# Waelder ISD

# District Improvement Plan
# Goals

**2026-2027**

# District Mission Statement

Waelder ISD and its community is committed to providing the best educational environment to ensure that all students reach their fullest potential to become responsible and productive members of society.
(TEC 4, TEC 39, ESEA/ESSA)

# Campus Mission Statement

Here at Waelder we…
Create collaborative opportunities for success, respect, and good choices by empowering our stakeholders to flourish through life-long learning.

# “Uniting Culture Through Teamwork”

# District Goals & Objectives Overview

## Goal 1:

By the year 2027, Waelder ISD students will exceed federal and state requirements for student achievement (TEC 11; TEC 39; Title I, Part A; Title I, Part C; Title III, Part A)

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| **Supporting Objective A** | Waelder ISD will evaluate and improve the academic performance of all students in relation to state (TEC 39) and federal performance standards as indicated by the performance standards. Each student will demonstrate and increased performance in assessed content areas |
| **Supporting Objective B** | Waelder ISD will provide special programs/accommodations to accommodate the identified needs of all students as evidenced by special programs (i.e. 504, special education, gifted and talented, English as a Second Language, At-risk, Migrant) |
| **Supporting Objective C** | Waelder ISD will provide ESL services in order to assist teachers in ELL language development. By the end of the year 2027, ELL students will meet Annual Measurable Achievement Objectives (AMAO). |
| **Supporting Objective D** | Waelder ISD will ensure that students in Kindergarten – Second grade will be assessed for academic growth using state approved reading inventories and benchmarks. |

**Strategies to Support Progress and/or Completion:**

- Teachers will utilize independent student data to provide differentiated support to students reading below grade-level.
- The campus will provide research-based instructional activities and materials
- Teachers will be included in decisions regarding the use of academic assessments and data disaggregation in order to improve student achievement and the overall instructional program.
- Teachers will provide focused content tutoring for Grades K-12 on a weekly basis
- Teachers will provide individualized instruction through the use of Multi-Tiered Systems of Support (MTSS)
- All staff will integrate technology into the regular classroom curriculum to support and enhance instruction to prepare students for a technologically advancing world.

- The district will ensure that instruction aligns to the District's adopted curriculum's scope and sequence through frequent classroom walk-throughs by administrators and instructional coach(es).
- The district will utilize data to modify and drive instruction and assessments.

**Evidence of completion:**

- STAAR results
- District created or state testing benchmarks for K-12
- Comprehensive Needs Assessment
- Student achievement using reading inventories.

## Goal 2:

By the year 2027, all Waelder ISD teachers will engage in professional development to increase student achievement and academic rigor in the classroom (Title I, Part A; Title II, Part A; ESEA/ESSA Technology).

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| **Supporting Objective A** | The district will recruit and retain highly qualified instructional staff who are assisted by highly qualified paraprofessionals. Ongoing professional development (PD) will target individual staff needs and content areas needs district wide. |
| **Supporting Objective B** | The district will provide and maintain a core instructional program that meets TEA requirements for High Quality Instructional Materials (HQIM) and the needs of each student at all grade levels. |
| **Supporting Objective C** | The district will provide professional development (PD) for instructional staff throughout the school year that aligns with the goals and needs of the district and requirements of the State of Texas. |
| **Supporting Objective D** | The district will provide Professional Development (PD) opportunities and content specific tools to instructional staff to ensure differentiation strategies and learning interventions are occurring regularly to enrich and/or accelerate academic performance in core content areas. |

**Strategies to Support Progress and/or Completion:**

- The district will retain high quality, highly qualified staff by maintaining a competitive salary schedule and the use of Teacher Incentive Allotment.
- The district will provide notice to a child's parent(s) regarding the professional qualification of his/her child's classroom teacher, if their child has been assigned to a teacher who is not appropriately certified for four or more consecutive weeks.
- The district will incorporate Tier II/III MTSS to close achievement gaps using research-based materials and tools.
- Teachers will engage students in daily writing opportunities in all classes at all grade levels.
- All Waelder ISD staff will complete professional development on social issues such as; mental health first aid, sexual harassment, child abuse, conflict resolution, bullying, violence prevention, and internet safety.

