

# WEIMAR JUNIOR HIGH SCHOOL

## CAMPUS IMPROVEMENT PLAN

### 2022-2023

#### Campus Improvement Team Members

Charles Henke, Non-teaching professional  
Lindsay Fisbeck, Counselor  
Ele Moreno, IT  
Codi Guentert (Sped), Counselor  
Jill Morrison (GT), Teaching professional  
Carolanne McAfee (ESL), Teaching professional  
Alison Schimcek, Teaching professional  
Anne Douglas, Teaching professional  
Judy Dusek, Business Member  
Michelle Vacek, Community Member  
Jennifer Tolbert, Parent  
Carla Villeneuve, Parent  
Alana Rhodes, Parent

Date Committee Reviewed: 6/9/21

Date of Board Approval:



# **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'S 2022-2023 Goals & Strategies:**

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## **Goal 1: Academic Improvement and Growth of All Students**

- Provide a well-balanced, appropriate and aligned curriculum to ensure graduates are college career ready
- 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
- Engage parents by communicating through multiple platforms including social media and community events.
- Host events that highlight student programs, organizations and facilities.

## **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.
- Expand resources for mental health and child psychiatry access
- Collaborate training with local police department and fire department.
- Review and update Emergency Operation Plan

## **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.
- Provide planning and strategy training that will engage staff in the professional learning community.
- Mentor teachers will be assigned to new hires to assist with classroom management techniques and lesson planning.

Weimar Junior High's Comprehensive Needs Assessment Meeting was held on Thursday, May 19, 2022 at 1:00pm in the campus library. Campus Site-based Committee Members present were Charles Henke, Codi Pesak, Amanda Mueller, Emily Maupin, Chelsea Mascheck, Alison Schimcek, Jill Morrison, Courtney Pieper, Zach Lawrence, Megan Harris, Kaylee Ostert, Audrey Dyer, and Jenny Fricke. 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	The Hispanic population continues to increase and is 54% of the total campus population. 56% of population are Eco. Disadvantaged.
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	Professional development opportunities that are intentional for Reading and Reading comprehension across are content areas. Opportunities needed for faculty to collaborate to ensure curriculum alignment for 5 <sup>th</sup> – 8 <sup>th</sup> in core courses. <b>Professional development opportunities targeting the new STAAR test.</b>
Curriculum, Instruction & Assessment	Teaching Staff	STAAR Assessment Data TAPR Report Core Curriculum District Curriculum Scope & Sequence	Professional development needed for the updated STAAR assessment for 2022-2023 school year. Information and materials to address the updated STAAR assessment. Continue to increase rigor for students to increase preparation for high school. <b>Prepare students for transition to high school via Career Investigation.</b>
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. <b>Work on methods of addressing disruptive behaviors.</b> 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	Increase communication between faculty to assist with student achievement and address student needs. Increase collaboration especially when discussing sped, 504, and ESL.
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. Increase number of chrome books for student use. 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	Increase communication and information to parents about Parent Portal. Develop Weimar Junior High Facebook page to increase parent communication opportunities. Expand incentive program to include parent involvement opportunities. Have translators available at school events.

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.

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

**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 emphasize the STAAR tested areas specifically Reading and Math and students will exceed regional and state averages on STAAR Exams	Charles Henke WJH Faculty	August 2022 – May 2023	STAAR data from 2022  Title I Funds	Classroom bench marks Interim STAAR Assessments Reading/Math STAAR
2. WJH Teachers will continue to receive professional development and will continue to be monitored. Additional Professional Development will be focused in the areas of Reading & Writing, Social Studies, Science & English Language Learners Support	Charles Henke WJH Faculty	August 2022 – May 2023	Professional Development Region 3 Contracted Service  Funding: Local: \$2,000 Title I: \$3,000 Title II: \$6,400	Classroom walkthroughs, informal observations, assessment results

