

WEIMAR ELEMENTARY SCHOOL

CAMPUS IMPROVEMENT PLAN

2025-2026

Campus Improvement Team Members

Kristy Janecka, Administrator
Angela Wied, Counselor
Ellen Luchak, Teaching professional
Shannon Seifert, Teaching professional
Amy Osburn, Teaching professional
Kris Hubenak, Teaching professional
Claire Kusy, Teaching professional
Mandy Fain, Teaching professional
Mercedes Konvicka, Teaching professional
Ashley Gibson, Teaching professional
Irene Juarez, Teaching Support
Carrie Rerich, Business Representative
Milton Koller, Community Member
Whitney Barrett, Parent



Date Committee Reviewed: 9/24/2025

Date of Board Approval: 10/20/2025

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 2025-2026 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 16, 2025. Campus Site-Based Committee Members present were Administrator, Kristy Janecka; Counselor, Angela Wied; Teachers, Ellen Luchak, Amy Osburn, Kris Hubenak, Mandy Fain, Kelly Berger, Ashley Gibson; Support Staff, Irene Juarez; Business Representative, Carrie Rerich; Community Representative, Milton Koller.

Area Addressed	Population Addressed	Assessment Instrument or Procedure	Summary of Results
Demographics	All Students and Teachers	PEIMS Reports Faculty Collaboration On Data Suites	TELPAS results decreased this past year. The exam is difficult for students, and we continue to provide explicit instruction with listening, speaking, reading, and writing to our ESL students. 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	All STAAR scores exceeded state & ESC3. At least 70% of 4th graders made growth progress from 3rd to 4th grade STAAR.
Curriculum, Instruction & Assessment	Teaching Staff	STAAR Assessment Data TPRI BOY-EOY Data PLC Meetings	Math reporting category 3 needs improvement in 3rd-4th grades. ECR - 30%-40% students received a 0 in grades 3 & 4.
School Culture & Climate	All Students, Parents, and Teachers	Student, Parent, and Teacher Surveys	Make efforts to clear communication between admin and teachers on what is appropriate detention behavior. Recognize students throughout the school year for good work and character traits.
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	There were internet outages frequently throughout the school year. Plan for teaching without it. Additional collaboration with teachers and parents about the intended use of technology programs, and feedback about how students are utilizing the programs.
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 ClassDojo to keep parents and community informed of activities on campus.
Staff Quality, Recruitment & Retention	WES Staff	Teacher Surveys	Campus staff utilizes Region 3, 4, and 13 for professional development. The 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.

Demographics Summary 2024-2025 School Year

Student Demographics	Count	% Enroll	Free/Reduced Meals	English Second Language	Gifted Talented	At Risk	Special Education
Total	290	100%	55.86%	11.72%	4.48%	44.14%	21.83%

Weimar Elementary School Campus Improvement Plan 2025-26

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 2025 - May 2026	TEKs Resource System. TEXGuide with Region 13. Sharon Wells Math Curriculum (Title 1 \$6,165). Pearlized Math (Title 1 \$5,000). Frogstreet Press (Pre-K). Really Great Reading (PK-3) Learning Without Tears (PK-4) EduSmart - Science SAVVAS - Social Studies	Unit Assessments CIRCLES (Pre-K) TX-KEA (Kinder) TPRI (1st & 2nd) STAAR (3rd & 4th) Student Achievement Domain 1 - Student groups will exceed regional and state averages on STAAR. Campus goals are set to attain 30/60/90 performance levels on STAAR math and RLA.
2. K-4 Students are given a math and reading screener at the beginning, middle, and end of the school year to identify what support is needed for students to achieve a year of growth. Students in grades 1-4 are given the NWEA Map Science Screener to monitor growth made in a year.	Kristy Janecka Teachers	August 2025 - May 2026	Renaissance Star Math and Star Reading screener (\$8,500 local funds) PLC data review NWEA Map Science Screener	Student annual growth measures include at least 60% of students.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. Targeted intervention is provided to students four days a week for 30 minutes. This includes students who are At-Risk, ESL, Special Education students with an IEP, students with a 504 plan and RtI plan.	Kristy Janecka Teachers Paraprofessionals	August 2025 - May 2026	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 (1-4) STAAR (3rd-4th) CLI engage (PK-2) Teacher made Skill Based Checklists
4. Art, Technology, and Character Education classes are provided to K-4 students one day per week, while teachers have PLC data collaboration.	Lisa Francis - Art Gloria Rubio - Tech Angela Wied - Guidance Kristy Janecka - PLC Teachers - PLC	August 2025 - May 2026	Art Supplies & Lab typing.com Program Character Strong curriculum \$1500 Wildcat bucks store \$4000 Counselor's Salary- Title 1	Student Surveys Technology efficiency. Students' relationships with their peers and teachers improve. Discipline Log
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 2025-May 2026	Local funds \$2,000 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.)

