

# Wimberley Independent School District



**2023-2024**

**DISTRICT IMPROVEMENT PLAN**

# DISTRICT IMPROVEMENT PLAN

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# 2023-2024 BOARD OF TRUSTEES

## DISTRICT and CAMPUS ADMINISTRATION

### Board Members 2023-2024

Dr. Rob Campbell	President
Lexi Jones	Vice President
Andrea Justus	Secretary
Chad Canine	Member
Will Conley	Member
Nathan Cross	Member
Ken Strange	Member

### WISD Administration

Dr. Greg Bonewald	Superintendent
Jason Valentine	Assistant Superintendent
Moises Santiago	Chief Financial Officer

### Campus Administration

Ryan Wilkes	Principal - WHS	Shiela Parker	Assistant Principal
		Jason Giesen	Assistant Principal
Christi Moeller	Principal - DJH	Katy Huebner	Assistant Principal
SueAnna Thomas	Principal - JWE	Marlayna Zachary	Assistant Principal
Dara Brooks	Principal – BHP	Meagan Buck	Assistant Principal



# District Education Improvement Committee

The Wimberley ISD District Improvement Plan for 2023-24 was developed by the District Education Improvement Committee. Principals are responsible for using a similar process with the involvement of their School Improvement Teams to develop their campus plans. We would like to acknowledge the following people for their efforts on this plan:

## Elected Membership – Teachers

**Wimberley High School** – Pablo Garcia, Jana Owen, Sarah Myers  
**Danforth Junior High** – Shelby Pollard, Teresa Gill  
**Jacobs Well Elementary** – Julie Germanio, Robyn Rivera  
**Blue Hole Primary** – Julie Overall, Lori Caldwell

## Other Professional Staff:

**All principals in informational / advisory capacity**  
High School Principal – Ryan Wilkes  
Danforth Principal – Christi Moeller  
Jacob’s Well Elementary Principal – SueAnna Thomas  
Blue Hole Primary Principal – Dara Brooks  
Counseling / Mental Health & Wellness – Lori Pharis  
School Safety and Security – Roz Simmons

## Parents, Community and Business Members:

**Parents** – Megan Holland, Scarlett Kiowski, Teri Brushaber, Jen Keate  
Christene Schmoe, Lacy Thames

**Business / Community** – Christi Degenhart, John Shelor



# District Population

Wimberley ISD serves approximately 2,700 students in grades PK-12.

## 4 Campuses:

Wimberley High School	9-12
Danforth Junior High	6-8
Jacob's Well Elementary	3-5
Blue Hole Primary	PK-2

## Ethnic Distribution:

African American	1.00%
Hispanic	25.93%
White	69.00%
Native American	.59%
Asian	0.37%
Native Hawaiian-Pacific Islander	0.07%
Two-or-More	3.04%

## Special Populations:

Economically Disadvantaged	31.81%
Emergent Bilingual	6.56%
At- Risk	27.07%
Special Education	12.81%



# Wimberley Independent School District

## Vision

*Excellence, Innovation, Service*

## Mission

**Wimberley ISD is dedicated to excellence in education, empowering the next generation of Texans to have a positive impact locally and globally.**

## Belief Statements

### **In WISD, We Believe:**

- STUDENTS are engaged partners in a challenging, relevant education provided within a safe and nurturing environment.
- PARENTS and FAMILIES are invited, informed, and engaged educational partners.
- FACULTY and STAFF MEMBERS are invested professionals who are equipped and supported to inspire lifelong learners.
- CAMPUS ADMINSTRATORS are leaders who create safe, nurturing environments and consistently communicate, inspire, and empower.
- THE SUPERINTENDENT and CENTRAL OFFICE STAFF are servant leaders who consistently and transparently communicate, inspire, and empower.
- THE BOARD OF TRUSTEES is a unified team supporting students, staff, families and the community by creating effective policies to ensure all students have access to a high-quality education that prepares them to be productive members of the Wimberley community and beyond.



