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WEIMAR JUNIOR HIGH SCHOOL

CAMPUS IMPROVEMENT PLAN

2025-2026

Campus Improvement Team Members

Skye Anderle, Administrator

Codi Pesak, Support Staff (Counselor)

Emily Maupin, Teaching Professional (Math)

Amanda Mueller, Teaching Professional (Reading)

Jill Morrison, Teaching Professional (Science)

Courtney Pieper, Teaching Professional (Social Studies)

Vicki Hudec, Teaching Professional (Special Education)

Ashley Due, Teaching Professional (GT)

Keith Cubit, Teaching Professional (Electives)

Angela Lara, Non Teaching Professional (ESL)

Jennifer Pesak, Non Teaching Professional

Kenny Berger, Business Member

Travis Leihardt, Community Member

Nikkita Dobbins, Parent

Janice Long, Parent

Date Committee Reviewed: September 8, 2025

Date of Board Approval: September 8, 2025

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 2025-2026 Goals & Strategies:

Goal 1: Academic Improvement and Growth of All Students

- Provide a well-balanced, appropriate and aligned curriculum.
- Continue a research-based, multi tiered system of support (MTSS) 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.

Campus Site Based Committee and Campus Improvement Team Members include: Skye Anderle, Codi Pesak, Emily Maupin, Amanda Mueller, Jill Morrison, Courtney Pieper, Vicki Hudec, Ashley Due, Keith Cubit, Angela Lara, Jennifer Pesak, Kenny Berger, Travis Leihardt, Nikkita Dobbins, and Janice Long. We met on 09/08/2025.

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, Rtl, Dyslexic, ESL, Special Education, and GT students - to increase growth on local and state assessments.
Student Achievement	5 th – 8 th 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. WJH will use iCEV curriculum for our CTE courses.
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	The 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 NWEA Science Map , Renaissance STAR Reading, Renaissance STAR Math, and Rtl 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.
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Weimar Junior High School Campus Improvement Plan 2025-2026

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 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.	Skye Anderle Classroom Teachers Morrison Almeida Williams Krejci Ervin	August 2025 – May 2026	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 2025 DMAC NWEA Map - Science Funding: Local Title 1 Funds	Performance Assessments Benchmarks Interim STAAR Assessments Reading/Math STAAR
	Skye Anderle	August 2025 – May 2026	Professional Development Services (ESCs)	

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.	WJH Faculty		TEKS Conference Lead4Ward Conference TEPSA (Administration) CAMT (Math Conference) Teach Rhymes with Beach (RLA) Highly Qualified Training (Paras) CESC Conference (Dyslexia & 504) Lowman Consulting	Staff survey feedback about needs and wants, as well as feedback from past conferences Observation data showing implementation of strategies learned
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. WJH will also invite presenters to come in and speak about their careers - Career Chats.	Skye Anderle Codi Pesak Classroom Teachers	August 2025 – May 2026	5 th Grade: Blinn College, Schulenburg 6 th Grade: Texas A&M, Victoria 7 th Grade: TSTC 8 th Grade: Texas A & M University Funding: Student Activity Title I Funds	Postsecondary Readiness, STAAR Accountability Summary End of Year Survey
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.	Skye Anderle Classroom Teachers	August 2025 – May 2026	Motivation Math Lexia Motivation Reading BrainPop Maneuvering Math Freckle Math & ELA Reading by Design IXL Lowman Sirius NWEA Map Funding: Dyslexia Funds Local Funds Title 1 Funds	Unit Assessments, STAR Renaissance BOY, MOY, EOY Data, STAAR Assessments NWEA Map BOY, MOY, EOY

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.	Skye Anderle Codi Pesak G/T Certified Teachers	November 7, 2025	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	G/T Report Card (students) Staff Development Log Professional development completion certificates Completed GT Projects from TPSP
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.	Skye Anderle Classroom Teachers	August 2025 – May 2026	TEKS Resource System Google Data Sheet TEXGUIDE DMAC Funding: Local	Unit Assessment Performance Benchmark Results (November & February) STAAR Results Renaissance STAR Math/Reading
7. WJH will continue Career Exploration Classes for students in grade 7.	Skye Anderle Codi Pesak	August 2025 – May 2026	Funds: CCMR	Xello Reports Observations
8. WJH will use iCEV curriculum for our new CTE courses we are offering at WJH.	Skye Anderle Conner Williams Keith Cubit Codi Pesak	August 2025 - May 2026	Funds: CCMR Title 1 Funds: \$3,000	Observations Assessments
9. WJH will maintain inclusion support personnel to assist high need students, as well as students who are ESL.	Skye Anderle Michelle Vacek Angela Lara	August 2025 - May 2026	Paraprofessional/Personnel Funding: Local Funds Title 1 Funds: \$20,000	Student Assessments Data
10. Supplemental resources and supplies are purchased to support instruction in all classrooms.	Skye Anderle Classroom Teachers	August 2025 - May 2026	BrainPop Library Books Sirius IXL	Student Achievement

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11. WJH will implement an Activity Period for UIL Practices and Academic Tutorials.	Skye Anderle WJH Staff	August 2025 - May 2026	Lowman NWEA Map Funding: Local Funds Title 1 Funds UIL Study Materials, Master Schedule, Tutorial Schedule Funding: Local Funds	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
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Weimar Junior High School Campus Improvement Plan 2025-2026

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, 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.	Skye Anderle WJH Faculty	August 2025 – May 2026	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	Parent Contact Logs Parent Survey Feedback Informal Input for students, staff, and community members.
2. WJH will continue to promote the campus by submitting articles, pictures, and student work to the local	Skye Anderle WJH Staff	August 2025 – June 2026	Articles generated for the Weimar Mercury by the Principal. WJH communicates family engagement events with	Parent Survey Feedback Informal Input for students, staff, and community members.

