

UNION GROVE JUNIOR HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

2022-2023



UNION GROVE J H

Mission

*OUR MISSION IS TO DEVELOP LEADERS, LIFELONG LEARNERS, AND PRODUCTIVE
CITIZENS PREPARED TO ACHIEVE THEIR POSTSECONDARY GOALS*

Nondiscrimination Notice

UNION GROVE J H does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the Rehabilitation Act of 1973, as amended.

UNION GROVE J H

Vision

*OUR VISION IS TO BE A COMMUNITY OF LEARNERS; EDUCATING EMPOWERING, AND
ENCOURAGING ALL STUDENTS TO REACH THEIR FULL POTENTIAL*

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UNION GROVE J H

Goal 1. Academics: Academic success for all students.

Objective 1. UGJH will increase student performance on STAAR reading & math by developing individual growth goals with an emphasis on increasing "Meets" standard in reading & math (>60%)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers & campus principals will review & plan using prior year STAAR Data and MAPS data to determine individual student strengths & areas of need. (Title I SW: 1,8) (Title I SW Elements: 1.1) (Title I TA: 1) (Target Group: 7th, 8th) (Strategic Priorities: 2) (CSFs: 2)	Assistant Principal(s), Intervention Teacher, Principal, Teacher(s)	First 2-4 weeks of school	(L)Region 7-DMAC program	Formative - Intervention plans, Benchmark data, EOY STAAR, EOY assessment
2. Use DMAC develop and evaluate benchmarks and assessments (Title I SW Elements: 1.1,2,2) (Target Group: 7th, 8th) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal	ongoing	(F)Rural Schools Grant - \$6,663, (L)Region 7-DMAC program	Formative - DMAC data
3. Develop & implement detailed IEP's for students who did not reach approaches in math or reading. HB4545 (Title I SW Elements: 2.2,2.5,2.6) (Target Group: AtRisk, 7th, 8th) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	daily	(S)State Compensatory (at risk) - \$437,882	Formative - ongoing formal & informal assessment data to determine growth
4. Regular meetings with principal and/or assistant principal will be used to discuss students, student data and instructional planning, instructional strategies. PLC time will be utilized to review data from benchmarks to determine plan for remediation/growth. (Title I SW Elements: 1.1,2,2) (Target Group: 7th, 8th) (Strategic Priorities: 2) (CSFs: 1,2,3,4)	Assistant Principal(s), Core Subject Teachers, Principal	weekly		Formative - data from benchmarks & other forms of assessments
5. Dyslexia instruction for all dyslexia students who have not completed the Dyslexia curriculum. Students who have completed the curriculum will be monitored and provided accommodations as needed. (Title I SW: 2) (Target Group: AtRisk, Dys) (Strategic Priorities: 2) (CSFs: 1)	Dyslexia specialist, Principal, Teacher(s)	daily	(S)State Funds - \$55,211	Formative - Improved performance by dyslexia students
6. DMAC data, observations, classroom work, report cards, progress reports, and other assessment data will be reviewed and monitored throughout the year for daily	Assistant Principal(s), Principal, Teacher(s)	daily	(S)State Compensatory (at risk) - \$437,445	Formative - daily schedule, student assignments based on need

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
intervention assignments through DEAL period, before school tutorials and after school tutorials. (Target Group: 7th ,8th)				
7. Teachers will use researched based instructional strategies. (Lead4ward, individual PD, Region 7, Lowman Strategies) (Title I SW Elements: 2.5) (Target Group: 7th ,8th) (Strategic Priorities: 2) (CSFs: 1,4)	Assistant Principal(s), Principal, Teacher(s)	daily	(F) Title II, Part A (PD) - \$51,508	Formative - Lesson plans, walk throughs, regular meeting discussion, formal & informal assessment of student performance
8. Students in 7th & 8th grade will develop SMART goal(s) in reading & math & students that will take a reading & math STAAR assessment will be knowledgeable of their growth projection. (Title I SW Elements: 2.2) (Target Group: 7th ,8th) (Strategic Priorities: 2,3) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	1st 6 weeks & 3rd 6 weeks		Formative - SMART goal documentation, formal & informal assessment data (portfolios)
9. Students will develop measurable goals in reading and math. Students will be knowledgeable of their growth projection. (Title I SW Elements: 1.1) (Target Group: 7th ,8th) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	BOY, MOY	(F) Rural Schools Grant, (L) Region 7-DMAC program - \$6,663	Formative - ongoing use of one of the resources for scope & sequence
10. Reading and math teachers will use TEKS Resource System or Lead4ward for Scope and Sequence & TEKS checklists and pacing guides. (Title I SW Elements: 1.1) (Target Group: All, 7th ,8th) (Strategic Priorities: 2) (CSFs: 1)	Principal, Teacher(s)	each 6 weeks		Summative - documents provided, lesson plans, PLC discussions
11. Students will receive modifications & accommodations to meet individual academic needs. (Target Group: SPED, Dys, 504) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Diagnostician, Special Ed Teachers, Superintendent(s), Teacher(s)	ongoing		Formative - IEP, 504, modification & accommodation documentation
12. Reading and math teachers will review data spreadsheets (Kelly Blalock) for student academic history and STAAR targets. (Target Group: All, 7th ,8th) (Strategic Priorities: 2)	Principal, Teacher(s)	ongoing	(L) Local Funds - \$12,000	09/26/19 - Pending (S)

