Gladewater Independent School District
Weldon Elementary School
Campus Improvement Plan
2024-2025
092-901-105

Weldon Mission Statement

Weldon is a school community dedicated to _growth_ for our students. Leaders and learners form relationships so that when we _work together,_ we _achieve more_. We are open to change, reflective, responsive, and continuously challenge each other. Leaders and learners also work together to make the environment _safe, orderly, kind, and successful._

Belief Statements of Weldon Elementary School

Student pledge: I am a Gladewater Bear. I ask questions. I have self control. I am a listener. I am a problem solver. I set goals for myself. I work well with others.

Teacher Pledge: I am a Gladewater Bear. I build relationships. I have high expectations for my students. I manage my classroom well. I am creative. I am a leader. I love all kids.

The District Education Improvement Council collaboratively developed the District Improvement Plan. The No Child Left Behind Act of 2001 National Performance Goals have been adopted by the district and are reflected in the District Improvement Plan. The following funding sources support the objectives and strategies identified in the District Improvement Plan: Title I, Part A; Title II, Part A; Title III, Part A; Special Education; Head Start; Gifted & Talented; SSI; State Compensatory Education; Tobacco Grant; and Local.

This school district and its Career and Technology Education Program does not discriminate on the basis of sex, disability, race, color, age, or national origin in its educational programs, activities, or employment as required by Title IX, Section 504, and Title VI.

Este distrito escolar y su Programma de Educacional de Carrera y Tecnologia no discriminan en base de sexo, disabilidad, raza, color, edad u origin nacional ensus programas educativos, actividades, o empleo como lo require el Titulo IX, Seccion 504 y Titulo VI.

Campus Education Improvement Council Members

Position	Name	Term Expiration
Non-Teaching Professional	Amanda Langford	Open
Non-Teaching Professional	Kamisha Floyd	Open
Non-Teaching Professional	Lynn Perry	Open
Teaching Professional	Shelby Burns	September 2026
Teaching Professional	Keshia Lewis	September 2025
Teaching Professional	Lisa Trimble	September 2026
Teaching Professional	Jaci Cloud	September 2025
Parent Representative	Emily Reynolds	September 2026
Business Representative	Kent Abernathy	September 2025
Community Representative	Katie Ellis	September 2026

Comprehensive Needs Assessment

The following sources provided data for the comprehensive needs assessment. An in-depth review of data led to the development of the goal, objectives, and strategies included in the Campus Improvement Plan.

- Longitudinal TAPR Data
- PBMAS Data
- Longitudinal academic performance data for non-AEIS student groups
- TELPAS, STAAR, STAAR-Alt, AYP, PBMAS, Program Evaluations
- Stakeholder Surveys
- Discipline Reports
- Formative Assessment Data, 9 Weeks Tests
- Staffing Needs
- Professional/Paraprofessional Training Needs
- Norm-referenced Tests
- Promotion/Retention Rates
- Formal and Informal Evaluations, TAP Evaluation System, GISD Systems of Support
- Data collection on teaching strategies

Components of a School wide Program

1. Comprehensive Needs Assessment	2. Reform Strategies	3. Highly Qualified Teachers
4. Professional Development	5. Strategies to Attract Highly Qualified Teachers	6. Parental Involvement
7. Preschool Transition	8. Teachers Involved in Assessment Decisions	9. Timely Assistance for Students
10. Coordination of Programs		

Academic Performance Chart

	2021			2022			2023			2024		
	Reading/ELA	Math	Science	Reading/ELA	Math	Science	Reading/ELA	Math	Science	Reading/ELA	Math	Science
All	56%	47%	48%	64%	59%	58%	67%	64%	43%	71%	54%	45%
ECD	49%	42%	26%	60%	54%	48%	63%	57%	41%	70%	52%	40%
SPED	21%	13%	0%	33%	32%	26%	41%	42%	23%	42%	34%	16%
EL/EB	48%	56%	0%	69%	66%	64%	63%	53%	11%	69%	60%	36%
3rd gr	51%	55%	X	60%	60%	X	71%	73%	X	65%	56%	X
4th gr	51%	43%	X	61%	47%	X	67%	44%	X	74%	48%	X
5th gr	65%	45%	48%	71%	72%	58%	64%	70%	43%	75%	61%	45%