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.			Facebook, notes home and the newspaper.	
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 Taylor Rain WJH Staff	August 2025 – June 2026 Every 6 Weeks End of Year	Weekly Attendance Reports Incentives Funding: Title 1 Funds	Compare 6 weeks attendance rates Student Attendance Records
4. WJH will host parent & student engagement events and activities that highlight our facilities and programs.	Skye Anderle WJH Staff	August 2025 – June 2026 Meet the Teacher Night Book Fair Family Night Public Schools Week Halloween Spooktacular Winter Event	Student Activity Account Title 1 Funds	Parent Survey feedback, Parent attendance at events
4. WJH will encourage family involvement through the Parent Teacher Organization (PTO).	Skye Anderle PTO Members	August 2025 – June 2026	PTO Fundraisers	PTO Meeting Agendas Feedback from parents and community members Parent survey responses
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 Jenny Fricke	August 2025 – June 2026	Google Forms Survey Parent Survey Student Survey Employee Survey	Survey responses (% of strongly agree & agree)

Weimar Junior High School Campus Improvement Plan 2025-2026

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. 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.	WISD Superintendent WISD Campus Administrators School Resource Officers (SRO)	August 2025 – June 2026	\$4,000 stipend for Guardians Senintel Raptor Funding: Title 1 Funds	Weekly door check log. Emergency drill log. Surveys regarding safety.
2. WJH will continue to develop a positive campus culture by developing a Behavior Student Incentive Program that includes student earned trips/functions/rewards.	Skye Anderle Codi Pesak Taylor Rain WJH Staff	August 2025 – June 2026	Discipline Reports AR Completion Student Activity Funds Funding: Title 1 Funds	Discipline reports ISS assignments

3. WJH students will be provided with Social Emotional Lessons with Character Strong 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.	Skye Anderle Codi Pesak	August 2025 – May 2026	Character Strong, Guest Speakers Funding: Title 1 Funds	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.	Skye Anderle Codi Pesak	August 2025 – May 2026	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	Student and parent surveys Reduction in crisis outcries
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.	Skye Anderle WJH Staff WJH Maintenance School Resource Officers (SRO)	August 2025 – May 2026	Safety Trainings WISD Door Safety Log Sentinel Raptor	Safety Audit Report from State of Texas Input from surveys - safety questions
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	Skye Anderle WISD Technology Dept	August 2025 – May 2026	Interactive Flatscreens Chromebooks (Students) Laptops (Teachers) Funding:	The availability of wireless internet in the classroom. Parent/Teacher/Student surveys about the impact technology has on student performance.

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.			Local Funds Title 1 Funds	
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.	WISD Superintendent WISD Administrators	August 2025 – May 2026	WISD webpage	Parent surveys and input Anonymous bullying reports submitted
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.	WISD Superintendent WISD Administrators	July 2025 - June 2026	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)	Emergency drills efficiency School Safety Audit Parent/Student/Teacher surveys feedback
9. Sustain and continually improve WJH playground equipment to enhance recess play and promote socialization in an open air environment.	Skye Anderle	July 2025-May 2026	Student Activity Funds Community Grants	Parent/Student/Teacher surveys feedback

Weimar Junior High School Campus Improvement Plan 2025-2026

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. WJH will provide campus paraprofessionals with appropriate training, Para Certification, aligned to their assigned student needs, specifically inclusion support	Skye Anderle	August 2025– May 2026	ESC 3 Campus Administrator	Student, parent, faculty survey
2. WJH will continue to maintain diverse faculty and staff; including bilingual personnel on campus to assist students and parents with language barriers	Skye Anderle Angela Lara	August 2025- May 2026	Employment opportunities	Teacher surveys Teacher retention Job fairs

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3. Weekly emails, GroupMe, and text messages will be utilized to inform faculty and staff about campus events for scheduling.	Skye Anderle	August 2025– May 2026	Canva Google Email	Faculty & Staff Feedback
4. Teachers will be monitored and provided feedback throughout the school year using T-TESS (Texas Teacher Evaluation and Support System)	Skye Anderle WJH Faculty	August 2025 – May 2026	D-MAC ESC 4 T-TESS training Region 13 Advanced Educational Learning (AEL)	Classroom walkthroughs, informal observations, goal setting and formal observation.
5. WJH will provide mentor training for teachers in classroom management and lesson planning. Mentor teachers will visit the mentees classroom and offer support.	Skye Anderle WJH Faculty	August 2025 – May 2026	Mentor teachers will provide feedback to new teachers.	Teacher survey questions involving feedback.
6. WISD will provide “Performance Pay” to all staff members.	WISD Superintendent WISD School Board	November 2025 - \$2,000 July 2026 - \$1,500 for returning employees	Funding: ESSER Fund Balance	Teacher surveys
7. WISD establishes a Texas Teacher Incentive Allotment plan to reward high-performing teachers with financial incentives.	WISD Superintendent Skye Anderle	August 2025-May 2026	New Teacher Orientation on Master Calendar	Teacher survey questions involving feedback.

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: \$93,506

Total FTEs funded through SCE at Weimar Junior High School: 6

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 2025-2026 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 2026 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.