

WEIMAR ELEMENTARY SCHOOL

CAMPUS IMPROVEMENT PLAN

2021-2022

Campus Improvement Team Members

Kristy Janecka, Administrator

Skye Anderle, Support Staff (Counselor)

Becky Heger, Teaching professional (Special pops)

Amy Osburn, Teaching professional (Pre-K)

Kris Hubenak, Teaching professional

Alison Fishbeck, Teaching professional

Adrienne McIver, Teaching professional (Interventionist)

Ashley Gibson, Teaching professional

Cara Janecka, Teaching professional

Jennifer Owens, Business Representative

Milton Koller, Community Member

Whitney Barrett, Parent

Anita Cook, Parent



Date Committee Reviewed: 9/21/2021

Date of Board Approval: 10/4/2021

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 2021-2022 Goals & Strategies:

Goal 1: Academic Improvement of All Students

- Provide a well-balanced, appropriate and aligned curriculum
- Continue a research-based, 3-tiered Response to Intervention Program to support academic success for struggling students, while continuing to build a foundation of reading and math.

Goal 2: Effective Communication and Community Relations

- Build collaborative partnerships within the community to promote a positive perspective on public education and promote community involvement in the school system.

Goal 3: Efficient Use of District Resources

- Maintain and improve campus facilities to provide a safe, welcoming, and positive learning environment.
- Technology will be updated and implemented to increase student learning.

Goal 4: Recruit, Support, and Retain Teachers and 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 21, 2021. Campus Site-Based Committee Members present were Administrator, Kristy Janecka; Teachers, Cara Janecka, Karen Peach, Alison Fishbeck and Adrienne McIver; Support Staff, Irene Juarez and Kelly Berger; Business Representative, April Mikulenska; Community Representative, Jennifer Owens; Parents, Carrie Rerich and Megan Bartos.

Area Addressed	Population Addressed	Assessment Instrument or Procedure	Summary of Results
Demographics	All Students and Teachers	PEIMS Reports Faculty Collaboration	Strengthen the focus on Hispanic, African American and Economically Disadvantaged resources. Subpops need improvement in closing the gaps in performance targets.
Student Achievement	All students Pre-K to 4th grade	TRS Performance Assessments STAAR Assessment Data	Increase the number of students at Approaches on assessments, and maintain students at Meets and Masters. In grades PK-2, create assessments with targeted TEKS aligned with the assessed curriculum on STAAR in grades 3 and 4. Improve TELPAS speaking.
Curriculum, Instruction & Assessment	Teaching Staff	STAAR Assessment Data TPRI BOY-EOY Data Weekly Grade Level Meetings	Use TEKS checklists during curriculum planning meetings prior to grade level planning each six weeks. 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	Incorporate bulletin boards in classrooms with student shout outs or designated space for students' work. Create a bulletin board in foyer to showcase students on the A and AB honor roll, and publish in Weimar Mercury.
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 (WIN time) is scheduled for 30-50 minutes 4x week, and weekly PLC data collaborations are scheduled.
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. WES wants to increase the number of parents involved in the PTO, and provide meaningful engagement during meetings.
Staff Quality, Recruitment & Retention	WES Staff	Teacher Surveys	Campus staff utilizes Region 3 for professional development. Campus principal attends career fairs in an effort to recruit a diverse ethnicity of applicants for teaching staff. WES has a good balance of experienced teachers to new teachers; an improved mentor program.

Demographics Summary 2020-2021 School Year

Ethnicity	Count	% Enroll	Free/Reduced Meals	English Second Language	Gifted Talented	At Risk	Special Education
Total	278	100%	56.83%	19.42%	1.80%	39.93%	12.59%

