

WEIMAR HIGH SCHOOL

CAMPUS IMPROVEMENT PLAN

2025-2026

Campus Improvement Team Members

Stacy Heger, Non-teaching professional
Lindsay Fisbeck, Counselor / Homeless Liaison
Ryan Bosse, IT
Melissa Clark (ESL), Teaching professional
Misty Mican (Sped), Teaching professional
Amy Streit (GT), Teaching professional
Susan Sternadel, Teaching professional
Cory Morrison, Teaching professional
Anne Douglas, Teaching professional
Natalie Krejci, Teaching professional
Judy Dusek, Business Member
Milton Koller, Community Member
Tara Cernoch, Parent
Carla Villanueva, Parent



Date Committee Reviewed: 9-3-25

Date of Board Approval:

WEIMAR INDEPENDENT SCHOOL DISTRICT VISION STATEMENT

Weimar ISD: A Standard of Excellence Today to Build a Successful Tomorrow

At Weimar ISD – WE BELIEVE.....

Education is ever-changing, never-ending, and different for everyone.

Students desire to learn and succeed.

Learning is a lifelong, challenging process.

Relationships are the foundation of a healthy learning environment.

Children will rise to meet expectations when surrounded by a positive culture.

Education is a collaborative effort between parents, teachers and students.

WEIMAR INDEPENDENT SCHOOL DISTRICT MISSION STATEMENT

In partnership with students, families, and the community, Weimar ISD aims to inspire students to meet high expectations, become thriving citizens, and carry on the proud Wildcat Tradition of Excellence

WEIMAR HIGH SCHOOL MISSION STATEMENT

Weimar High School 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 HIGH SCHOOL'S 2025-2026 Goals & Strategies:

Goal 1: Student Achievement and Growth

- All graduates will be college ready, career ready, industry certified or enlisted in the military.
- Student groups will exceed regional and state averages on STAAR/EOC exams.
- Provide a well-balanced, appropriate and aligned curriculum.
- Continue a research-based, 3-tiered Response to Intervention Program to support academic success for struggling students, while continuing to build a foundation of reading and math.

Goal 2: Effective Communication and Community Relations

- Engage parents in awareness efforts through social media and community events.
- Host extra-curricular events that highlight campus facilities and programs.
- Openly communicate with parents in regards to attendance, discipline and assignments through multiple resources.
- Promote and acknowledge the success of students.
- Build collaborative partnerships within the community to promote a positive perspective on public education and promote community involvement in the school system.

Goal 3: Technology and Fiscal Responsibility

- Assist in developing a long range technology plan.
- Utilize grants and federal funds to meet the needs of students.
- Routinely review expenditures to determine efficient use of funds.
- 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

- Provide mentor training for teachers in classroom management and lesson planning.
- Provide planning and strategy training that will engage staff in the professional learning community.
- Promote, recruit, develop and retain effective teachers and highly qualified staff.
- 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

Goal 5: Culture & Climate

- Promote a shared vision; valuing culture and instruction by connecting with school staff about the school environment and academic expectations.
- Encourage family involvement in their student's education by providing them a voice in decision-making processes and connects students to the school culture.
- Leadership will provide positive experiences through praise and reward. Incentive programs allow teachers, staff and students to identify positive actions and reinforce those through praise.
- Use a tracking system to collect data on consequences of poor behaviors to determine if there is a pattern or trend in the data collected.

Goal 6: Safety and Security- Mental Health

- Expand mental health providers and child psychiatry access.
- Review and update Multi-hazard District Emergency Operations Plan.
- Collaborate with Weimar Police and Fire Departments.
- Provide an office space and secure computer system for on-duty Weimar Police Officers to complete paperwork.

Weimar High School

Campus Improvement Plan 2025-2026

Goal 1: Student Achievement & Growth

Objective 1: Weimar 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 in all aspects of the secondary curriculum.