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Goal 1. Academics: Academic success for all students.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
13. Teachers will monitor subpopulations of students closely after each assessment period & determine appropriate intervention plans. (Target Group: H,W,AA,ECD,ESL,EB,SPED,AtRisk) (Strategic Priorities: 2)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(S)State Compensatory (at risk) - \$437,445	10/01/19 - Pending
14. Utilize software programs to track student data in reading & math. (Target Group: All) (Strategic Priorities: 2)	Assistant Principal(s), Intervention Teacher, Principal, Teacher(s)	ongoing	(L)Technology Funds (Trans. Fees)	10/01/19 - Pending

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Goal 1. Academics: Academic success for all students.

Objective 2. UGUSD will strive to achieve 85% "Meets" in Science & 50% "Meets" in Social Studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students in 7th-8th grade will participate in lab instruction at least 40% (70 days a school year) of instructional class time. (Target Group: 7th ,8th)	Principal, Teacher(s)	on-going	(S)State Funds - \$16,000	Formative - benchmarks, formal & informal assessments
2. Science & Social Studies teachers will use TEKS Resource System, Lead4ward, or Study Island (History) for scope & sequence and TEKS checklists. (Title I SW Elements: 1.1) (Target Group: All, 7th ,8th) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(F)Rural Schools Grant - \$6,663	Formative - ongoing use and discussion of scope and sequence & TEKS checklist
3. 8th Science will administer and use MAPS growth data for instruction and vertical alignment. (Target Group: 8th) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	BOY, MOY, EOY		Formative - BOY, MOY, & EOY assessment data to drive instruction
4. Science & SS teams will meet to discuss curriculum, instruction & assessment development & work towards vertical alignment teaming. The teams will meet periodically to discuss, align, and mentor continual learning. (Target Group: All, 7th ,8th) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - Meeting information, attendance logs
5. Seek professional development that addresses the needs of teachers & students in science & social studies. (Title I SW Elements: 1.1) (Target Group: All, 7th ,8th) (CSFs: 1,4,7)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(F)Rural Schools Grant - \$51,508, (F)Title II, Part A (PD) - \$6,663	Formative - PD calendar development
6. Incorporate project based learning throughout the year. (Title I TA: 1,3) (Target Group: All, 7th ,8th)		ongoing		09/24/19 - Pending
7. Use DMAC and Study Island (History) for assessments to review data. (Target Group: All, 7th ,8th)	Principal, Teacher(s)	ongoing	(F)Rural Schools Grant - \$6,663, (L)Region 7-DMAC program	09/26/19 - Pending

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Goal 2.

Opportunities: UGISD will provide programs that enhance the educational learning opportunities for students such as; athletics, band, AG, academic UIL, theater, CTE programs, GT and CCMR courses.

Objective 1. Increase or maintain participation counts in all CTE programs, increase certifications (from state approved list).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop a vision for each CTE program pathway. CTE teachers will meet with principal to develop a vision for their program and set participation goals as well as success markers for the program. CTE opportunities for JH students will be researched, discussed, and looked at for possible implementation. (Title I TA: 4) (Target Group: 7th ,8th) (Strategic Priorities: 3)	Core Subject Teachers, Principal, Teacher(s)	ongoing		09/24/19 - Pending
2. Identify certifications that are state approved & develop plans to certify students. CTE teachers will research state approved certifications to develop plans to implement more state recognized opportunities. JH CTE classes will be reviewed for vertical alignment with high school certification offerings. (Title I TA: 4) (Target Group: All, CTE, 7th ,8th) (Strategic Priorities: 3)	Principal, Teacher(s)	ongoing	(F)Perkins Grant - \$4,104	09/24/19 - Pending (S)
3. Offer opportunities for students to shadow & observe careers. 8th grade class will attend a "Career Day". The 7th & 8th grade will attend a CTE Fair that is hosted by the HS CTE department to allow them to discuss and ask questions concerning HS course offerings in the CTE department. (Target Group: CTE, 7th ,8th) (Strategic Priorities: 3)	Principal, Teacher(s)	ongoing		09/24/19 - Pending

UNION GROVE J H

Goal 2.