**Evidence of Completion:**

- Sign in sheets, certifications, and/or transcripts for professional development completion

- Recruitment and Retention data of instructional staff
- Teacher Incentive Allotment data for recruiting and retention of high quality teachers earning designations
- Formal and informal data collected during classroom observations/walk throughs

## Goal 3:

By the year 2027, all Waelder ISD students will be provided with the necessary skills to be successful after graduation (TEC Section 29.081 *see appendix B).

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| **Supporting Objective A** | The district will have a dropout rate of 0%. |
| **Supporting Objective B** | The district will train staff (including core content teachers and CTE teachers) on the criteria for College, Career, and Military Readiness (CCMR) as set forth by the state of Texas. |
| **Supporting Objective C** | Waelder ISD students will meet or exceed college readiness standards and CCMR requirements. |
| **Supporting Objective D** | Waelder ISD students will meet or exceed a daily attendance rate of 96%. |

**Strategies to Support Progress and/or Completion:**

- Secondary Administration team (Principal and Counselor) will schedule Parent/Student Conferences to discuss four year plans and college/career readiness with all 8th -12th Graders and newcomers to the district.
- Secondary Administration team will provide academic advising for the following areas: secondary academic requirements for graduation, Career and Technical Education (CTE), and College, Career, and Military Readiness (CCMR).
- Secondary Administration team will communicate college entry requirements, financial aid information and grant opportunities to 9th through 12th Graders
- Secondary Administration team will invite the Armed Services recruiters to campus.
- Special Populations Administrator will ensure that all students receiving special education services are invited to attend their annual ARD and have completed all transition requirements based on their most up to date IEP.
- The district will ensure that students, teachers, counselors, and parents receive information about post-secondary education, admissions and financial aid opportunities through various modes of communication including some in-person events.

- The district will seek out and maintain partnerships for students to participate in virtual and in-person dual credit opportunities and/or Early College High School through an educational partnership with local universities.
- The district will provide a high quality online program to high school students for credit recovery purposes to close achievement gaps and show student progress towards graduation requirements.
- Testing Coordinator(s) will administer PSAT to 8th, 9th, and 10th graders.
- Testing Coordinator(s) will administer the TSI, SAT, and ACT to 8th – 12th graders
- Teachers will utilize NWEA MAP, formative and summative assessments to monitor student success and progress.
- Teachers and Secondary Administration team will collaborate to build intervention plans and/or remediation courses for students that have not met TEA requirements for passing STAAR End of Course exams.

**Evidence of Completion:**

- Graduation rate of 100%
- STAAR End of Course results
- CTE- Industry Based Certification(s)
- Student Transcript- Graduation endorsement(s)
- Student Transcript- course completion of remediation course
- Sign in sheets and/or intervention plans for remediation

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## Goal 4:

By the year 2027, all Waelder ISD students, parents, and community members will be provided with the opportunity to be involved with and supportive of the school district (Title I, Part A; Title I, Part C).

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| **Supporting Objective A** | Waelder ISD will provide a safe environment for students, staff, and families. |
| **Supporting Objective B** | Waelder ISD will provide multiple opportunities each school year for parent, family, and community involvement. |
| **Supporting Objective C** | Waelder ISD will provide opportunities for parents to serve in various roles on district and/or campus level committees. |

