

WEIMAR ELEMENTARY SCHOOL

CAMPUS IMPROVEMENT PLAN

2024-2025

Campus Improvement Team Members

Kristy Janecka, Administrator

Angela Wied, Counselor

Ellen Luchak, Teaching professional

Amy Osburn, Teaching professional

Kris Hubenak, Teaching professional

Alison Fishbeck, Teaching professional

Mandy Fain, Teaching professional

Kelly Berger, Teaching professional

Ashley Gibson, Teaching professional

Irene Juarez, Teaching Support

Carrie Rerich, Business Representative

Milton Koller, Community Member

Whitney Barrett, Parent

Sherry Ulbrich, Parent



Date Committee Reviewed: 9/3/2024

Date of Board Approval: Tentatively scheduled 10/14/2024

This plan is available to the public at the Weimar Elementary 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 ELEMENTARY SCHOOL MISSION STATEMENT

Weimar Elementary School is devoted to increasing student success, building collaborative partnerships with families, and using effective research based educational strategies in our classrooms every day.

WEIMAR ELEMENTARY 2024-2025 Goals & Strategies:

Goal 1: Academic Improvement of All Students

- Provide a well-balanced, appropriate and aligned curriculum
- Continue a research-based, 3-tiered Response to Intervention Program to support academic success for struggling students, while continuing to build a foundation of reading and math.
- Students will exceed regional and state averages on STAAR exams.

Goal 2: Effective Communication and Community Relations

- Support student achievement and growth through effective communication between the home, community, and school.

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 Principals

- WES will promote, recruit, develop and retain effective teachers and highly qualified staff.
- WES 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.

Comprehensive Needs Assessment held May 14, 2024. Campus Site-Based Committee Members present were Administrator, Kristy Janecka; Counselor, Angela Wied; Teachers, Ellen Luchak, Amy Osburn, Kris Hubenak, Alison Fishbeck, Mandy Fain, Kelly Berger, Ashley Gibson; Support Staff, Irene Juarez; Business Representative, Carrie Rerich; Community Representative, Jennifer Owens; Parent, Shannon Seifert.

Area Addressed	Population Addressed	Assessment Instrument or Procedure	Summary of Results
Demographics	All Students and Teachers	PEIMS Reports Faculty Collaboration On Data Suites	Economically disadvantaged students are slowly decreasing over the past three years. ESL students increased rapidly this past school year, and had very limited English. WES needs to support EB students with bilingual resources and intervention. Students identified as still developing in reading and math are closely monitored and provided intervention support.
Student Achievement	All students Pre-K to 4th grade	CLI Assessment Data STAAR Assessment Data	Pre-K strength is letter names and sounds, whereas weakness is rapid vocab naming; Kinder data was great; 1st Grade strength is math curriculum, whereas fluency is a weakness; 2nd Grade strength is TPRI results, whereas Math scores need improvement; 3rd Math scores are weak in meets and masters, and 3rd RLA scores are good; 4th Math scores are lacking in masters, and 4th RLA scores are above state expectations. All STAAR scores exceeded state & ESC3
Curriculum, Instruction & Assessment	Teaching Staff	STAAR Assessment Data TPRI BOY-EOY Data PLC Meetings	Effectively align reading and math instruction and assessments in grades PK-4. Utilize Teks Resource System more in grades 2nd and below. Use data from assessments to teach targeted TEKS during small group and individual instruction.
School Culture & Climate	All Students, Parents, and Teachers	Student, Parent, and Teacher Surveys	Need consistent HW expectations across campus. Add speakers and music to morning drop offs. Teachers are requesting more staff collaboration.
School Context & Organization	Teaching Staff	District Organization Structures Teacher Surveys	Master schedule is built to provide daily balanced literacy instruction, as well as guided math instruction. Intervention is scheduled for at least 30 minutes 4 times a week, and weekly PLC data meetings are attended.
Technology	Teaching Staff All Students	Current Technology Inventory Teacher Surveys Student Surveys	Provide ongoing PD on how to utilize curriculum resources online and incorporate meaningful technology into the classrooms. Laptops, Chromebooks, Ipads and Kindles are available for staff and students' use.
Family and Community Engagement	All Students Parents	Student Surveys, Parent Surveys, Sign In Sheets from Parent Involvement Activities	The campus utilizes newsletters, the campus/district website, social media and Remind to keep parents and community informed of activities on campus. Revamp grade level meetings (reduce to PK, 1, 3 & new student)