Accountability Summary:

2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Improvement Required	Met Standard with Academic Achievement Distinction in Science	Met Standard	Met Standard	D	N/A	N/A	C	Projected: Improvement Required, no accountability rating issued	Projected: Improvement Required, no accountability rating issued

Teacher Performance Chart

Weldon El. believes there is a direct correlation between improved student outcomes with improved teacher performance.

	2019	2020	2021	2022	2023	2024	
Number of Teachers Evaluated	42	39	41	38	41	40	Avg score is calculated with all teachers evaluated, the highest score possible is 5.
Avg Score Planning Domain	3.04	3.06	3.09	3.58	3.37	3.34	
Avg Score Instruction Domain	3	3.07	3.15	3.74	3.53	3.43	
Avg Score Environment Domain	3.01	3.09	3.32	3.96	3.81	3.85	

- **District Goals** ★ **Campus Goals** <mark>**# TAP/NIET School Goals**</mark>

- Goal 1 - Culture, Safety, and Security: Gladewater ISD will insure the safety and security of our students and employees, and will operate with a set of core values and beliefs.
  - ★ WES values and promotes a culture of high staff and student expectations within a safe, secure learning environment.

- Goal 2 - Teaching, Learning, and Student Success: All Gladewater ISD students will achieve measurable academic growth as a result of effective, inspired instruction. The district's state accountability rating will reflect growth in each of the three domains: Student Achievement; School Progress; Closing the Gaps.
  - ★ WES students will show academic growth as a result of effective, collaborative, individualized instruction. The campus accountability rating will reflect this growth in student achievement and school progress.
    - <mark># By May 2024, Weldon Elementary Students will increase ELAR, Science and MAth STAAR scores for all student groups by at least 20% at each level- approaches, meets and masters and 100% of all students will make expected growth.</mark>

- Goal 3 - Human Resources and Operations: Gladewater ISD will maintain highly effective systems of human resource management, operations, and facilities management.
  - ★ WES will maintain a staff of highly effective instructors. Both instructional leaders and those that support instruction will participate in ongoing professional development opportunities.

- Goal 4 - Finance and Technology: Gladewater ISD will maintain highly effective systems of managing fiscal and technological resources.
  - ★ WES will manage and utilize financial and technology resources with integrity, innovation, transparency, and accountability. The operation of campus student programs will promote technology integration.

- Goal 5 - Communication and Community Partnerships: Gladewater ISD will promote school, parent, and community partnerships and communication fostering increased student success.
  - ★ WES will promote school, parent, and community partnerships through increased effective communication about school programs, student learning, opportunities for volunteerism, and participation in school activities.

Weldon Elementary School
Campus Improvement Plan

★Goal 1: WES values and promotes a culture of high staff and student expectations within a safe, secure learning environment.

Action Step/Strategy Based on Campus Needs Assessment	Person(s) Responsible	Resources	Timeline	Evaluation
1. Recognize students for exemplary achievement and performance. Hold incentive events for positive student achievements and behavior each nine weeks.	Classroom teachers, campus admin	Activity funds, social media outlets	each 9 weeks	Student data and participation
2. Form a discipline committee to develop a cohesive, consistent campus discipline plan and schedule of consequences. Enforce the campus discipline plan and Student Code of Conduct in a fair, predictable, and consistent manner.	Classroom teachers, campus admin, discipline committee	Local funds	August through May	Discipline reports
3. Provide learning opportunities for staff and students alike on school safety, bullying awareness, character building, conflict resolution, building positive relationships, and how to have the tools to be successful.	Classroom teachers, campus admin, campus guidance counselor	Local Funds	August through May	Student and staff participation data, 9 weeks safety/climate surveys
4. Promote positive behavior among students and staff to improve the working and learning environment. Classroom management training offered throughout the year and during Cluster meetings/PLCs. Employees and students promote the campus belief statements daily, in actions and in words.	Classroom teachers, campus admin, campus guidance counselor	Local Funds	August through May	Student and staff participation data, 9 weeks safety/climate surveys
5. Promote teamwork and mutual professional support. Weekly campus newsletter will include recognition for staff	Campus Admin	Local Funds	August through May	9 weeks safety/climate