Weimar Elementary School Campus Improvement Plan 2021-2022

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. High quality Curriculum that includes a scope and sequence, units, and assessments aligned to the standards and includes dedicated time for assessments and re-teaching.	Kristy Janecka Classroom Teachers	August 2021 - May 2022	TEKs Resource System, TEXGuide with Region 13 (\$5,000) Sharon Wells Math Curriculum (\$6,000 Title I Funds), Pearson (Reading) and Envision (Math) Book Adoptions Benchmark Assessment System Frogstreet Press(Pre-K) Really Great Reading (PK-2) Learning Without Tears(PK-4) Title I fund Lowman Consulting Brain Pop \$2,025 Title I fund	Performance Assessments Unit Assessments CIRCLES (Pre-K) TX-KEA (Kinder) TPRI (1st & 2nd) STAAR (3rd & 4th)
2. WES will attend campus and district curriculum planning meetings to promote the effectiveness and alignment of teaching and assessing the TEKS.	WISD administrators Classroom Teachers Interventionists	August 2021-May 2022	Road Map Service ESC 3 \$3,600 Title II funds Local funds: Hire substitutes to support curriculum planning	Student growth progresses from one grade to the next. BOY assessment data EOY assessment data

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. Assessments that are aligned to the state standards and the appropriate level of rigor are administered after each unit of study in TEKS Resource System to determine if students learned what was taught. Time for corrective instruction is built into the scope and sequence. Assessment calendars include windows for data analysis.	Kristy Janecka Teachers	August 2021 - May 2022	TRS scope & sequence Released STAAR tests CLI Engage D-MAC TAG PLC data review every Friday (master schedule)	Student Achievement Domain 1 (State Accountability System) meets the following expectations: ELAR: 85% Approaches, 50% Meets, and 24% Masters Math: 83% Approaches, 50% Meets, and 24% Masters
4. All teachers create and submit daily lesson plans that include TEKS, clear objectives, and an agenda that includes small group instruction.	Kristy Janecka Teachers	August 2021- May 2022	TRS Curriculum TExGuide with Region 13 Pearson Textbook Adoptions Frogstreet Press	Lesson plans are completed and turned in prior to each six weeks.
5. Teachers will provide differentiated lessons to small groups daily during Guided Reading and Guided Math instruction.	Kristy Janecka Classroom Teachers	August 2021- May 2022	Skill-based Checklists that are teacher generated Benchmark Assessment System (K-3) Title I funds: Learning A-Z & Raz Kids \$700 Reading Eggs \$2,250 Math Seeds \$1,650 Reflex \$3,295 Education Galaxy \$4,400 Brain Pop \$2,025 Supplies \$4,600 Library Books	BAS levels - one year of growth for all students Star Math and Star Reading screener - one year of growth School Progress Domain Closing the Gaps Domain

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<p>6. Built into the Master Schedule is WIN Time (Intervention that stands for What I Need). Every student goes to WIN groups either as an intervention or remediation student or as an enrichment student. This includes At-Risk students, those with a 504 or RtI plan, ESL students, Special Education students, and G/T students.</p> <p>Art and Technology is provided to students one day per week, while teachers have PLC data collaboration.</p>	<p>Kristy Janecka Teachers Paraprofessionals Math Interventionist Reading Interventionist</p>	<p>August 2021 - May 2022</p>	<p>Math Interventionist Salary (ESSER) Reading Interventionist Salary (ESSER) Reading Resources Math Resources Reading by Design ESC 4 (Dyslexia Funds) Stanzel Grant: WIN Time Software \$1200 Math Manipulative Kits \$1500 Interactive Centers \$1800</p>	<p>Star Reading and Star Math Screeners STAAR (3rd-4th) CLI engage (PK-2)</p>
<p>7. WES has created a Targeted Improvement Plan in an effort to improve student success on STAAR. K-4 Students are given a math and reading screener at the beginning of each six weeks period to identify what support is needed for students below the benchmark.</p>	<p>Kristy Janecka Classroom Teachers Interventionists</p>	<p>August 2021-May 2022</p>	<p>Renaissance Star Screening Reports (local \$7,000)</p>	<p>At/Above Benchmark data will increase each six weeks period.</p>