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
6. All WES certified staff are provided 30 hours of G/T Certification. Returning WES certified staff are provided with an annual, six hour, G/T update. Services for gifted/talented students are comprehensive, structured, sequenced, and appropriately challenging. A supplemental report card goes home each six weeks with identified G/T students.	Kristy Janecka Codi Pesak G/T Certified Teachers	August 2025 - May 2026	G/T Supplies (\$1,000 local) Texas Performance Standards Project (TPSP) GT Contracted Services with ESC 3.	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 to display at Parent Night. Higgins & Krischke obtain G/T certification
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 2025 - July 2026	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 growth measures are on target.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
8. Supplemental resources are purchased to support instruction in the classrooms.	Kristy Janecka Classroom Teachers	August 2025 - May 2026	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) Brain Pop StarFall Scholastic Magazine Library Books GF Educators Sirius Education (3rd/4th)	Student Achievement Domain 1 - Student groups will exceed regional and state averages on STAAR.
9. Recognize students for their outstanding work and citizenship.	Kristy Janecka Classroom Teachers Counselor	August 2025 - May 2026	Bulletin Board for student Shoutouts. Lunch with a Teacher! Student Activity Fund	Surveys will reflect that students feel recognized for good work.
10. Provide a homework lab 7:30-7:55am Mon - Fri for students to complete assignments, including HW.	Kristy Janecka Ellen Luchak Shannon Seifert	August 2025 - May 2026	Teacher Classrooms	Students complete HW, and fewer detentions are given for missing assignments.

Weimar Elementary School Campus Improvement Plan 2025-26

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	April 2026 - May 2026	Google Forms Survey Parent Survey Student Survey Employee Survey	Survey responses increase in positive feedback.
2. WES hosts parent engagement events and activities that highlight our facilities, programs, students and staff.	Kristy Janecka WES Staff	August 2025 - May 2026 Meet the Teacher Grandparents Breakfast Book Fair Family Night Public Schools Week Muffins with Mom Donuts with Dad	Student Activity Account	Parent Survey feedback. Sign-in attendance sheets for events.
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 Mikulenka - Vice President Irene Juarez - Treasurer Leah Newby - Secretary	August 2025 - July 2026	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 2025-May 2026	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 of parents and children 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 2025 - May 2026	Purple 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 G/T Enrichment students and teachers.	August 2025 - June 2026	Students and staff generated articles for the Weimar Mercury and ClassDojo.	Parent Survey feedback Student Survey feedback Articles in the newspaper highlighting learning and events at WES.

