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**WEIMAR JUNIOR HIGH SCHOOL**

CAMPUS IMPROVEMENT PLAN

**2024-2025**

**Campus Improvement Team Members**

Skye Anderle, Administrator

Codi Pesak, Support Staff (Counselor)

Vicki Hudec, Teaching Professional (Special Pops)

Jill Morrison, Teaching Professional (GT)

Jenny Fricke, Teaching Professional (ESL)

Emily Maupin, Teaching Professional

Amanda Mueller, Teaching Professional

Dylan Conway, Teaching Professional

Kenny Berger, Business Member

Dalton Lee, Community Member

Nikkita Dobbins, Parent

Myra Gomez, Parent

Janice Long, Parent

Date Committee Reviewed:

Date of Board Approval:

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

**WEIMAR INDEPENDENT SCHOOL DISTRICT MISSION STATEMENT**

Weimar Independent School District shall be a community nurturing academic excellence for all students and demonstrating leadership in character development. Students’ potential will be maximized in order to grow life-long learners and productive citizens.

**WEIMAR JUNIOR HIGH SCHOOL**

**MISSION STATEMENT**

Weimar Junior High shall be a campus which engages the learner, empowers the individual, and educates the student to become a life-long learner, a responsible individual, and a productive citizen.

**WEIMAR JUNIOR HIGH 2024-2025 Goals & Strategies:**

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

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

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

* Create and maintain collaborative partnerships with the community to promote positive perspectives and involvement in public education and our school system.

**Goal 3: Efficient Use of District Resources**

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

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

* We will promote, recruit, develop and retain effective teachers and highly qualified staff.
* We will provide a positive learning environment where all kids can learn how to lead safe, positive, healthy lifestyles and develop into self-disciplined citizens capable of assuming personal responsibility and accepting consequences for their actions.

**Comprehensive Needs Assessment**

| **Area Addressed** | **Population**  **Addressed** | **Sources of Documentation** | **Summary of Results** |
| --- | --- | --- | --- |
| Demographics | Students, Teachers, Staff | PEIMS Reports  Faculty Collaboration  TX Performance Report | WJH will continue to support and intervene with all students in our Special Populations - At-Risk, Homeless, Economically Disadvantaged, 504, RtI, Dyslexic, ESL, Special Education, and GT students - to increase growth on local and state assessments. |
| Student Achievement | 5th– 8th Grade Students  Teaching Staff | STAAR Assessment Data  TAPR Report  Campus Report Card  Student Math & Reading Levels  Core Curriculum | WJH will target students who did not meet or approach on their STAAR assessments to strengthen and maximize their potential to show meets and masters on grade level assessments and close the gaps on achievement. |
| Curriculum, Instruction & Assessment | Teaching Staff | STAAR Assessment Data  TAPR Report  Core Curriculum  District Curriculum Scope & Sequence | We will vertically align assessments in each content area throughout WJH to support rigorous instructions for all students. Data from assessments will be used to support student interventions. |
| School Culture & Climate | All Students  Parents | Student Surveys  Parent Surveys | Increase positive reinforcement for desirable student behaviors. Continue “Good Behavior” trips. Communicate discipline strategies clearly to faculty. Work on methods of addressing disruptive behaviors. Expand student opportunities to increase experiences through field trips or guest speakers. Expand SEL program. |
| School Context & Organization | Teaching Staff | District Organization Structures Teacher Surveys  TAPR Report | Master schedule is built to provide opportunities to address all students' needs. Increase communication between faculty to assist with student achievement and address student needs. We will have STAAR classes to meet students’ academic needs, as well as Enrichment classes to provide extension, problem solving and creativity. |
| Technology | Teaching Staff  All Students | Current Technology Inventory  Teacher Surveys  Student Surveys | Continue to utilize digital progress monitoring programs such as Renaissance STAR Reading, Renaissance STAR Math, and RtI documentation. We will utilize DMAC to monitor student progress, online testing and T-TESS goal setting. We will continue to provide students with adequate technology and assure we are replenishing it throughout the year. |
| Family and Community Involvement | All Students and Parents | Student Surveys, Parent Surveys, and Campus Sign In Sheets from Parent Involvement Activities | WJH utilizes newsletters at Progress Report and Report Cards, the district website and Facebook page, Remind to keep parents and the community updated on events and information. We would like to build and expand our PTO and have other opportunities for parent engagement. We will increase family engagement opportunities throughout the year. |
| Staff Quality, Recruitment & Retention | Teaching Staff | TX Performance Report  Teacher Surveys  Personnel Directory/  Years of Service | Increase opportunities to show faculty and staff appreciation. Recruit faculty and staff that are ethically and culturally diverse. The campus attempts to actively recruit faculty. Campus staff utilizes Region 3, 4, 13, 20 for professional development opportunities. |