Demographics Summary 2023-2024 School Year

Student Demographics	Count	% Enroll	Free/Reduced Meals	English Second Language	Gifted Talented	At Risk	Special Education
Total	314	100%	55.73%	14.01%	2.87%	43.31%	17.83%

Weimar Elementary School Campus Improvement Plan 2024-25

Goal 1: Academic Improvement of All Students

Objective 1: Weimar Elementary School will provide a quality education by building 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. WISD provides a high quality Curriculum that includes a scope and sequence, units, and assessments aligned to the Texas standards and includes dedicated time for assessments and re-teaching.	Kristy Janecka Classroom Teachers	August 2024 - May 2025	TEKs Resource System. TEXGuide with Region 13. Sharon Wells Math Curriculum (Title 1 \$6,165). Pearlized Math (Title 1 \$5,000). Benchmark Assessment System (Reading) (K-4). Frogstreet Press (Pre-K). Really Great Reading (PK-3) Learning Without Tears (PK-4) EduSmart (Science Adoption 2024)	Performance Assessments Unit Assessments CIRCLES (Pre-K) TX-KEA (Kinder) TPRI (1st & 2nd) STAAR (3rd & 4th)
2. Assessments that are aligned to the state standards are administered after each unit of study in pacing guides to determine if students learned what was taught. K-4 Students are given a math and reading screener at the beginning of each six week period to identify what support is needed for students performing below the benchmark.	Kristy Janecka Teachers	August 2024 - May 2025	TRS scope & sequence TRS Assessments Sharon Wells assessment Pearlized Math assessment Released STAAR tests D-MAC TAG PLC data review Renaissance Star Math and Star Reading screener (\$8,500 local funds)	Student Achievement Domain 1 - Student groups will exceed regional and state averages on STAAR. Campus goals are set to attain 30/60/90 success rates.

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
3. Teachers will provide differentiated lessons to small groups daily during Guided Reading and Guided Math instruction.	Kristy Janecka Classroom Teachers	August 2024 - May 2025	Skill-based Checklist (PK) Fountas & Pinnell Heinemann guided reading resources - books (Title 1) D-MAC solutions data	BAS levels - one year of growth for all students. Star Math and Star Reading screener - one year of growth
4. Intervention/Enrichment is provided to students four days a week for 30 minutes. This includes At-Risk students, those with a 504 or RtI plan, ESL students, Special Education students, and G/T students. Art, Technology, and Character Education classes are provided to students one day per week, while teachers have PLC data collaboration.	Kristy Janecka Teachers Paraprofessionals Counselor	August 2024 - May 2025	Supplemental resources for Reading and Math. (Local, Title 1) Reading by Design ESC 4 (Dyslexia Funds) Google sheets - WES Data	Star Reading and Star Math Screeners STAAR (3rd-4th) CLI engage (PK-2)
5. WES will provide a Research-based Language Acquisition Program for English Language Learners. Additional Professional Development will be focused on English Language Learners, with emphasis on TELPAS in all domains.	Kristy Janecka ESL Certified Teachers Angela Wied Irene Juarez	August 2024-May 2025	Local funds \$1,995 Summit K-12 (TELPAS readiness) ESL Summer School (\$6,950 salary) ESC 3 Professional Development (\$500 local)	TELPAS results 2025 Closing the Gaps Performance Target for English Language Proficiency status (51% of students increase their score.)