<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>Charles Henke Codi Pesak</p>	<p>School year – 2022 -2023</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 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 At Risk students focused on math and reading literacy</p>	<p>Charles Henke Classroom Teachers</p>	<p>August 2022 – May 2023</p>	<p>Study Island, Motivation Math, Lexia, Motivation Reading, Brain Pop, Maneuvering Math, Freckle Math &amp; ELA Funding: Dyslexia: \$4,950 211: \$5,000</p>	<p>Unit Assessments, STAR BOY, MOY, EOY Data, STAAR Assessments</p>
<p>5. New WJH 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>Charles Henke</p>	<p>Date TBD</p>	<p>Professional Development Services Offered via ESC 3 Funding: GT: GT Contracted Svcs.</p>	<p>Sign-in sheet / Staff Development Log and awarded professional development completion certificates</p>
<p>6. WJH will continue to measure student progress consistently by implementing a tracking system that monitors student growth and focuses on the need of each individual learner</p>	<p>Charles Henke Classroom Teachers</p>	<p>August 2022 – May 2023</p>	<p>TEKS Resource System Google shared document TEXGUIDE DMAC Funding: Local: \$7,800</p>	<p>Unit Assessment Performance; Benchmark Results (November &amp; February) STAAR Results</p>



<p>7. WJH staff will attend Curriculum Planning Days with their PLC's to effectively align the TEKS' Supporting &amp; Readiness Standards while ensuring student success in the classroom and on all state-mandated curriculum requirements</p>	<p>Charles Henke</p>	<p>August 2022 – May 2023</p>	<p>WJH Teaching Staff Grades 5,6,7,8 WHS English, Math, Science &amp; History Depts.</p>	<p>Vertical Alignment Review Forms / Teacher documentation &amp; evaluation / Lesson Plans / Administrative Walkthroughs; State Assessment Results; Benchmark Results</p>
<p>8. WJH staff members will expand their knowledge of classroom; interactive TVs</p>	<p>Charles Henke</p>	<p>August 2022 – May 2023</p>	<p>Technology department Professional development workshops</p>	<p>Teacher Survey</p>
<p>11. WJH will ensure that At-Risk students, Tier 2 &amp; 3 RTI students, students with Dyslexia, ESL students, Special Education students, Gifted &amp; Talented students and students who are "Homeless" will receive additional small group, specialized instruction focused on math, reading, writing, social studies &amp;/or science</p>	<p>Charles Henke Classroom Teachers</p>	<p>August 2022 – May 2023</p>	<p>Master Schedule; Student Accommodations; IEPs, GT records; Occupational Survey (homeless) STAAR Classes</p> <p>Funding: Title I: \$4,800 Title II: \$3,700 Dyslexia: \$2900</p>	<p>Benchmarking Data Progress Reports Report Cards Unit Test Interim STAAR Test</p>

12. WJH students will continue receive accelerated instruction and additional classroom support during After-school Tutorials	Charles Henke Classroom Teacher	September 2022 – May 2023	Study Island; Lexia; STAAR Resource Materials; Classroom Materials; Classroom Teacher	Six week reports, teacher evaluations, Benchmark Data, Six Weeks Assessments, STAAR result, progress-monitored, computer-based program result
13. WJH will continue Technology Classes for students in grades 7 & 8	Charles Henke Teacher, J. Fricke	August 2022 – May 2023	Chromebook Carts; Cyber-bullying lessons; Free Write; Google Classroom	Student evaluation of Technology TEKS
14. WJH will continue Career Exploration Classes for students in grade 8	Charles Henke Teacher, Codi Pesak	August 2022 – May 2023	Funds: CCMR: \$5,000	Xello Reports Observations
15. Sharon Wells math curriculum will continue to be used	Charles Henke Class room teacher	August 2022 – May 2023	Funds: Title I: \$1,984	Report Cards State Assessments
16. WJH will add additional inclusion support personnel to assist high need students.	Charles Henke Paraprofessional	August 2022-May 2023	Paraprofessional/personnel	Student assessments
17. Lowman Curriculum will be utilized in core subject area per teacher request.	Core subject matter teacher	August 2022-May 2023	Lowman Curriculum Funds: Title I: \$6,600	Report Cards State Assessments