Objective 3: Identify At-Risk students and develop the essential knowledge required to receive credit in all academic areas.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WHS staff will continue to increase classroom rigor, while providing structured relevance in an effort to increase Student Achievement (Domain I – State Accountability System) to meet or exceed the following expectations: Student Achievement: 94%; STAAR Performance: 86%; CCMR: 99%; Graduation Rate: 100% School Progress: 92%; Academic Growth: 86%; Relative Performance: 92%; Closing the Gaps: 90%; WHS will continue to be awarded Distinction Designations in the areas of ELA/Reading, Math, Science, Social Studies, Comparative Academic Growth, Postsecondary Readiness & Comparative Closing the Gaps	Heger Classroom Teachers	August 2025-2026	TEKS Resource System, TEXGUIDE, STAAR resources, Lead4Ward, Lowman Consulting Funding: Local: \$8,000	Unit Assessments, Progress Reports & Report Cards, STAAR EOC Results, State Accountability Performance Reports
2. WHS Teachers will continue to receive professional development, and be monitored throughout the school year on T-TESS (Texas Teacher Evaluation & Support System). Added Professional Development will be focused in the areas of English & English Language Learner Support as an additional effort to increase the number of students receiving “Masters” on their STAAR assessment and student growth on TELPAS.	Heger Teachers: English I, Douglas English II, Conway English III & IV, Streit	August 2025 – May 2026	Professional Development Services offered (ESC 3, 13 Melanie Meyer Writing Workshop; TEKS Resource Conference; Region 3 Contracted Services for ELL Support Funding: Local: \$3,500 Title III: \$2,000 Title II: \$9,347	Classroom walkthroughs, informal observations, goal setting & formal observation; TELPAS results

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. WHS will increase the rigor of Honors Classes by differentiating instruction while incorporating college level preparation materials	Heger Classroom Teachers	August 2025 - May 2026	SAT/ACT/TSI Prep Material; College Syllabi; College entry level materials	SAT/ACT/TSI Scores; STAAR Results
4. WHS will continue to implement Sadlier Vocabulary in English I - IV Classes as an additional effort to better prepare students for dual credit, STAAR & the SAT/ACT/TSI College Entry Exams	Heger, Douglas, Conway, Streit	August 2025 – May 2026	Sadlier Vocabulary Workshop, Tools for Excellence Funding: Local: \$500	Unit Assessments; Student Performance on STAAR, dual credit, STAR Renaissance, SAT/ACT/TSI, increased reading level
5. WHS certified teachers will provide specially designed instruction in the general ed setting; paraprofessional inclusion support will be provided for WHS sped students	Heger Teacher: Algebra I, Geometry & Math Models: Mican Classroom Support: Greene, Clark, Morrison, Kunschick, Christen	August 2025 – May 2026	Daily Class Lessons / Homework Assignments / Projects / Quizzes & Tests/ Curriculum Planning Meetings	Six Week Special Education Achievement Goals; Progress Reports & Report Cards; Reading Levels; Unit Assessments
6. WHS will purchase ONLINE instructional materials to prepare students for STAAR 2.0	Heger	August 2025 - May 2026	AR 360, Brain Pop, Sirius Education, Lowman Consulting, DMAC, Sadlier, IXL Funding: Local: \$6,500	Six Week Benchmarks, Unit Assessments, STAR BOY, MOY, EOY Data, STAAR Assessments
7. New WHS certified staff will be provided 30 hours of GT Certification. Returning WHS certified staff will be provided with an annual, six hour, GT update	Heger	Returning Staff – October, 2025; New Staff – Fall 2025 (Sams, Rodriguez, Hasse)	Professional Development Services Offered via ESC 3; TEKS Resource Conf. Funding: GT: GT Contracted Svcs.	Sign-in sheet / Staff Development Log and awarded professional development completion certificates

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
8. WHS 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.	Heger	August 2025 – May 2026	TEKS Resource System TEXGUIDE DMAC Funding: Local: \$7,800	Unit Assessment Performance STAAR Results; Benchmark Results (November & February)
9. WHS will continue to use the online learning platform, Edgenuity, that provides a variety of courses, including core curriculum, electives, credit recovery & test preparation.	Stacy Heger	August 2025	Edgenuity EMAT: \$15,678.97	Increased completer status; increased graduation rates, State Assessment Performance
10. WHS will provide SAT Preparation Nights and TSI Bootcamps as an additional effort to ensure success on the college entry exam	Heger, Fisbeck, WHS Staff	Fall 2025 & Spring 2026	SAT & TSI Prep Material Funding: CCMR: \$500	SAT Student Results TSI Student Results on new TSI 2
11. WHS will host PSAT & SAT School Days to provide students the opportunity to take the college entry exam during a school day on campus	Heger, Fisbeck	SAT for 11 th & 12 th Graders: 10-8-2025 & 3-4-2025 PSAT for 9 th Graders: 3-31-2026; PSAT for 10 th Graders: 3-25-2026	SAT College Entry Exam PSAT Exam Funding: CCMR: \$600	PSAT / SAT Student Results
12. WHS will continue to implement the ACCSS (Alliance for College & Career Student Success) Innovative Curriculum into the 9 th Grade AFNR Classroom as an additional effort to introduce dual credit opportunities and career pathways for the students of Weimar High School.	Heger Fisbeck Hasse	August 2025 – May 2026	ACCSS Curriculum Xello Funding: Perkins Grant: \$6,094	Dual credit enrollees, TSI Results, Kuder, Performance Results