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
6. All WES certified staff are provided 30 hours of GT Certification. Returning WES certified staff are provided with an annual, six hour, GT update. Students who are identified as G/T receive services during intervention.	Kristy Janecka Codi Pesak G/T Certified Teachers	August 2024 - May 2025	G/T Supplies (\$1,000 local) Texas Performance Standards Project (TPSP) GT Contracted Services with ESC 3. TEKS Resource Conf.	G/T report card (students) G/T professional development completion certificate (teachers) Students complete a project from the TPSP website annually, and create an artifact for Parent Night.
7. WES Administrators, Teachers, and Paraprofessionals receive professional development based on their identified needs, future goals, as well as state and local requirements.	Kristy Janecka WES Staff	August 2024 - July 2025	Local Funds (\$385) Title 1 Funds (\$3,000) Title 2 Funds (\$9,400) Professional Development Services (Region Centers) TEKS Conference Lead4Ward Conference TEPSA (administration) CAMT (Math conference) Teach Rhymes with Beach Highly Qualified Training Reading Academy CESD Conference (Dyslexia & 504)	Staff survey feedback about conferences attended, and teacher observation data showing implementation of strategies in the classroom setting. Student assessment performance levels are on target (Approaches, Meets, Masters)
8. Supplemental resources are purchased to support instruction in the classrooms.	Kristy Janecka Classroom Teachers	August 2024 - May 2025	Title 1 Funds: \$40,000 Reading Eggs (Pk, K) Math Seeds (Pk, K) Learning A-Z (1st) Reflex Math (2nd-4th) IXL (3rd & 4th) Sadlier Vocab. (3rd & 4th) Lowman Edu. (3rd & 4th) Flocabulary (3rd & 4th)	Student Achievement Domain 1 - Student groups will exceed regional and state averages on STAAR.

Brain Pop
StarFall
Scholastic Magazine
Library Books
Heinemann
Sirius Education (3rd/4th)

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Goal 2: Effective Communication and Community Relations

Objective 1: Weimar Elementary School will build collaborative partnerships within the community to encourage community involvement in public education and to promote a positive perspective of public schools.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. 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.	Kristy Janecka Karen Guerrero	April 2025 - May 2025	Google Forms Survey Parent Survey Student Survey Employee Survey	Survey responses (% of strongly agree & agree)
2. WES hosts parent engagement events and activities that highlight our facilities, programs, students and staff.	Kristy Janecka WES Staff	August 2024 - May 2025 ESL Night Meet the Teacher Night Grandparents Breakfast Book Fair Family Night Public Schools Week Muffins with Mom Donuts with Dad	Student Activity Account	Parent Survey feedback Sign-in sheets for attendance
3. WES will encourage family involvement in their student's education by providing them a voice in the decision-making process through the PTO.	Sherry Ulbrich- President April Mikulenska - Vice President Irene Juarez - Treasurer Leah Newby - Secretary	August 2024 - July 2025	PTO fundraisers	PTO Meeting Agendas Feedback from parents and community members Parent survey responses

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
4. WES will collaborate with Parents as Teachers Organization (PAT) to maintain a Family Learn and Play room at the school where PAT educators will provide opportunities for parents to learn and interact with their children below school-age in a positive educational environment.	PAT Advisory Board Karen Hoskins Kristy Janecka	September 2024-May 2025	Classroom at WES Variety of educational materials and books (Funding for parent educators, supplies, materials, etc. provided by PAT via grants and donations.)	Consistently have a classroom full of parents participating in the Family Learn and Play Center activities at WES. PAT Program survey of Parents and School Personnel
5. WES will openly communicate with parents in regards to attendance, grades, discipline, and assignments through multiple communication resources.	Kristy Janecka WES Staff	August 2024 - May 2025	Student Agenda HW Folder Parent Conferences E-mails Class Dojo Parent Portal (report cards) WISD Website Facebook School Messenger System SMS (text messaging)	Parent Contact Logs Parent Survey feedback Informal input from community members, students, and staff.
6. WES will promote and acknowledge the success of students by submitting pictures and articles to the local newspapers and social media.	Kristy Janecka Karen Guerrero	August 2024 - June 2025	Staff generated articles for the Weimar Mercury. Principal communicates family engagement events on Facebook, notes home, newspaper, etc.	Parent Survey feedback Student Survey feedback Articles in the newspaper

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Goal 3: Efficient Use of District Resources