**Weimar Junior High School**

**Campus Improvement Plan 2024-2025**

**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.

| *Activity/Strategy* | *Person Responsible* | *Timeline* | *Resources* | *Evaluation* |
| --- | --- | --- | --- | --- |
| 1. WJH will continue to increase rigor in all STAAR tested areas, specifically 5th & 8th Science and 8th Social Studies to increase Student Accountability to meet or masters and exceed regional and state averages on STAAR Exams striving for a 90% Approaching-60% Meets-30% Masters passing rate.  2. WJH Administrators, Teachers, and Paraprofessionals will continue to receive professional development based on their specific needs to support all WJH students, as well as their future professional goals.  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.  4. WJH will continue to use supplemental instructional materials for all at-risk, 504, RtI, Dyslexic, ESL, Special Education, and GT students. Students are either in STAAR Reading, STAAR Math, GT Enrichment, or Enrichment class to support and extend their learning.  5. All 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.  6. WJH will continue to measure student progress consistently by implementing a tracking system that monitors student growth and focuses on the needs of each individual learner.  7. WJH will continue Career Exploration Classes for students in grade 8.  8. WJH will maintain inclusion support personnel to assist high need students, as well as students who are ESL.  9. Supplemental resources and supplies are purchased to support instruction in all classrooms.  10. WJH will implement an Activity Period for UIL Practices and Academic Tutorials. | Skye Anderle  Classroom Teachers  Skye Anderle  WJH Faculty  Highly Qualified Para Training:  Ashlea Heffner  Jennifer Pesak  Skye Anderle  Codi Pesak  Classroom Teachers  Skye Anderle  Classroom Teachers  Skye Anderle  Codi Pesak  G/T Certified Teachers  Skye Anderle  Classroom Teachers  Skye Anderle  Dylan Conway  Skye Anderle  Michelle Vacek  Angela Lara  Skye Anderle  Classroom Teachers  Skye Anderle  WJH Staff | August 2024 – May 2025  August 2024 – May 2025  August 2024 – May 2025  August 2024 – May 2025  October 11, 2024  August 2024 – May 2025  August 2024 – May 2025  August 2024-May 2025  August 2024-May 2025  August 2024-May 2025 | TEKs Resource System  TEXGuide - Region 13  Lowman Resources  Sirius Education  IXL  Sharon Wells Math  SAVVAS Reading  Benchmark Assessments  Renaissance Star Reading/Math Assessments  STAAR Results from 2024  DMAC  Funding:  Local  Title 1 Funds  Professional Development Services (Region Centers)  TEKS Conference  Lead4Ward Conference  TEPSA (Administration)  CAMT (Math Conference)  Teach Rhymes with Beach  Highly Qualified Training  CESC Conference (Dyslexia & 504)  Lowman Consulting  Funding:  Local  Title I Funds  Title II Funds  5th Grade: Blinn College, Schulenburg  6th Grade: U of H, Victoria  7th Grade: TSTC or PVU  8th Grade: Texas A & M University  Funding:  Student Activity  Title I Funds  Study Island  Motivation Math  Lexia  Motivation Reading  BrainPop  Maneuvering Math  Freckle Math & ELA  Reading by Design  IXL  Lowman  Sirius  Funding:  Dyslexia Funds  Local Funds  Title 1 Funds  Contracted GT Services - ESC3  GT Supplies  Texas Performance Standards Projects (TPSP)  Melanie Meyer Conf. & TEKS Conf. (Title 1, 2, and local funds)  Funding:  Local Funds  Title 1 Funds  TEKS Resource System Google Data Sheet  TEXGUIDE  DMAC  Funding:  Local  Funds:  CCMR  Paraprofessional/personnel  Funding:  Title 1 Funds: $20,000  Reflex Math  BrainPop  Library Books  Study Island  Sirius  IXL  Lowman  Funding:  Local Funds  Title 1 Funds  UIL Study Materials,  Master Schedule, Tutorial  Schedule  Funding:  Local Funds | Performance Assessments  Benchmarks  Interim STAAR Assessments  Reading/Math STAAR  Staff survey feedback about needs and wants, as well as feedback from past conferences  Observation data showing implementation of strategies learned  Postsecondary Readiness, STAAR Accountability Summary  End of Year Survey  Unit Assessments,  STAR Renaissance BOY, MOY, EOY Data,  STAAR Assessments  G/T Report Card (students)  Staff Development Log Professional development completion certificates  Completed GT Projects from TPSP  Unit Assessment Performance  Benchmark Results (November & February)  STAAR Results  Renaissance STAR Math/Reading  Xello Reports  Observations  Student assessments data  Student Achievement  Domain 1 - Student groups will exceed regional and state averages on STAAR.  UIL Academic Awards,  Decreased numbers on the failure list  Increased Academic Progress  Fewer discipline issues during passing periods |