# WISD STRATEGIC GOALS

## 1. Empower Student Excellence

- 1.1. Academic Achievement-Growth at All Levels
- 1.2 Safety and Well-Being of Students
- 1.3 College and/or Career and/or Military Ready Students

## 2. Support Faculty and Staff Excellence

- 2.1 Faculty and Staff Satisfaction, Engagement and Well-Being
- 2.2 Continuous Development and Training
- 2.3 Competitive Compensation and Benefits for Faculty and Staff

## 3. Strengthen Community Excellence

- 3.1 Parent and Family Satisfaction and Engagement
- 3.2 Community Satisfaction and Engagement
- 3.3. Community Partnerships

## 4. Ensure Operational Excellence

- 4.1 Strong Financial Stewardship and Operational Efficiency
- 4.2 Systematic, Long-range, Transparent Facility Planning
- 4.3 Open Two-Way Communication



# Collaborative Comprehensive Needs Assessment

To assess where our students are in relation to our Vision, Mission, and our Bboard-approved goals, the DEIC reviewed all available data to identify our strengths and to prioritize our needs. Formal review includes data from the following:

## Studying current year and longitudinal Texas Academic Progress Report (TAPR) data from previous years:

Student Discipline  
Retention  
SAT / ACT  
Attendance Rates

STAAR EOC and 3-8 Data  
Dropouts / Leavers 2022  
CTE Program information

College and Career Readiness  
Completion Rates  
Extra- Curricular Participation

## The district also reviews:

### Beginning /Middle/ End of Year Assessments

Prior year budgets /expenditures  
Faculty needs  
The District Strategic Plan

Staff Development Needs  
Facility needs  
Superintendent Goals

Parent Involvement  
Technology needs  
Campus Goals

## Informal measures such as the following:

- Needs discussed in the Superintendent Advisory Committee meetings held throughout the school year.
- Needs identified through campus faculty meetings carried forward to DEIC meetings.
- Review of previous year initiatives to determine overall effectiveness and necessary continued funding.
- Review of the district's vision and discussion at the district level, regarding current information/research-based strategies that will support vision attainment.





# District Attendance and Annual Drop-Out Rates Compared to Region 13 and State of Texas

Data is based on 2022 TAPR / PEIMS information

	Attendance	Drop-Out Rate
Wimberley	95.79%	0.0%
Region 13	95.5%	0.6%
Texas	95.0%	0.9%

WISD strives to achieve high attendance. The district deploys many incentives at the different campuses to have students at school. The district attendance rate is a little higher than the region and state.

WISD works to keep students motivated in completing their High School education and strongly encourages post- secondary education.

Students that leave school during the course of the year count as LEAVERS for the district. WISD wants to keep students in school for the year. The campuses will work diligently and encourage students to stay in the district.

**2023- 2024 Accountability:** A-F Refresh in all areas of accountability for LEA’s. The Accountability will be in a benchmarking year as the “Refresh” is phased in by TEA.

**EC – Kindergarten Readiness** – Increased participation in our Pre-K program is leading to higher percentages of students that are Kindergarten Ready.

**HB4545-** Assessment data was studied. Students that failed the math or reading assessment in any grade 3-8 were placed on priority scheduling list to ensure that their schedules accommodated additional time for reteach throughout the school year to catch up on skills missed in the assessment. Science and Social Studies remediation were also prioritized in tutorial sessions as required by HB4545 and as modified in HB1416.



## Priority 1.1: Academic Achievement supporting individual student growth at all levels and content areas.

STAAR Redesign in 2023 and will establish benchmark data to determine future growth.

Evaluation Data Sources: Student performance on STAAR Reading Grades 3-8 and EOC data.

<p><b>Strategy 1:</b> Review, revise and adjust all curriculum units as needed based on changes in student performance based on both formative and summative assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in the quality of curriculum documents leading to improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Testing Coordinator, Teachers</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <thead> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 2:</b> Utilize data analysis through interim assessments (BOY, MOY and EOY) to identify and track students' strengths, weaknesses and progress toward mastery.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved monitoring of student's performance.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Testing Coordinator, Teachers</p> <p><b>Funding Source:</b> Local</p>	<table border="1"> <thead> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 3:</b> Conduct targeted walk-throughs at district and campus levels to monitor and promote effective instructional strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in instructional strategies and quality teaching.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Testing Coordinator, Teachers</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <thead> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 4:</b> Utilize CLI, TPRI, DRA, Reading Plus, NWEA MAP Math(K-5) and NWEA MAP Science (3-5) to determine student performance data, establish student growth projections, provide strategic interventions and monitor student progress towards mastery on state assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student performance on state assessment.</p> <p><b>Responsible for Monitoring:</b> Campus Administration, Teachers</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <thead> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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**Strategy 5:** Increase math performance for students identified as low performing. Address in remediation, small groups, tutorials, online- programs.