Objective 3: Weimar Elementary School will provide a safe, secure, inviting, and healthy learning environment which promotes a positive campus culture and climate.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. 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.	WISD superintendent WISD campus administrators WISD Guardians	August 2024 - July 2025	\$4,000 stipend for Guardians	Weekly door check log. Emergency drill log. Surveys regarding safety.
2. Weekly door sweeps are conducted and results are recorded in Sentinel.	Kristy Janecka WISD Superintendent	August 2024-July 2025	sentineltx.net	Submitted logs
3. WES will expand Mental Health Providers and Child Psychiatry Access to families. Threat Assessments will be conducted as necessary, and the team will attend required training.	Kristy Janecka Angela Wied WES Threat Assessment Team	August 2024- May 2025	T-CHATT Youth and Family Services Texana Behavioral Health Care Clinic	Track referrals Parent Surveys Employee Surveys Student Surveys

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
4. WES students will learn to live safe, healthy, bully-free lives by participating in various prevention programs and safety presentations (Bully Prevention Month, See Something Say Something, Red Ribbon Week, Fire Prevention Week, Healthy High, and Fitnessgram.)	Kristy Janecka Leslie Kloesel Thomas Kielman Angela Wied Classroom Teachers	August 2024 - May 2025	Weimar Police Department Weimar Volunteer Fire Department Stanzel Foundation WES Counselor Red Ribbon Week prizes Netsmartz - Cyber Bullying	Parent/Student/Teacher surveys concerning safety Fitnessgram results
5. WES will incorporate Social/Emotional Learning lessons into the Master Schedule during PLC rotations. The Wildcat Bucks incentive program allows students to identify positive actions and reinforce those with items to purchase at the Wildcat Store. The Counselor will promote college readiness and career exploration through highlighting different colleges and career paths.	Kristy Janecka Angela Wied Tena Maupin	August 2024 - May 2025	Counselor’s Salary - Title I and local funds Title 1 funds and Student Activity funds to purchase items for the Wildcat Store and guidance sessions. Lions Club donation \$750 for the Wildcat Store Discipline log	Parent/Student/Teacher survey feedback Amount of items purchased at the Wildcat Store. Number of detentions/ISS

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
<p>6. WES principal will attend Community Safety and Security meetings throughout the year. Raptor will be used to notify first responders in the event of an emergency on campus.</p> <p>The Emergency Operations Plan is updated and reviewed annually. All staff are trained in Stop the Bleed.</p>	<p>WISD Superintendent WISD Administrators</p>	<p>August 2024 - July 2025</p>	<p>Weimar Police Department Weimar Fire Department County Emergency Management Dept. Sheriff Department City Mayor & Manager Emergency Drill Manual and Evacuation Plans Texas School Safety Center https://txssc.txstate.edu/ Raptor Stop the Bleed Training</p>	<p>Emergency drills efficiency</p> <p>School Safety Audit</p> <p>Parent/Student/Teacher surveys feedback</p>
<p>7. WISD has a TIPS LINE, See Something Say Something anonymous reporting system on the Weimar ISD website.</p> <p>There is an anonymous alert on the website to report bullying.</p>	<p>WISD Superintendent WISD Administrators</p>	<p>August 2024 - July 2025</p>	<p>WISD webpage</p>	<p>Parent surveys and input</p> <p>Anonymous bullying and see something, say something reports submitted.</p>
<p>8. WES uses a tracking system to collect data on consequences of poor behaviors, such as detentions and ISS.</p>	<p>Kristy Janecka Tena Maupin Carlton Tucker</p>	<p>August 2024 - May 2025</p>	<p>Google Sheets document</p>	<p>Patterns and trends in data collected</p>