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
13. WHS will ensure that At-Risk students, HB 4545 Students, Tier 2 & 3 RTI students, students with Dyslexia, ESL students, Special Education students and students who are “Homeless” will receive additional small group, specialized instruction focused on math, reading, writing, social studies &/or science	Heger Classroom Teachers Misty Mican Sternadel Moreno Conway Douglas Krejci Rehak	August 2025 – May 2026	AR 360; STAAR Resource Materials; BrainPop Funding: Local: \$6,500	Benchmarking Data Progress Reports & Report Cards 2026 STAAR Results
14. WHS students needing additional classroom support will have the opportunity to receive assistive instruction through the SWAG (Students with a Goal) Classroom and Activity Period Tutorials & After-school Tutorials	Heger, Mican, Greene, Adams, Kunschick, Christen	<u>Activity Period Tutorials:</u> Thursdays, 10:16 am – 10:48 am <u>After-school Tutorial:</u> 3:30 pm – 4:00 pm, Monday – Thursday	STAAR Resource Materials; Classroom Materials; Classroom Teacher Funding: Dyslexia: \$3,500 State Comp Ed: \$70,281	Six week reports, Benchmark Data, Six Week Assessments, STAAR results, progress-monitored, computer-based program results
15. WHS will provide a certified Special Education Teacher / Case Manager for grades 9 – 12	Heger, McIntosh Case Manager, Misty Mican	August 2025 – May 2026	Master Schedule; Student Accommodation; IEPs	Benchmarking Data Progress Reports & Report Cards; ARD Meetings
16. WHS, in partnership with ACCSS, will host a College & Career Fair for students in grades 9 - 12 from WISD and surrounding districts.	Fisbeck ACCSS Personnel	October 21, 2025	ACCSS: \$300	Business & College Representation; Interviews, Student job Acceptance, College Acceptance

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
17. WHS will partner with ACCSS & Blinn College for Dual Credit Courses, while following the rules and guidelines set forth by Blinn College	Fisbeck Heger Moreno – Business 1324 & 1325 Blinn Instructor - Govt/Eco, US History, English 1301 & 1302, American Lit 2327& 2328; Public Speaking 1301, CNA, CMA	August 2025 – May 2026	WHS Library; Proctor: Colleen Garcia Funding: Blinn Dual Credit: \$1,000	Fall and Spring Academic Scores
18. WISD will implement a CCMR Readiness Plan as an additional strategy to prepare WHS students for post-graduation success in college, a career or the military.	Heger Sams, Hasse, Rodriguez, Mueller	October 2025 – May 2026	Region 3 ESC CCMR / CTE Specialists	Post-graduation student success, TEA Accountability Measures, CCMR Outcome Bonuses
19. WHS will host UIL Recruiting Days as an additional effort to introduce, promote and increase UIL Academics on campus. Sponsors will attend a minimum of two meets as an additional effort to support the participants and encourage individual and team success. Students wishing to apply and qualify for NHS will participate in two UIL events.	Heger, Clark (UIL Coordinator), UIL Sponsors	August 21 & 22, 2025	UIL Academic Study Material; Sponsors	Increased student and sponsor participation; Individual student and team success; Increased numbers attaining post-district participation. Individual & Team Advancement; State Qualifiers