**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

| *Activity/Strategy* | *Person Responsible* | *Timeline* | *Resources* | *Evaluation* |
| --- | --- | --- | --- | --- |
| 1. WJH staff will continue to provide extensive communication between school and home via phone calls, e-mails, teacher webpages, Remind codes, and school newsletters sent home and sent through Remind with Progress Reports and Report Cards. We will openly communicate about attendance, grades, discipline and assignments.  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.  3. WJH will have incentive drawings (bikes, headphones, tickets, gift cards) for perfect attendance each 6 weeks, as well as incentives for the grade level with the best attendance percentage each 6 weeks. | Skye Anderle  WJH Faculty  Skye Anderle  WJH Staff  Skye Anderle  Taylor Rain  WJH Staff | August 2024 – May 2025  August 2024 – June 2025  August 2024 – June 2025  Every 6 Weeks  End of Year | Staff time  Student Agenda  Parent Conferences  Emails/Remind  Parent Portal  Report Cards/Progress Reports  WISD Website  WISD Facebook  School Messenger System (SMS)  Funding:  Title 1 Funds  Articles generated for the Weimar Mercury by the Principal. WJH communicates family engagement events with Facebook, notes home and the newspaper.  Weekly Attendance Reports  Incentives  Funding:  Title 1 Funds | Parent Contact Logs  Parent Survey Feedback  Informal Input for students, staff, and community members.  Parent Survey Feedback  Informal Input for students, staff, and community members.  Compare 6 weeks attendance rates  Student Attendance Records |