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
<p>9. WES will ensure all classroom doors are locked and closed while students are present in the classroom. Exterior doors are numbered and locked. Alarms will be installed on exterior doors to sound when doors are not closed completely. Every WISD staff member wears an ID badge, and visitors wear a pass while in the school.</p>	<p>WISD Superintendent Kristy Janecka WISD Maintenance Tena Maupin Karen Guerrero</p>	<p>August 2024 - July 2025</p>	<p>Safety Trainings KLC Video</p> <p>WISD Door Safety Log</p>	<p>Safety Audit Report from State of Texas</p> <p>Input from surveys - safety questions</p>
<p>10. WES has a one-to-one technology device ratio for students K-4. Updated technology, such as flatscreen TVs and laptops are provided for teachers in their classroom. WES 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>Kristy Janecka WISD Technology Dept Gloria Rubio</p>	<p>July 2024 - May 2025</p>	<p>Interactive Flatscreens Ipads (PK & Kinder) Chromebooks (1st-4th) Laptops (Teachers) Wireless Access Point in each classroom (WAP) 42" TV in Principal's Office to watch security cameras.</p>	<p>The availability of devices, and wireless internet in the classroom.</p> <p>Parent/Teacher/Student surveys about the impact technology has on student performance.</p>

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
10. Sustain and continually improve WES playground equipment to enhance recess play and promote socialization in an open air environment.	Kristy Janecka	August 2024 - July 2025	Student Activity funds	Parent/Student/Employee surveys

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Goal 4: Recruit, support, and retain teachers and principals.

Objective 1: Weimar Elementary School will promote, recruit, develop, and retain highly qualified teachers by providing a positive campus culture and climate.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. Teachers and staff will be monitored and provided feedback throughout the school year using T-TESS (Texas Teacher Evaluation and Support System)	Kristy Janecka WES Staff	August 2024-May 2025	D-MAC ESC 3 T-TESS training T-TESS district calendar	Classroom walkthroughs, informal observations, goal setting and formal observation.
2. Professional Learning Communities (PLC) provide planning and strategy training for teachers. Discussions include student achievement, campus climate, and school improvement. There is an emphasis on vertical alignment, data analysis and progress monitoring.	Kristy Janecka WES Teachers	August 2024 - May 2025	Data pulled from DMAC. STAAR results Survey feedback	Continuous improvement on assessment scores throughout the school year. Vertical Alignment PK-4 in Math & Reading

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
3. WES uses GroupMe, a text messaging application, as well as weekly emails to provide mass communication to campus staff.	Kristy Janecka Campus Staff	August 2023-May 2024	GroupMe application Weimar ISD emails	Teacher Survey feedback regarding communication.
4. WES will provide mentor training for teachers new to the district and on an as-needed basis.	Kristy Janecka Ellen Luchak Shannon Seifert	August 2024 - May 2025	New Teacher Orientation on Master Calendar.	Teacher survey questions involving feedback.
5. WES administrators will attend career fairs in an effort to recruit skilled and certified teaching staff.	WISD Superintendent WISD Administrators	August 2024 - May 2025	College Career Fairs	WES recruits highly qualified teachers.
6. WISD will provide “Performance Pay” to all staff members.	WISD Superintendent WISD School Board	Nov. 2024, June 2025	Fund Balance: \$400,000	Teacher surveys

State Compensatory Education 2024-25

The purpose of the State Compensatory Education (SCE) allotment is to provide supplemental programs and services designed to eliminate any disparity in performance on assessment instruments or disparity in the rates of high school completion between educationally disadvantaged students and all other students and at-risk students and all other students.

Weimar ISD has written policies and procedures to identify the following:

- Students who are at risk of dropping out of school under state 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 Elementary School: \$184,468

The process we use to identify students at risk is: Weimar Elementary 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, Response to Intervention evaluations, and universal screening assessments.

The comprehensive, intensive, accelerated instruction program at Weimar Elementary School consists of:

Pre-K to 4th grade teachers routinely analyze data and progress measure their students' performance. Time for corrective instruction is built into the scope and sequence, and individual intervention plans are written for targeted students based on timely data from research based assessments each six weeks period. Interventions focus on math and reading instruction for students at-risk of failing their current grade level or the state assessments required at each grade level.

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

Each student will make progress toward grade level mastery through the professional support of the faculty and staff. The daily intervention support will aid students in making adequate growth, and ultimately decrease the number of students enrolled in SCE programs.