Action Step/Strategy	Person(s) Responsible	Resources	Timeline	Evaluation
that go above and beyond to make WES a more positive place to work.				surveys, campus newsletters
6. Utilize district safety audit information to report maintenance, safety, and security issues on campus. Campus safety committee will meet monthly to update the safety procedures and protocols. The safety committee plans and implements ongoing training and reporting for all staff and students.	Campus Admin, campus safety committee,	Local Funds	August through May	All data and logs compiled in Sentinel and Raptor SPAT
7. Campus safety procedures will be posted and updated on the WES webpage.	Campus Admin	Local Funds	August through May	Sentinel, Raptor SPAT, Webpage and social media
8. Conduct all required campus safety drills: evacuation, shelter in place, reverse evacuation, intruder, and severe weather. Weekly interior and exterior door checks will be conducted.	Campus Admin, all staff	Local Funds	August through May	Sentinel, Raptor SPAT, Safety drill documentation, reports, door check logs

★**Goal 2:** WES students will show academic growth as a result of effective, collaborative, individualized instruction that connects staff, student, parents, and community as stakeholders in progress. The campus accountability rating will reflect this growth in student achievement and school progress.

\# By May 2024, Weldon Elementary Students will increase ELAR, Science and MAth STAAR scores for all student groups by at least 20% at each level- approaches, meets and masters and 100% of all students will make expected growth.

Action Step/Strategy Based on Campus Needs Assessment	Person(s) Responsible	Resources	Timeline	Evaluation
1. For ELAR STAAR, all grades will approach the state average scores for **approaches** (state averages= 3rd 75%, 4th 81%, 5th 78%)	Campus admin, classroom and support teachers	Local and district funds	May 2025	STAAR/TEA reports
2. For Math STAAR, all grades will approach the state average scores for **approaches** (state averages= 3rd 69%, 4th 68%, 5th 76%)	Campus admin, classroom and support teachers	Local and district funds	May 2025	STAAR/TEA reports

3. Show growth on schoolwide reading levels and grade level 9 weeks tests.	Campus admin, classroom and support teachers	Local and district funds	August through May	Campus data
4. Utilize TEKS resource system for scope and sequence, vertical alignment, and aligned assessments to monitor student progress.	Campus admin, classroom and support teachers	Local and district funds	August through May	PLC meetings and campus data, lesson plans
5. Function as a TAP Cluster/PLC in teams and as a campus, working collaboratively in recurring cycles.	Campus admin, classroom and support teachers	Local and district funds	August through May	PLC meetings and campus data, lesson plans
6. Conduct TAP walkthroughs and evaluations, to provide instructors with regular, evidence-driven feedback and instructional coaching.	Campus admin, classroom and support teachers	Local and district funds	August through May	DMAC reports
7. Continue Response to Intervention implementation to address and insure academic success and growth for students who are at risk or struggle with learning difficulties.	Campus admin, classroom and support teachers	Local and district funds	August through May	Data meeting notes, RTI and SAT committee meetings, campus data
8. Identify, monitor, and serve the needs of students in the following categories: Dyslexic, ESL, At Risk, ECD, GT, and Special Education.	Campus admin, classroom and support teachers	Local, federal, and district funds	August through May	Data meeting notes, RTI and SAT committee meetings, campus data, ARDs, GT evaluation data
9. Conduct student/teacher/parent conferences throughout the school year to address student success, growth, failure, or at risk indicators.	Campus admin, classroom and support teachers	Local Funds	August through May	Grade reports, parent conference logs, student screener data
10. Implement a new math curriculum school-wide, for grades 2nd-5th. Eureka Math will be utilized to address math instructional improvements needed.	Campus admin, math classroom and math support teachers	Local funds and LASO grant funding, if awarded	August through May	PLC meetings and campus data, lesson plans