| *Activity/Strategy* | *Person Responsible* | *Timeline* | *Resources* | *Evaluation* |
| --- | --- | --- | --- | --- |
| 4. WJH will host parent & student engagement events and activities that highlight our facilities and programs.  4. WJH will encourage family involvement through the Parent Teacher Organization (PTO).  5. Surveys are utilized to assess and measure progress on the campus climate, student achievement, and staff effectiveness at WJH. Student, staff, and families’ responses are collected. | Skye Anderle  WJH Staff  Skye Anderle  PTO Members  Skye Anderle  Karen Guerrero | August 2024 – June 2025  ESL Night  Meet the Teacher Night  Book Fair Family Night  Public Schools Week  Halloween Spooktacular  Winter Event  August 2024 – June 2025  August 2024 – June 2025 | Student Activity Account  Title 1 Funds  PTO Fundraisers  Google Forms Survey  Parent Survey  Student Survey  Employee Survey | Parent Survey feedback,  Parent attendance at events  PTO Meeting Agendas  Feedback from parents and community members  Parent survey responses  Survey responses (% of strongly agree & agree) |

**Weimar Junior High School**

**Campus Improvement Plan 2022-2023**

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

**Objective 1:** Weimar Junior High School will provide a safe, secure, inviting, and healthy learning environment, to ensure that all feel supported, valued, and engaged.

| *Activity/Strategy* | *Person Responsible* | *Timeline* | *Resources* | *Evaluation* |
| --- | --- | --- | --- | --- |
| 1. WISD will ensure that at least one armed security officer or a school district employee who has completed school safety training provided by a qualified handgun instructor certified in school safety is present during regular school hours at each campus. WJH shall implement a multi hazard emergency operations plan.  2. WJH will continue to develop a positive campus culture by developing a Behavior Student Incentive Program that includes student earned trips/functions/rewards.  3. WJH students will be provided with Social Emotional Lessons and resources to help encourage skills for students to live healthy, safe lives. These events include: Red Ribbon Week, Bully Prevention Month, Unity Day, etc. | WISD Superintendent  WISD Campus Administrators  Skye Anderle  Codi Pesak  Taylor Rain  WJH Staff  Skye Anderle  Codi Pesak | August 2024 – June 2025  August 2024 – June 2025  August 2023 – May 2024 | $4,000 stipend for Guardians  Senintel  Raptor  Funding:  Title 1 Funds  Discipline Reports  AR Completion  Student Activity Funds  Funding:  Title 1 Funds  Character Education,  Guest Speakers  Funding:  Title 1 Funds | Weekly door check log.  Emergency drill log.  Surveys regarding safety.  Discipline reports  ISS assignments  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. Partnerships with mental health resources, outside the school, will be expanded and used as needed. WJH will promote a Hope Squad.  5. Enhanced safety protocols will be implemented. All personnel and visitors will wear badges at all times, classroom doors locked at all times when students are present. Alarms are on the exterior doors to sound when doors are not completely closed, Interior and exterior door audits will be performed weekly.  6. WJH has a one-to-one technology device ratio for all students. Updated technology, such as flatscreen TVs and laptops are provided for teachers in their classroom. We will continue to update and replenish devices to sustain the long range goal to maintain technology devices and keep them running efficiently. Ongoing technology training is provided to teachers to use equipment provided and troubleshoot problems.  7. WISD has an updated website tab that provides school safety and alert information such as Threat Protocols and Resources, Preparations/Plans, as well as Anonymous Reporting Bullying/Threats.  8. WJH will provide staff development to employees in collaboration with the Weimar PD and FD based upon the Texas School Safety Center Recommendations. Raptor will be used to notify first responders in the event of an emergency on campus.  The Emergency Operations Plan is updated and reviewed by WJH staff. | Skye Anderle  Codi Pesak  Skye Anderle  WJH Staff  WJH Maintenance  Skye Anderle  WISD Technology Dept  WISD Superintendent  WISD Administrators  WISD Superintendent  WISD Administrators | August 2024 – May 2025  August 2024 – May 2025  August 2024 – May 2025  August 2024 – May 2025  July 2024 - June 2025 | Family Crisis Center;  T-CHATT  Community Resource Directory (Health and Behavior Wellness Council of Greater Colorado County)  Youth and Family Services  Texana Behavioral Health Care Clinic  Hope Squad  Safety Trainings  WISD Door Safety Log  Sentinel  Raptor  Interactive Flatscreens  Chromebooks  Laptops (Teachers)  Funding:  Local Funds  Title 1 Funds  WISD webpage  Weimar Police Department  Weimar Fire Department  Updated District Maps  Emergency Drill Manual and Evacuation Plans  Texas School Safety Center <https://txssc.txstate.edu/>  Raptor  Stop the Bleed Training  CRASE - Civilian Response to Active Shooter Events) | Student and parent surveys  Reduction in crisis outcries  Safety Audit Report from State of Texas  Input from surveys - safety questions  The availability of wireless internet in the classroom.  Parent/Teacher/Student surveys about the impact technology has on student performance.  Parent surveys and input  Anonymous bullying reports submitted  Emergency drills efficiency  School Safety Audit  Parent/Student/Teacher surveys feedback |
| --- | --- | --- | --- | --- |