**Strategy's Expected Result/Impact:** Improved math instruction for all students.

**Staff Responsible for Monitoring:** Math Teachers, Campus Admin

**Funding Sources:** Local and Title

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**Strategy 6:** Increase reading performance for students identified with dyslexia and or related reading disorders by providing students instruction in designated programs.

**Strategy's Expected Result/Impact:** Improved reading instruction for dyslexic students.

**Staff Responsible for Monitoring:** Director of Special Education /Director of 504

**Funding Sources:** Local and designated funds

Reviews for 2023- 2024				
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**Strategy 7:** The district will develop a plan for continuing to provide K-5th Reading Academy for teachers and principals.

**Strategy's Expected Result/Impact:** Ensuring completion of Reading Academy by all K-3 teachers and administrators.

**Staff Responsible for Monitoring:** Elementary Principals, Asst. Superintendent

**Funding Sources:** 199- General Fund

Reviews for 2023- 2024				
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**Strategy 8:** Closing achievement gaps for students in Title I, Targeted Assistance Programs, through MTSS, parent engagement opportunities and HB4545/HB1416 tutorials.

**Strategy's Expected Result/Impact:** Improve student performance while developing and maintaining relationships with students, parents and staff.

**Staff Responsible for Monitoring:** Title I Teachers, Counselors, Administration at campus and district level

**Funding Sources:** Title I, and Local Funds

Reviews for 2023- 2024				
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## Priority 1.2: Safety and Well-Being of Students.

Evaluation Data Sources: Texan Roots, results of Multi-Tiered Systems of Support, Behavioral Referrals, Attendance Rates and Survey Data.

<p><b>Strategy 1:</b> Implementation year two of Texan Roots character education program.</p> <p><b>Strategy's Expected Result/Impact:</b> Character Education increasing attendance rates, reducing behavioral referrals, provide tools for conflict resolution and provide resources to students who are struggling emotionally.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administration, Director of Support Services, Counselors, Faculty</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <thead> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 2:</b> Encouraging extracurricular and community participation.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student participation, better attendance and prevent dropouts when engaged on campus.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Staff, Counselors, Administration</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <thead> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 3:</b> Creation of campus and district level advisory committees for students, teachers, parents and community members.</p> <p><b>Strategy's Expected Result/Impact:</b> Genuine, honest and actionable feedback from all stakeholders.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Department /Grade Chairs / Directors / Asst. Supt, Superintendent</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <thead> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 4:</b> Develop and implement annual safety, satisfaction and engagement surveys.</p> <p><b>Strategy's Expected Result/Impact:</b> Genuine, honest and actional feedback from the surveys.</p> <p><b>Staff Responsible for Monitoring:</b> District Administration</p> <p><b>Funding Sources:</b> Local and Title</p>	<table border="1"> <thead> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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**Strategy 5:** Continue to develop campus safety plans / schematics

Continue the development campus safety plans which will include:

- Utilizing After Action Reports to improve responses to Lockdown Drills
- Continue to provide training and guidance to threat assessment Campus Teams
- Collaborate with OEM and Local First Responders in developing a campus specific emergency response plan with designated triage, emergency landing zone, relocation site, incident command designation, and media response with law enforcement, controlled access.

**Strategy's Expected Result/Impact:** Improved monitoring of student's performance.

**Staff Responsible for Monitoring:** School Safety Director, Campus Administration

**Funding Sources:** Local

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### Priority 1.3: College and/or Career and/or Military Ready Students.

Increase the CCMR rating for Wimberley High School Graduates increasing opportunities for post-graduate success.

Evaluation Data Sources: CCMR Indicators through a tracking platform (EduThings).