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
20. WHS will continue to implement & evaluate Programs of Study in the CTE Dept. to ensure graduating seniors reach a “completer” status for CCMR (College, Career & Military Readiness) Accountability.	Heger, Fisbeck, Sams, Hasse, Rodriguez, Mueller	August 2025 – May 2026	Region 3 ESC Training; TEA Specialist Support; CCMR Tracker	CCMR individual points, Industrial-based Certifications; Work-based learning surveys and evaluations
21 WHS will submit Industrial-based Certification dates into individual Graduation Plans within the year that they are earned by each student.	Fisbeck, Heger, Sams, Hasse, Rodriguez IBCs – Welding, Floral, Animal Science, Vet Tech	August 2025 – May 2026	CCMR Tracker	CCMR individual points; CCMR Accountability results
22. WHS CTE staff & office personnel will attend CCMR & PEIMS workshops to ensure course and student data is disseminated and accurately recorded	Heger, Hasse, Sams, Rodriguez, Fisbeck,	August 2025	Region 3 CTE Specialist Assistance Region 3 PEIMS Workshops	CCMR Performance Reports
22. WHS will purchase the NWEA Map Growth Assessment to measure student growth in Biology	Heger, Krejci	September 2025	Funding: EMAT, \$7,425	State Assessment Scores T-TESS Evaluations
23. WHS will enroll in Texas College Bridge as an additional effort to prepare students for college-prepatory math and English courses.	Heger, Streit, Walker	September 2025	Funding: Free	TSI success (college entrance exam)

Weimar High School Campus Improvement Plan 2025-2026

Goal 2: Effective Communication and Community Relations

Objective 1: Weimar High 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. WHS staff will continue to provide extensive communication between school and home via phone calls, face-to-face parent-teacher meetings, e-mails, teacher webpages & Remind	Heger.	August 2025 – May 2026	Staff time	Parent Contact Logs

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
2. WHS will continue to host the annual “Meet the Teacher” Night	S. Heger Classroom Teachers	August 11, 2025	WHS	Student, Teacher & Parent Surveys
3. WHS 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.	Mican, D. Conway, Clark, Class Sponsors, Classroom Teachers	August 2025 – June 2026	Technology & Journalism Class; Digital camera; Articles for newspaper	Informal input from community members, students, and staff
4. WHS will continue to provide support for the “Parent Taught Driver’s Education” Program	Heger	August 2025 – May 2026	Cypress Driving School - Jeff Adams; Library & Computer Labs; WISD webpage	Completion certificates; driver permits / licenses.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
5. WHS will provide translators to ensure that limited English proficient parents know and understand their student's educational goals and expectations, as well as, to answer questions/concerns regarding required paperwork, state assessments, etc.	Heger	August 2025 - May 2026	ESL teacher; translators; Parent materials	Informal input from parents & staff, parent & student surveys, student progress
6. WHS will continue to utilize the district's School Messenger System, Remind, district Facebook page and district website to inform parents of upcoming events and activities.	Heger, WHS Staff, Ryan Bosse & Jenny Fricke	August 2025 - May 2026	School Messenger System; District webpage	Informal input from parents, students, and staff
7. WHS will create the Wildcat Wildflowers Organization via Advanced Floral Design and The Hungry Wildcat to promote the CTE program and acknowledge student talent.	Phyllis Sams Emaleigh Hasse	Monthly	Fund: Federal - CTE	Customer evaluations; increase in customer purchases

Weimar High School Campus Improvement Plan 2025-2026

Goal 3: Technology & Fiscal Responsibility

Objective 3: Weimar High School will maintain fiscal responsibility that allows for effective operations and the fulfillment of the district's vision and goals.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WHS will assist in developing a long rang technology plan.	Bosse Fricke Seelke Heger	2025-2026 School Year	District Technology Inventory; Staff/Student Input	Surveys
2. WHS admin will review expenditures to determine efficient use of funds.	Heger	August 2025 – July 2026	Annual WISD Budget	Annual audits
3. WHS will utilize grants and federal funds to meet the needs of students.	Heger, Pesak, Fisbeck	August 2025 – July 2026	ACCSS Grant & Student Scholarships; Title Funds	Annual audits; ACCSS Partnership
4. WISD will create a 1:1 technology program, beginning with the Class of 2029, to integrate technology into the learning process, with the goal of increasing critical thinking, collaboration and other 21st century skills	Seelke, Bosse, Heger Teachers: Sosa, Clark, Krejci	September 2025	Funds: 2024-2025 Local: \$18,423.60 2025-2026 Local: \$15,000	Student surveys, equal access to technology resources, increased student engagement and motivation

