the STAAR Reading classes. Inclusion personnel have been assigned to all core subject areas to support students. After-school Tutorials, the Homework Lab are also being provided to any student in jeopardy of failing and/or at-risk of failing the STAAR test.

**Upon evaluation of the effectiveness of this program, the committee finds that:**

The established programs at Weimar 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.