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
8. 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 Skye Anderle Myra Dippel ESL Certified Teachers	August 2021-May 2022	ELPS are taught through the TRS curriculum. ESL Summer School (\$6,950 salary) ESC 3 Professional Development (\$500 local) English Second Language resources	2022 Closing the Gaps Performance Target for English Language Proficiency status TELPAS results
9. 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 WIN Time.	Kristy Janecka Codi Pesak G/T Certified Teachers	August 2021-May 2022	G/T Supplies (\$3,500 local) Texas Performance Standards Project (TPSP) Professional Development Services offered at ESC 3. GT Contracted Services	G/T professional development completion certificate. Students complete a project from the TPSP website annually.
10. WES Administrators, Teachers, and Paraprofessionals will receive professional development based on their identified needs, future goals, as well as state and local requirements.	Kristy Janecka	August 2021 - May 2022	Professional Development Services (ESC 3, 4, 13, 20) Local Funds (\$2,000) Title 1 Funds (\$3,000) Title 2 Funds (\$3,800) TEKS Conference SDE Conference Lead4Ward Conference TEPSA (administration) CAMT (Math conference) Teach Rhymes with Beach Melissa Leach Literacy Reading Academy (1st-3rd grade teachers at WES) 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)

Weimar Elementary School Campus Improvement Plan 2020-2021

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. Regular campus climate surveys assess and measure progress on student and staff experiences. Student, staff, and families' responses are collected, based around key climate indicators.	Kristy Janecka Karen Guerrero	May 2022	Google Forms Survey	Survey feedback Comprehensive Needs Assessment.
2. WES will maintain parent engagement events and activities that are meaningful and beneficial to families. WES will host a grade level meeting for parents at the beginning of the school year to overview expectations.	Kristy Janecka WES Staff	August 2021 - May 2022 Meet the Teacher Night, ESL Night, Family Night with the Book Fair, Open House during Public Schools Week, and extended library hours during the summer.	Student Activity Account	Parent Survey feedback Sign-in sheets for attendance
3. WES will host PTO meetings on campus monthly to involve parents in the school setting.	Kelly Berger - President Irene Juarez - Treasurer Kristy Janecka - Secretary	August 2021-May 2022	PTO fundraisers	PTO Meeting Agendas Feedback from parents and community members Parent survey responses Contributions made to WES students and staff

<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 Juanita Duchicela Kristy Janecka Angela Wied	August 2021-May 2022	Classroom at WES Variety of educational materials and manipulatives; books; publicity (Funding for parent educators, supplies, materials, etc. provided by PAT via grants and donations.)	Number of parents participating in the Family Learn and Play Center activities PAT Program survey of Parents and School Personnel
5. WES staff will continue to provide extensive communication to parents through student agendas daily, Parent-teacher meetings, Electronic Gradebook (Parent Portal), e-mails, School Website, social media (Facebook), Remind, and Newsletters attached to report cards.	Kristy Janecka Classroom Teachers	August 2021-May 2022	Student Agenda & HW Folder (Student Activity) Zoom Parent Portal District Webpage Facebook Remind School Messenger System	Parent Contact Logs Parent Survey feedback

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
6. WES will continue to publicize success by submitting articles, pictures, and student work to the local newspapers and on social media in an effort to inform the community, as well as, to promote school activities and events, and to provide special recognition for student achievement.	Kristy Janecka	August 2021-June 2022	Social Media: Facebook Marquee in front of WHS The Weimar Mercury	Parent Surveys Informal input from community members, students, and staff.

Weimar Elementary School Campus Improvement Plan 2020-2021

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. WES students will learn to live safe, healthy, bully-free lives by participating in various prevention programs and safety presentations (Bully Prevention Month, Red Ribbon Week, Fire Prevention Week, Jump Rope for Heart, Healthy High, and Fitnessgram.	Kristy Janecka Thomas Kielman Skye Anderle Becky Heger Leslie Kloesel Classroom Teachers	August 2021-May 2022	Weimar Police Department Weimar Volunteer Fire Department Stanzel Foundation WES Counselor Red Ribbon Week prizes	Fitnessgram results Fire Prevention Posters Parent/Student/Teacher surveys concerning safety
2. WES will incorporate Social/Emotional Learning lessons into the Master Schedule. The WES Counselor will promote college readiness and career exploration through highlighting different colleges and career paths on the announcements and newsletters.	Skye Anderle	August 2021-May 2022	Skye Anderle's salary (Title 1 & Local)	Parent/Student/Teacher surveys feedback