Weimar High School Campus Improvement Plan 2025-2026

Goal 4: Recruit, Support and Retain Teachers and Professionals

Objective 1: Weimar High School will promote, recruit, develop, and retain effective 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. WHS will continue to provide campus celebrations and retreats to ascertain comradery and collaboration amongst peers	Heger Fisbeck	Monthly Monthly Faculty Luncheons on Campus; Semester Celebrations off Campus w/ family	CIP evaluation form; staff time; celebratory materials	Positive CIP evaluation; cohesiveness amongst staff
2. WHS staff will continue to promote mutual respect and unity amongst all WISD campuses.	WISD Administrative Team	Daily	Vertical Alignment Meetings; District faculty meetings; Staff time	Positive teacher feedback; district cohesiveness

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. WHS will provide campus paraprofessionals with appropriate training aligned to their assigned student needs	Heger	August 2025 – May 2026	ESC 3; campus administrator; campus teachers	Informed, knowledgeable paraprofessionals; positive paraprofessional teacher, student & parent feedback
4. WHS will continue to retain highly qualified faculty & staff through reform strategies, which support and professionally satisfy all employees.	Heger	August 2025 – August 2026	Peer building sessions, Curriculum Planning Days	Positive teacher feedback; low teacher turnover; teacher surveys
5. WHS will continue to implement “Group Me”, a text messaging application, which provides mass communication to campus staff	WHS Staff	May 2025 – July 2026	Group Me Application	Teacher Surveys
6. WHS will provide mentor training for teachers in classroom management and lesson planning.	Heger Hasse & Rodriuez - Sams Freeman - McCauffey	August 2025 – May 2026	Staff In-service; Vertical Alignment Teaming; Staff Meetings; Six Weeks Curriculum Meetings	T-TESS Evaluations; Teacher Survey

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
7. WHS will provide planning and strategy training that will engage staff in the professional learning community	Admin Team	June 2025 – July 2026	ESC 3; ESC 3 Specialists; Professional Educator Specialists	Classroom Performance; Grade Level Performance; Academic Team Performance
8. WISD will continue to provide “Performance Pay” to all staff members.	WISD Superintendent WISD School Board	November 2025 (\$2,000) July 2026 (\$1,500 - retention)	Funding: Local	Happy WISD Staff! Teacher Surveys
9. WISD will continue to implement the Teacher Incentive Allotment as an additional effort to recruit, retain and reward effective teachers at the following STAAR EOC-tested Subjects: Biology, Algebra I, English I & English II	Heger Biology - Krejci Algebra I - Sternadel English I - Douglas English II - Conway	April 2025 - present		T-TESS Evaluations, Teacher Designations, Funding Allocations

Weimar High School Campus Improvement Plan 2025-2026

Goal 5: Culture & Climate

Objective 1: Weimar High School will create a culture that maximizes the effort and expectation of life-long learners.

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
1. WHS will promote a shared vision, valuing culture and instruction by connecting with school staff about the school environment and academic expectations	Heger	August 2025 – May 2026	Faculty Meetings; PLC Meetings; Teacher & Student Surveys	Survey Results & Resolutions
2. WHS will continue to award students for their academic excellence, outstanding behavior and perfect attendance.	Heger	September 2025 – May 2026	Student Activity Fund – Movies, Bowling, Trampoline Park, Zoo, Bowling, Gift Cards, Award Ceremonies	Teacher, Parent & Student Surveys; Reduced Referral Forms/Detentions; Increased AR Goals
3. WHS will encourage family involvement in their student's educational career by providing them a voice in decision-making processes.	Heger WHS Staff	August 2025 – May 2026	Parent/Teacher Conferences; Open House; Parent Surveys; Open Door Communication	Parent Surveys; Increased Parent Involvement & Input at Meetings

Weimar High School

Campus Improvement Plan 2025-2026

Goal 6: Safety and Security – Mental Health

Objective 1: Weimar High School will provide a safe and secure 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. WHS will ensure all classroom doors are locked while students are present in the classroom and that doors are closed and locked when staff members' assigned space is unoccupied.	Heger WHS Staff	August 2025-May 2026	Safety Trainings	Interior Door Lock Policy; Staff Self-Assessments; Safety Audits
2. WHS will ensure exterior campus doors & gates are numbered and locked. Daily safety checks are made to ensure the security of the building.	WISD Admin	August 2025-May 2026	Safety Trainings Sentinel	Staff Self-Assessments; Safety Audits Weekly Sentinel Submissions for door checks