11. Pilot a new ELAR curriculum for 2nd gr to address increasing deficits in the area of phonics and emerging literacy. Amplify Reading will be utilized to address ELAR instructional improvements needed.	Campus admin, support teachers, 2nd gr teachers	Local funds and LASO grant funding, if awarded	August through May	PLC meetings and campus data, lesson plans

★**Goal 3:** WES will maintain a staff of highly effective instructors. Both instructional leaders and those that support instruction will participate in ongoing professional development opportunities.

Action Step/Strategy *Based on Campus Needs Assessment*	Person(s) Responsible	Resources	Timeline	Evaluation
1. Recruit, support, train, and maintain a staff of highly qualified, highly effective teachers to connect with students and to promote student growth.	Campus admin, classroom and support teachers	Local and district funds	August through May	Teacher applications, turnover rates
2. Student data and staff feedback will drive the campus professional development plan in response to staff and student needs.	Campus admin, classroom and support teachers	Local and district funds	August through May	Teacher surveys, PD participation sign in sheets, Cluster/PLC collaboration meeting notes
3. Teachers will show growth in TAP domains: Instruction, Planning, and Environment. Special emphasis and growth will occur in the grouping students, thinking, assessment, and managing student behavior indicators.	Campus admin, classroom and support teachers	Local and district funds	August through May	TTESS reports in DMAC

★**Goal 4:** WES will manage and utilize financial and technology resources with integrity, innovation, transparency, and accountability. The operation of campus student programs will promote technology integration.

Action Step/Strategy *Based on Campus Needs Assessment*	Person(s) Responsible	Resources	Timeline	Evaluation
1. Implement and utilize technology resources and learning platforms weekly for on campus instruction.	Campus admin, classroom and support teachers	Local and district funds	August through May	Google classroom data, Cluster/PLC collaboration, lesson plans
2. Provide hands-on classroom, science lab, and computer lab learning opportunities for students.	Campus admin, classroom and support teachers	Local and district funds	August through May	Cluster/PLC collaboration, lab usage
3. Utilize and train staff designated for virtual learning platforms and classes.	Campus admin, classroom and support teachers	Local and district funds	August through May	Google classroom data, Cluster/PLC collaboration, lesson plans

★**Goal 5:** WES will promote school, parent, and community partnerships through increased effective communication about school programs, student learning, opportunities for volunteerism, and participation in school activities.

Action Step/Strategy *Based on Campus Needs Assessment*	Person(s) Responsible	Resources	Timeline	Evaluation
1. Increase awareness about campus learning, activities, programs, procedures, and student success.	Campus admin, instructional and support teachers	Local funds, social media platforms	August through May	Website and social media posts, updates, promote
2. Promote 2 way communication with parents and stakeholders via campus messaging platforms	Campus admin, instructional and support teachers	Local funds, social media platforms	August through May	Blackboard connect, Hootsuite, and classroom DOJO, parent conference logs
3. Utilize print, electronic, and social media to communicate and promote campus initiatives.	Campus admin, instructional and support teachers	Local funds, social media platforms	August through May	Website and social media posts, updates, promote

4. Parent/community involvement activities include: Fall is For Families events, lunch with grandparents/family members, GISD Art Walk, Spring Fun Run, Veterans day and other special holiday musical programs	All campus staff	local funds, Title 1 Parent Involvement funds	August through May	Website and social media posts, updates, promote, parent/community participation and attendance, visitor logs, sign in sheets