<p><b>Strategy 1:</b> Increase the number of students who score a 3 or above on Advanced Placement exam scores and earn college credit by providing additional test prep materials for all AP students.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in the quality of curriculum documents leading to improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, Department Chairs /Directors / Asst. Supt</p> <p><b>Funding Sources:</b> Local, Perkins</p>	<table border="1"> <tr><th colspan="5">Reviews for 2023- 2024</th></tr> <tr><th colspan="4">Formative</th><th>Summ</th></tr> <tr><th></th><th>Nov</th><th>Jan</th><th>Mar</th><th>June</th></tr> <tr><td>Progress</td><td></td><td></td><td></td><td></td></tr> <tr><td>Complete</td><td></td><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td><td></td><td></td></tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 2</b> Increase student performance on PSAT, SAT, ACT and TSI by offering opportunities for students to access preparation materials.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on exams.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors and Teachers</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr><th colspan="5">Reviews for 2023- 2024</th></tr> <tr><th colspan="4">Formative</th><th>Summ</th></tr> <tr><th></th><th>Nov</th><th>Jan</th><th>Mar</th><th>June</th></tr> <tr><td>Progress</td><td></td><td></td><td></td><td></td></tr> <tr><td>Complete</td><td></td><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td><td></td><td></td></tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 3:</b> By the end of students' junior year, all students will participate in the TSIA2 assessment by offering multiple opportunities on campus each year.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in TSIA2 participation resulting in improved CCMR outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> C &amp; I Department, Campus Administration and Counselors</p> <p><b>Funding Sources:</b> Carl Perkins, Gen Ed</p>	<table border="1"> <tr><th colspan="5">Reviews for 2023- 2024</th></tr> <tr><th colspan="4">Formative</th><th>Summ</th></tr> <tr><th></th><th>Nov</th><th>Jan</th><th>Mar</th><th>June</th></tr> <tr><td>Progress</td><td></td><td></td><td></td><td></td></tr> <tr><td>Complete</td><td></td><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td><td></td><td></td></tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 4:</b> Increase dual credit/enrollment opportunities, through ACC, Tarleton State and UT OnRamps.</p> <p><b>Strategy's Expected Result/Impact:</b> More graduates with college credits as they exit high school.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Department Chair</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr><th colspan="5">Reviews for 2023- 2024</th></tr> <tr><th colspan="4">Formative</th><th>Summ</th></tr> <tr><th></th><th>Nov</th><th>Jan</th><th>Mar</th><th>June</th></tr> <tr><td>Progress</td><td></td><td></td><td></td><td></td></tr> <tr><td>Complete</td><td></td><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td><td></td><td></td></tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 5:</b> Increase participation in CTE related endorsements.</p> <p><b>Strategy's Expected Result/Impact:</b> Offer a variety of experiences and growth opportunities within the CTE Department.</p> <p><b>Staff Responsible for Monitoring:</b> CTE Department, Campus Administration</p> <p><b>Funding Sources:</b> Carl Perkins, Local</p>	<table border="1"> <tr><th colspan="5">Reviews for 2023- 2024</th></tr> <tr><th colspan="4">Formative</th><th>Summ</th></tr> <tr><td></td><th>Nov</th><th>Jan</th><th>Mar</th><th>June</th></tr> <tr><td>Progress</td><td></td><td></td><td></td><td></td></tr> <tr><td>Complete</td><td></td><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td><td></td><td></td></tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 6:</b> Continue to review and improve CTE programs by:</p> <ul style="list-style-type: none"> <li>-Adding the most up to date and innovative equipment, materials and supplies</li> <li>-Adding teacher and student licenses and certifications to meet curriculum standards</li> <li>-Aligning career pathways with workforce trends</li> <li>-Create new partnerships in the community for practicums</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> Purchase required necessities including curriculum to ensure increase in teacher and student certifications to meet House Bill 3.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Coordinator of CTE and CTE Faculty</p> <p><b>Funding Sources:</b> Carl Perkins, Local</p>	<table border="1"> <tr><th colspan="5">Reviews for 2023- 2024</th></tr> <tr><th colspan="4">Formative</th><th>Summ</th></tr> <tr><td></td><th>Nov</th><th>Jan</th><th>Mar</th><th>June</th></tr> <tr><td>Progress</td><td></td><td></td><td></td><td></td></tr> <tr><td>Complete</td><td></td><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td><td></td><td></td></tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 7:</b> Ensure CTE teachers prepare and test students for certification to improve CCMR performance.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved CCMR performance.</p> <p><b>Staff Responsible for Monitoring:</b> Director &amp; Coordinator of CTE</p> <p><b>Funding Sources:</b> Carl Perkins, Local</p>	<table border="1"> <tr><th colspan="5">Reviews for 2023- 2024</th></tr> <tr><th colspan="4">Formative</th><th>Summ</th></tr> <tr><td></td><th>Nov</th><th>Jan</th><th>Mar</th><th>June</th></tr> <tr><td>Progress</td><td></td><td></td><td></td><td></td></tr> <tr><td>Complete</td><td></td><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td><td></td><td></td></tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 8:</b> Continue to educate 8th grade students regarding endorsement options in programs of study to meet House Bill 3 requirements as students are building their four-year plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Student selection of endorsement in creation of four-year plan utilizing interest and career inventory surveys.</p> <p><b>Staff Responsible for Monitoring:</b> HS / JH Administration, Counselors, CTE Department</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr><th colspan="5">Reviews for 2023- 2024</th></tr> <tr><th colspan="4">Formative</th><th>Summ</th></tr> <tr><td></td><th>Nov</th><th>Jan</th><th>Mar</th><th>June</th></tr> <tr><td>Progress</td><td></td><td></td><td></td><td></td></tr> <tr><td>Complete</td><td></td><td></td><td></td><td></td></tr> <tr><td>Other</td><td></td><td></td><td></td><td></td></tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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## Goal 2.1: Faculty and Staff Satisfaction, Engagement and Well-Being