## 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 that have been consolidated into grade level Reminds	Charles Henke WJH Faculty	August 2022 – May 2023	Staff time	Parent Contact Logs
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 special recognition for student achievement	Charles Henke Publicity Committee Secretary	August 2022 – June 2023	Articles for newspaper	Informal input from community members, students, and staff

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. Provide clear communication to parents and community, especially Spanish speaking families: Assists parents in signing up and utilizing Ascender to monitor grades and attendance	Charles Henke Technology Department	August 2022 – May 2023	Ascender	parent, student, & teacher surveys, grade reports, attendance reports Ascender Reports
4. Continue to host campus supported events with staff members available for assistance for both English and Spanish speakers	Charles Henke Faculty and staff	August 2022 – May 2023	Teacher input, parent input, Title I: \$1,000	Parent Surveys, parent attendance at events

## 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>
1. WJH will continue to 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	Campus Administrators	CRASE Training Review August 2022 – May 2023	District maps updated; Emergency drill manual and evacuation plans; Texas School Safety Center; CRASE Training Community Emergency Planning Committee	Emergency evacuation drills; school safety audit conducted by outside auditors
2. WJH will continue to develop a positive campus culture by developing a Behavior Student Incentive Program that includes student earned trips/function	Charles Henke, Good Behavior Committees	September 2022 – May 2023	Discipline reports, AR Completion, student activity funds	Discipline reports, ISS assignments

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. WJH students will be provided with <b>Social Emotional Lessons</b> for better student mental health (Red Ribbon Week, Bully Prevention Month)	Charles Henke Codi Pesak	August 2022 – May 2023	Character Education, Family Crisis Center; Guest Speakers	Reduction in number of office referrals / detention assignments, Parent, student, and teacher surveys
4. WJH will make available a campus counselor to the students as needed throughout the school day	Charles Henke Codi Pesak	August 2022 – May 2023	Office Referrals, teacher referral, grade reports, attendance reports Funding: Local: \$12,00 <b>ESSR III: 50,000</b>	Student and parent surveys, reduction in crisis outcries
5. <b>Additional mental health support and access to psychiatrists through virtual assistance will be provided via TCHAT-Texas Child Health Access Through Telemedicine</b>	Codi Pesak	<b>August 2022 – May 2023</b>	<b>UTMB – University of Texas Medical Branch</b>	<b>Survey</b>
6. <b>Exterior and interior door audits performed weekly.</b>	Charles Henke Maintenance State of Texas	<b>August 2022 – May 2023</b>	<b>Shared Google Document Observations Maintenance Reports</b>	<b>Audit Results (State) Shared Google Door Audit Document</b>
7. <b>Enhanced safety protocols will be implemented: personnel badges, interior classroom doors locked at all times</b>	<b>Administrators</b>	<b>August 2022 – May 2023</b>	<b>Updated Safety Procedures Emergency Operations Plan</b>	<b>Observations Shared Google Door Audit Document</b>

## 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. Continue development of positive campus climate and academic culture faculty and staff	WISD Administrative Team	August 2022 – June 2023	Staff appreciation events, faculty meetings,	Faculty and staff surveys, informal staff conversations
2. WJH will provide campus paraprofessionals with appropriate training, <b>Para Certification</b> , aligned to their assigned student needs, specifically inclusion support	Charles Henke	August 2022– May 2023	ESC 3; campus administrator	Student, parent, faculty survey
3. WJH will continue to recruit diverse faculty and staff; including Spanish speaking personnel	Charles Henke	August 2022- August 2023	Employment opportunities	teacher surveys, teacher retention

4. Weekly emails will be utilized to inform faculty and staff about campus events for scheduling.	Charles Henke	August 2022 – May 2023	Gmail	Faculty & Staff Feedback
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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 criteria
- Students who are at risk of dropping out of school under 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: \$167,848**

**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 current 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 2021 STAAR Assessments. Computer-based programs such as Maneuvering Math and Study Island have been purchased and are being used as additional resources in Math Labs. SRA Intervention Program, Lexia and Study Island, all research-based interventions, aide struggling learners in the Reading Labs. 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.