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
<p>3. WES will provide staff development to employees based upon the Texas School Safety Center Recommendations in an effort to appropriately and accurately prepare for all types of unexpected disasters.</p> <p>COPsync continues to be used to notify first responders in the event of an emergency on campus. WISD employees are provided Stop the Bleed and CRASE (Civilian Response to Active Shooter Events), and Suicide Training in an effort to appropriately and accurately prepare for unexpected disasters.</p>	<p>WISD Superintendent WISD Administrators WISD Nurse Office Staff</p>	<p>August 2021-May 2022</p>	<p>Weimar Police Department District Maps Emergency Drill Manual and Evacuation Plans Texas School Safety Center https://txssc.txstate.edu/</p>	<p>Emergency evacuation drills efficiency; School Safety Audit Parent/Student/Teacher surveys feedback</p>
<p>4. WISD will implement a Conflict Resolution Icon on the District's Webpage as an effort to encourage students to report bullying anonymously.</p>	<p>WISD Superintendent WISD Administrators</p>	<p>August 2021 - May 2022</p>	<p>WISD webpage</p>	<p>Anonymous bullying reports; reduction in reports made to campus administration.</p>

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
5. An interactive flatscreen will be added to each teacher's classroom. WES will continue to update technology devices in order to keep them running efficiently. Ongoing technology training will be provided to teachers to use equipment provided and troubleshoot problems. WES currently has a 1:1 ratio of students to devices.	Kristy Janecka WISD Technology Dept	August 2021-May 2022	Interactive Flatscreen (ESSER funds) Ipads (PK & Kinder) Chromebooks (1st-4th) Laptops (Teachers) Wireless Access Point in each classroom (WAP)	Increased use of technology in the classroom. Availability of wireless internet in the classroom. Parent/Teacher/Student surveys about technology.
6. WISD will implement a Smart Start Plan.	WISD Superintendent WISD Administrators	August 2021-May 2022	TEA District Resources	Reduction in student absences, due to communicable diseases Parent/Teacher/Student surveys
7. Replace playground equipment to enhance recess play and promote socialization in an open air environment.	Superintendent Kristy Janecka	August 2021 - May 2022	ESSER 2 funds (\$100,000)	Surveys and Facility Inspection

Weimar Elementary School Campus Improvement Plan 2020-2021

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 will be monitored throughout the school year using T-TESS (Texas Teacher Evaluation and Support System)	Kristy Janecka Certified Teachers	August 2021-May 2022	D-MAC ESC 3 T-TESS training	Classroom walkthroughs, informal observations, goal setting and formal observation.
2. Professional Learning Communities (PLC) meet to discuss student achievement, campus climate, and school improvement opportunities. There is an emphasis on vertical alignment, data analysis and progress monitoring.	Kristy Janecka WES Teachers WES Paraprofessionals	August 2021 - May 2022	Data pulled from DMAC Survey feedback	Continuous improvement on assessment scores throughout the school year. Vertical Alignment from PK-4 in Math & Reading
3. WES will continue to use GroupMe, a text messaging application, as well as weekly emails to provide mass communication to campus staff.	Kristy Janecka Campus Staff	August 2021-May 2022	GroupMe application E-mail	Teacher Survey feedback regarding communication.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
4. Establish 'Cat Walks' every six weeks with the goal of ensuring quality instruction by balancing student work with the state standard.	Kristy Janecka Classroom Teachers	August 2021 - May 2022	Cat Walk Guiding Questions template for teachers to fill out each time.	Teacher survey questions involving feedback.
5. WES will provide mentor opportunities to newly hired staff. Teachers will observe in each other's classrooms throughout the school year.	Kristy Janecka Claire Hudgeons Myra Dippel	August 2021-May 2022	Teachers will fill out Teachers Learn from Teachers observation template when observing in a peer's classroom.	Teacher survey questions involving feedback.
6. WES administrators will attend career fairs in an effort to recruit skilled and certified teaching staff.	WISD Superintendent WISD Administrators	August 2021-May 2022	College Career Fairs	WES recruits highly qualified teachers.

State Compensatory Education

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: \$248,175

Total FTEs funded through SCE at Weimar Elementary School: 3.75

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:

For the 2021-2022 school year, Weimar Elementary School has maintained a campus leadership team to focus on student progress and formative data. Pre-K to 4th grade teachers will 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 on Renaissance math and reading screenings each six weeks period. Intervention periods will 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. A reading interventionist position and math interventionist position are being added to WES staff this year to address the loss of learning due to COVID related events.

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.