**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.

| *Activity/Strategy* | *Person Responsible* | *Timeline* | *Resources* | *Evaluation* |
| --- | --- | --- | --- | --- |
| 1. WJH will provide campus paraprofessionals with appropriate training, Para Certification, aligned to their assigned student needs, specifically inclusion support  2. WJH will continue to maintain diverse faculty and staff; including bilingual personnel on campus to assist students and parents with language barriers  3. Weekly emails, GroupMe, and text messages will be utilized to inform faculty and staff about campus events for scheduling.  4. Teachers will be monitored and provided feedback throughout the school year using T-TESS (Texas Teacher Evaluation and Support System)  5. WJH will provide mentor training for teachers in classroom management and lesson planning. Mentor teachers will visit the mentees classroom and offer support.  6. WISD will provide “Performance Pay” to all staff members. | Skye Anderle  Highly Qualified Para Training:  Ashlea Heffner  Jennifer Pesak  Skye Anderle  Angela Lara  Skye Anderle  Skye Anderle  WJH Faculty  Skye Anderle  WJH Faculty  WISD Superintendent  WISD School Board | August 2024– May 2025  August 2024- May 2025  August 2024– May 2025  August 2024 – May 2025  August 2024 – May 2025  November 2024 - $2,000  July 2025 - $1,500 for returning employees | ESC 3  Campus Administrator  Employment opportunities  Canva  Google Email  D-MAC  ESC 4 T-TESS training  Region 13 Advanced Educational Learning (AEL)  Mentor teachers will provide feedback to new teachers.  Funding:  ESSER  Fund Balance | Student, parent, faculty survey  Teacher surveys  teacher retention  job fairs  Faculty & Staff Feedback  Classroom walkthroughs, informal observations, goal setting and formal observation.  Teacher survey questions involving feedback.  Teacher surveys |

**State Compensatory Education**

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

* Students who are at risk of dropping out of school under state and local criteria
* How students are entered into the SCE program
* How students are exited from the SCE program
* The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio

**Total SCE funds allotted to Weimar Junior High School:** $85,668

**Total FTEs funded through SCE at Weimar Junior High School:** 8

**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 2024-2025 school year, Weimar Junior High has created Math, Reading, Writing, Science, & Social Studies Intervention classes for any student at-risk of failing their current grade level or the 2024 STAAR Assessments. Computer-based programs such as Sirius Education and Study Island have been purchased and are being used as additional resources in STAAR Math classes. Sirius Education, SRA Intervention Program, Lexia and Study Island, all research-based interventions, aid struggling learners in the STAAR Reading classes. Inclusion personnel have been assigned to all core subject areas to support students. After-school Tutorials, the Homework Lab are also being provided to any student in jeopardy of failing and/or at-risk of failing the STAAR test.

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

The established programs at Weimar Junior High School ensure student learning and promise to decrease the number of students enrolled in SCE programs drastically. Through the professional support of the faculty and staff, each student will add value to their academic knowledge and mastery level.