<i>Activity</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
3. WHS will ensure that only two exterior doors are open during passing periods. Staff is present in the hallways during passing periods.	Heger Bosse	May 2025 –August 2026	Exterior door locking system	Staff monitor between passing periods; locking system time stamp
4. WHS will ensure campus maps are updated with exterior doors labeled and Texas School Safety Center map requirements are detailed.	Seelke Heger Prihoda Fricke Moreno	June 2025 - August 2026		School maps are updated and reviewed to ensure State requirements are met; TEA Vulnerability Assessment
5. WHS Staff & Substitutes will wear Identification Badges daily and at all times while on campus.	Prihoda Leppin	August 2025 –May 2026	Card Picture Identification System Funds: Local - \$500	All WISD staff & substitutes have been issued picture ID's and must wear daily while on campus
6. Using the Raptor Management System, WHS Office Staff will screen all campus visitors via driver's license to ensure the safety of all students and staff.	Heger Leppin Duffey Fisbeck	August 2025 – May 2026	Raptor Management Systems (Visitor badges) Funds: Local - \$15,141.70	Visitor ID Duplicate Labels; Electronic Visitor Entry; Driver's License Collection Documentation

<i>Activity</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
7. WHS will continue to implement Raptor to assist first responders in the event of a campus emergency.	WISD Admin	August 2025 – May 2026	Funds: Local - \$15,141.70	Successful Safety Protocol Drills;
8. WHS will utilize School Resource Officers to ensure the safety and security of students, faculty and staff	Heger SRO Travis Leihardt SRO Paul Hilley	July 2025 – May 2026	Funds: WISD Colorado County SO	Parent, Student & Teacher Surveys
9. WHS admin will ensure parents / guardians receive communication as soon as possible in regards to crisis emergencies on campus as an additional effort to ensure transparency.	WISD Admin Team	August 2025 – May 2026	School Messenger, Remind, Radio Stations, WISD Webpage, WISD Facebook page	Positive parent / community response to transparent communication
10. WHS will expand Mental Health Providers and Child Psychiatry Access to families, including T-CHAT (Texas Child Health Access Through Telemedicine), Texana, The Wellness Council of Greater Colorado County, Mental Health Texas	WISD Admin Team WISD Counselors WISD Special Education Department	August 2025 – May 2026	In-person intakes and evaluations; Online intakes, evaluations and recommendations to local medical doctors for prescriptive care	Positive parental response; number of referrals; increased awareness of mental health

<i>Activity/Strategy</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources</i>	<i>Evaluation</i>
11. WISD has an updated website tab that provides school safety and alert information such as Threat Protocols and Resources, Preparations/Plans, and Anonymous Reporting Bullying/Threats.	WISD Admin Team	August 2025 – July 2026	WISD Webpage	Parent surveys and input Anonymous bullying reports submitted
12. 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. WHS shall implement a multi-hazard emergency operations plan.	WISD Superintendent WISD Campus Administrators	August 2025 – August 31, 2026	Funds: State: \$4,000 per “Guardian”	Weekly door check log; Emergency drill log; parent & student surveys
13. WHS will continue to implement “Hope Squad”. A suicide prevention program, which involves educating the school and community about mental health.	Fisbeck, Mican, Heger	Monthly, September 2025 – August 2026	Funds: Grant: \$20,000 (Red Door & Mental Health)	Student and parent surveys
14. WHS will create a Threat Assessment Team to identify developing concerns/threats, gather information from multiple sources, maximize skills and resources to address concerns, monitor outcomes and enhance the district’s/school’s overall ability to communicate, collaborate and coordinate.	Threat Assessment Team Members: Stacy Heger Lindsay Fisbeck Cory Morrison Misty Mican SRO Travis Leihardt SRO Paul Hilley	Meetings are conducted on a need-by-need basis	Texas School Safety Center	Monthly reviews; Watch Lists; Mental Health Referrals

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 High School: \$147,839

Total FTEs funded through SCE at Weimar High School: 2.3

The process we use to identify students at risk is: Weimar 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 High School consists of:

For the current school year, Weimar High School has created Math, Reading, Writing, Science, & Social Studies Labs for any student at-risk of failing their current grade level or the 2026 STAAR EOC Assessments. Computer-based programs such as Edgenuity continue to be used as additional resources. Inclusion personnel have been assigned to all core subject areas to support students. After-school Tutorials and 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 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.