WISD campuses will work to improve staff satisfaction, engagement and well-being.

<p><b>Strategy 1:</b> Gather feedback form Wimberley ISD employees.</p> <p><b>Activities:</b> Develop Seek feedback through staff advisory committees to gauge staff satisfaction, engagement and well-being. SHAC survey will provide data on implementation of stress-relieving activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Create baseline for employee satisfaction, engagement and well-being.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Directors</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th>Formative</th> <th colspan="3"></th> <th>Summ</th> </tr> <tr> <td></td> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 2:</b> Develop and implement a recruiting protocol for all staff.</p> <p><b>Activities:</b> Engage in recruitment activities and expand available resources for advertising positions and benefits of working in WISD.</p> <p><b>Strategy's Expected Result/Impact:</b> Fill vacant positions in a timely manner with high quality personnel.</p> <p><b>Staff Responsible for Monitoring:</b> Director of HR, Administrators, Directors</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th>Formative</th> <th colspan="3"></th> <th>Summ</th> </tr> <tr> <td></td> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 3:</b> Celebrate Teachers and Staff</p> <p><b>Activities:</b> Develop campus and district teacher and staff person of the year protocol. Develop a calendar to celebrate faculty and staff to demonstrate appreciation year-round.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved morale, well-being and retention.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Directors</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th>Formative</th> <th colspan="3"></th> <th>Summ</th> </tr> <tr> <td></td> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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## Goal 2.2: Continuous Development and Training

WISD campuses will consistently provide professional development to grow our teachers while positively impacting student performance.

<p><b>Strategy 1:</b> Educating Faculty and Staff through a comprehensive development plan including state required and locally desired training.</p> <p><b>Activities:</b> The district will provide Professional Development survey for planning purposes of local PD offerings. Employees will participate in a goal-setting conference with Admin to build personal PD plans/needs. Modify school calendar to include Professional Development as an ongoing process.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD adults will grow professionally, positively impacting students.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, Administrators, Directors</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 2:</b> Provide elementary teachers with training and resources to enhance math and science instruction.</p> <p><b>Activities:</b> Implementation of NWEA MAP Math and Science to assess students and use training to implement the appropriate programming based on the data.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved teacher confidence in math and science, impacting student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> District and Campus Administration</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 3:</b> Develop and implement a “grow your own” program</p> <p><b>Activities:</b> Provide informational sessions for teachers interested in growing professionally within education. Utilization of human services courses at HS to encourage students to pursue education as a career.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of internal promotions and hiring alumni.</p> <p><b>Staff Responsible for Monitoring:</b> Campus and District Administration, Directors</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th colspan="4">Formative</th> <th>Summ</th> </tr> <tr> <th></th> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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### Goal 2.3: Competitive Compensation and Benefits for Faculty and Staff

<p><b>Strategy 1: Develop systematic, annual analysis to ensure regional competitiveness in salary and benefits.</b></p> <p><b>Activities:</b> Regional analysis of salary and benefits through research.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will increase and improve awareness of salary and available benefits.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, Administrators, Directors</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th>Formative</th> <th colspan="3"></th> <th>Summ</th> </tr> <tr> <td></td> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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### Priority 3.1: Parent and Family Satisfaction and Engagement

Strengthen parent and family engagement.