Weimar Elementary School Campus Improvement Plan 2025-26

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 SRO	August 2025 - July 2026	Stipend for Guardians	Weekly door check log. Emergency drill log. Surveys regarding safety. SRO's present basic safety programs to students.
2. Weekly door sweeps are conducted and results are recorded in Sentinel.	Kristy Janecka SRO WISD Superintendent	August 2025-July 2026	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 2025- May 2026	T-CHATT Youth and Family Services Texana Behavioral Health Care Clinic	Track referrals Parent Surveys Employee Surveys Student Surveys

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
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 2025 - May 2026	Weimar Police Department SRO Weimar Volunteer Fire Department Stanzel Foundation WES Counselor Red Ribbon Week prizes Netsmartz - Cyberbullying Green Light - Fitnessgram	Parent/Student/Teacher surveys concerning safety Fitnessgram results
5. 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. The Emergency Operations Plan is updated and reviewed annually. All staff are trained in Stop the Bleed.	WISD Superintendent WISD Administrators SRO	August 2025 - July 2026	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	Emergency drills efficiency School Safety Audit Parent/Student/Teacher surveys feedback
6. WES uses a tracking system to collect data on consequences of poor behaviors, including detentions and ISS.	Kristy Janecka Tena Maupin Carlton Tucker	August 2025 - May 2026	Google sheets document	Patterns and trends in data collected.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
7. WISD has a TIPS LINE, See Something Say Something anonymous reporting system on the Weimar ISD website. There is an anonymous alert on the website to report bullying.	WISD Superintendent WISD Administrators	August 2025 - July 2026	WISD webpage	Parent surveys and input Anonymous bullying and see something, say something reports submitted.
8. 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.	WISD Superintendent Kristy Janecka SRO WISD Maintenance Tena Maupin Karen Guerrero	August 2025 - July 2026	Safety Trainings WISD Door Safety Log	Safety Audit Report from State of Texas Input from surveys - safety questions
9. Sustain and continually improve WES playground equipment to enhance recess play and promote socialization in an open air environment.	Kristy Janecka	July 2025 - May 2026	Student Activity funds Community Grants	Parent, Student, and Staff Surveys. Draw lines on the soccer field, and replace the soccer nets. Add an outdoor volleyball net. Add an outdoor trash can.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
10. WES has a one-to-one technology device ratio for students K-4. A grade level set of chromebooks are purchased annually for first graders to use in grades 1-4 while at WES. Headphones are replenished as necessary. Ongoing technology training is offered to teachers to appropriately use equipment and programs provided.	Kristy Janecka WISD Technology Dept Jenny Fricke	August 2025 - July 2026	Title 1 Supplies \$ Interactive Flatscreens Ipads (PK & Kinder) Chromebooks (1st-4th) Laptops (Teachers) Wireless Access Point in each classroom (WAP)	The availability of devices, and wireless internet in the classroom. Parent/Teacher/Student surveys about the impact technology has on student performance.

Weimar Elementary School Campus Improvement Plan 2025-26

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 2025-May 2026	D-MAC T-TESS district calendar	Summative T-TESS is completed and signed by teacher.
2. WISD establishes a Texas Teacher Incentive Allotment plan to reward high-performing teachers with financial incentives.	WISD Superintendent Kristy Janecka	August 2025 - May 2026	State's school finance system.	WES increases the number of teachers who receive TIA each year.
3. WES will provide mentor training for teachers new to the district and on an as-needed basis.	Kristy Janecka Ellen Luchak Ashley Gibson	August 2025 - May 2026	New Teacher Orientation on Master Calendar.	Teacher survey questions involving feedback.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
4. 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 2025 - May 2026	Data pulled from DMAC. STAAR results	Continuous improvement on assessment scores throughout the school year. Vertical Alignment PK-4 in Math & Reading Increase in peer collaboration.
5. WES uses GroupMe, a text messaging application, Google Calendar, and a weekly email to provide mass communication to campus staff.	Kristy Janecka Campus Staff	August 2025 - May 2026	GroupMe application Weimar ISD emails Google Calendar	Teacher Survey feedback regarding communication.
5. WES administrators will attend career fairs in an effort to recruit skilled and certified teaching staff.	WISD Superintendent WISD Administrators	August 2025 - May 2026	College Career Fairs	WES recruits highly qualified teachers.

State Compensatory Education 2025-26

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: \$355,369.00

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.