**Strategies to Support Progress and/or Completion:**

- The district will continuously monitor the overall safety and maintenance of buildings, school grounds, and playground equipment and make improvements and/or repairs in a timely manner to ensure student safety.
- The district will conduct weekly random door checks to ensure that all exterior doors are closed and locked at all times.
- The district will monitor building activity (interior and exterior) with use of surveillance cameras to provide a safe learning environment for all students and staff.
- The district will have required daily student check in procedures such as: passing through a metal detector before entering the building, hand held metal detector checks if the pass through unit alerts, backpack inspections, dress code requirements, and adult monitoring in various areas around campus.
- The district will require all visitors to be entered into the Raptor system for a one-time use badge and be escorted to any area(s) of campus that they are visiting. Extended day badges will not be issued without the district Superintendent's approval.
- The district will perform random walk throughs and/or searches of school grounds and property in conjunction with local authorities, emergency management staff, or other contracted service providers.
- The district will implement, train, and practice emergency/crisis plan(s) with students and staff regularly in conjunction with local authorities, emergency management staff, or other contracted service providers.
- The district will conduct emergency drills throughout the school year with students and staff following the suggested frequency from the Texas State Safety Center.
- Administrators will utilize Morning, Lunch, and Afternoon Duty stations to assist in the safe transition of students.
- Staff will participate in district provided training on safety issues such as: accident prevention, hazardous chemical storage, and ICS/NIMS and social issues such as: mental health first aid, sexual harassment, child abuse, conflict resolution, bullying, and internet safety.
- The district will maintain a user-friendly district website with bilingual capability to increase family and community involvement.
- The district will provide families with access to important information in a language they understand virtually and/or in print/text. Parents will be provided access to school information through multiple technology platforms such as: Waelder ISD website, Ascender- Parent Portal, Facebook, and Remind.
- The district will create a district culture that encourages parent and community involvement in Parent and Family Engagement (PFE) events held throughout the school year.
- Campus administration will seek out partnerships with local businesses and organizations to promote student achievement and recognize academic and/or athletic success.
- Campus administration will provide families with yearly updates of their child's level of achievement on required state academic assessments (STAAR & TELPAS) once released by TEA.

- Campus administration will provide families with regular updates of their child's current level of achievement using progress reports every 3 weeks, report cards every 6 weeks, and student progress summaries for other assessments given throughout the school year, as applicable.
- Parents/Guardians can request a parent/teacher conference by phone or email to their child's teacher(s) throughout the school year. Conferences will be conducted and/or translated in Spanish at parents' request.
- Home-School compacts and the Parent Involvement Program will be reviewed annually with the input of parents: The campus will provide parents with digital access to the Student Handbook, Code of Conduct, Parent Involvement Policy and Title I Parent Compact and will be available in print upon request.
- Parents and other community partners will be invited to serve on various committees throughout the school year. Participation is requested by the district, but not required. If an invited parent cannot attend a meeting or commit to the duration of the committee's timeline of work a suitable replacement may be appointed.

**Evidence of Completion:**

- Staff, student and parent survey(s)
- Comprehensive Needs Assessment
- Documentation of safety inspections and emergency practice (formal and informal, calendar invites, etc)
- Digital or print copies of each staff members' completion certificates for all required trainings
- Family and community involvement in events/activities and committees (sign in sheets, photos, etc)
- Teacher documentation of parent contact (call logs, sign in sheets, conference notes, etc)

## Goal 5:

By the end 2027, Waelder ISD will utilize a systemic approach of advancing student academic performance by promoting, practicing and coordinating school health education and services for the benefit and well-being of students in establishing healthy physical and social behaviors designed to last their lifetime (TEC 38).

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| **Supporting Objective A** | The district will provide resources to students, staff, and families through community partners and strategic staffing. |
| **Supporting Objective B** | The district will promote safe and healthy living by implementing systematic programs and guidelines for physical and social-emotional wellbeing. |

**Strategies to Support Progress and/or Completion:**

- The district will have a 100% completion of Mental Health First Aid training for staff by the conclusion of the 2027-2028 school year.
- The district will provide professional development opportunities for all staff on social issues such as: mental health first aid, sexual harassment, child abuse, conflict resolution, bullying, violence prevention, and internet safety.
- The district will partner with mental health professionals and/or service providers to offer additional counseling and therapy opportunities for students, staff, and families.
- The district will form and maintain a committee to create programs to provide academic and enrichment activities for students that will benefit their academic, physical and social-emotional wellbeing.
- The district will form and maintain a committee to provide opportunities for families to participate in various Parent and Family Engagement (PFE) events to learn how to support the physical and social-emotional wellbeing of their family at home.
- The district will form and maintain a committee to implement wellness programs and procedures through the School Health Advisory Council (SHAC) including the mandatory number of minutes for physical activity for students in PE and recess.

**Evidence of Completion:**

- Data collected using sign in sheets and agendas
- Staff, student, family, and community survey(s)
- Comprehensive Needs Assessment- School Culture and Climate
- Data collected through the Fitness Gram