<p><b>Strategy 1: Develop and implement annual parent and family satisfaction/engagement survey.</b></p> <p><b>Strategy's Expected Result/Impact:</b> Use feedback to evaluate current programs and need for additional programs as reflected in the results.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Directors and Staff.</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th>Formative</th> <th colspan="3"></th> <th>Summ</th> </tr> <tr> <td></td> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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<p><b>Strategy 2: Expand communication outreach to community members regarding campus events and volunteer opportunities.</b></p> <p><b>Strategy's Expected Result/Impact:</b> Increase the number of volunteers on campus to provide assistance and additional safety measures for large events on campus.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>Funding Sources:</b> Local</p>	<table border="1"> <tr> <th colspan="5">Reviews for 2023- 2024</th> </tr> <tr> <th>Formative</th> <th colspan="3"></th> <th>Summ</th> </tr> <tr> <td></td> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> <tr> <td>Progress</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Reviews for 2023- 2024					Formative				Summ		Nov	Jan	Mar	June	Progress					Complete					Other				
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**Strategy 3:** Provide information and celebrations via district website and social media platforms.

**Strategy's Expected Result/Impact:** Ensure the WISD story is being told while celebrating students.

**Staff Responsible for Monitoring:** Communications Director, Administration

**Funding Sources:** Local

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### Priority 3.2: Community Satisfaction and Engagement

Strengthen community satisfaction and engagement.

**Strategy 1:** Develop and implement annual community satisfaction and engagement survey.

**Strategy's Expected Result/Impact:** Information to seek programing that reflects community feedback and input.

**Staff Responsible for Monitoring:** Administration

**Funding Sources:** Local

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**Strategy 2:** Expand communication outreach to community regarding campus events, volunteer opportunities and community partnerships in CTE Practicums.

**Strategy's Expected Result/Impact:** Increased community volunteers and expansion of the CTE Practicum Program.

**Staff Responsible for Monitoring:** Communications Director, Administration, CTE Staff

**Funding Sources:** Local

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**Strategy 3:** Provide information and celebrations via district website and social media platforms.

**Strategy's Expected Result/Impact:** Ensure the WISD story is being told and celebrate students.

**Staff Responsible for Monitoring:** Communications Director, Administration

**Funding Sources:** Local

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### Priority 3.3: Community Partnerships

<p><b>Strategy 1:</b> Expand opportunities for community partnerships with the Wimberley Education Foundation, practicum/internship host sites and better participation in the CTE Advisory Board.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase overall percentage of community/business partners.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>Funding Sources:</b> Local</p>	Reviews for 2023- 2024				
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### Priority 4.1: Strong Financial Stewardship and Operational Efficiency

<p><b>Strategy 1:</b> Develop fund balance protocol within a balanced annual budget.</p> <p><b>Strategy's Expected Result/Impact:</b> Guidelines to follow when considering fund balance expenditures while maintaining transparency in building a balanced budget.</p> <p><b>Staff Responsible for Monitoring:</b> CFO, Superintendent and Administration</p> <p><b>Funding Sources:</b> Local</p>	Reviews for 2023- 2024				
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<p><b>Strategy 2:</b> Conduct energy efficiency audits to maximize funds for day to day operations.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduction in utility and maintenance expenses.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Maintenance/Custodial and Administration</p> <p><b>Funding Sources:</b> Local</p>	Reviews for 2023- 2024				
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<p><b>Strategy 3:</b> Create systemic processes for procurement of professional services.</p> <p><b>Strategy's Expected Result/Impact:</b> Protocol that maximizes funds and quality of service while maintaining transparency from start to finish of a project.</p> <p><b>Staff Responsible for Monitoring:</b> Directors, Administration, CFO</p> <p><b>Funding Sources:</b> Local</p>	Reviews for 2023- 2024				
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## Priority 4.2: Systematic, Long-Range, Transparent Facility Planning

**Strategy 1:** Create a long-range facility plan through a committee of staff, parents, community and external partners.

**Strategy's Expected Result/Impact:** Enhanced community understanding and support of the current and projected facility needs of WISD.

**Staff Responsible for Monitoring:** Superintendent, Director of Maintenance

**Funding Sources:** Local

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## Priority 4.3: Open, Two-Way Communication

**Strategy 1:** Create student/superintendent and community/superintendent advisory groups for open, honest, two-way feedback from a variety of stakeholders.

**Strategy's Expected Result/Impact:** Feedback that will drive decisions related to district performance.

**Staff Responsible for Monitoring:** Superintendent, Director of Communication

**Funding Sources:** Local

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