Opportunities: UGISD will provide programs that enhance the educational learning opportunities for students such as; athletics, band, AG, academic UIL, theater, CTE programs, GT and CCMR courses.

Objective 2.

Strive to increase participation in extracurricular activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Meet with all incoming 7th graders in the spring to inform them of opportunities for participation. (athletics, band, theater, UIL, etc.) (Target Group: 7th)	Principal	spring		
2. Increase UIL participation. Encourage and celebrate UIL participation in all areas. Provide opportunity and time for UIL practice and recognition and rewards for participation. (Target Group: All, 7th, 8th)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(L)Local Funds	09/25/19 - Pending
3. Provide a variety of opportunities for students to compete, perform and serve throughout the year. (Target Group: All, 7th, 8th)	Assistant Principal(s), Principal, Teacher(s)	ongoing		09/25/19 - Pending
4. Strive to create a 'team' culture in extracurricular activities & teach leadership, communication, collaboration. Encourage and recognize student participation and leadership. Meet with program leaders weekly to collaborate and discuss potential scheduling conflicts and resolutions as well as ways to support each others programs. (Target Group: All, 7th, 8th)	Teacher(s)	ongoing		09/26/19 - Pending (S)
5. Provide tours for incoming 7th graders of band hall, athletic facilities, etc. (Target Group: All)	Principal, Teacher(s)	spring semester		
6. Seek opportunities to include elementary aged students in programs at the JH/HS level (musicals, pre-game activities, plays, etc) to build unity and excitement for program involvement. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th,6th)	Principal, Teacher(s)	ongoing		

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Goal 3. Culture : UGISD will provide a safe learning environment that encourages all students to grow and learn.

Objective 1. UGISD will achieve a 90%- 95% attendance rate in 2021-2022.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Grade level attendance competitions. (Target Group: All, 7th , 8th) (CSFs: 4)	Principal, Superintendent(s)	each 6 weeks	(L)Local Funds	Formative - attendance data
2. Campus attendance incentives. Recognition for perfect attendance at the JH Awards ceremony. Semester and/or yearly rewards (meals, tournament entries) (Target Group: All, 7th , 8th) (CSFs: 4)	Assistant Principal(s), Principal, Teacher(s)	each 6 weeks		Formative - 6 weeks attendance data
3. Documented contact with parents/guardians of students that are absent. Automatic calls twice daily. Principal/Asst Principal calls to address frequent absenteeism. Meetings with parents to reach resolution. (Target Group: All, 7th , 8th) (CSFs: 4,5)	Assistant Principal(s), Attendance clerk, Principal, Teacher(s)	daily		Formative - daily documentation
4. Counselor will reach out to students and parents that have excessive absences and/or tardies. (Title I SW Elements: 2.6) (Target Group: All, AtRisk) (CSFs: 4)	Assistant Principal(s), Attendance clerk, Principal	weekly		Formative - Attendance data, counselor communication logs
5. Reach out to at home learning students who do not engage daily. Students who miss 2 days of home learning will receive a home visit. (Target Group: All, 7th , 8th)	Assistant Principal(s), Principal	daily	(O)Attendance records	Criteria: daily and/or weekly attendance data 09/24/19 - Pending

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Goal 3. Culture : UGISD will provide a safe learning environment that encourages all students to grow and learn.

Objective 2. Provide a safe learning environment for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implementation of Character Strong SEL program. (Target Group: All) (CSFs: 6)	Assistant Principal(s), Counselor, Principal, Teacher(s)	Sept-May	(S)State Funds - \$3,300	Summative - student survey
2. Implement & document safety drills regularly throughout the year. Monthly fire drills/other drills periodically. Documented by Asst. Principal (Target Group: All,7th ,8th) (CSFs: 6)	Assistant Principal(s), Principal, Superintendent(s)	ongoing		Formative - Drill documentation
3. Offer counseling services to students. (Title I SW Elements: 1.1,2.6) (Target Group: All,7th ,8th) (CSFs: 6)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing	(S)State Funds - \$77,383	Formative - counselor log
4. Use drug dogs throughout the school year. Drug dogs will be utilized for random searches at least 6 times a year. (Target Group: All,7th ,8th) (CSFs: 6)	Assistant Principal(s), Principal, Superintendent(s)	ongoing	(S)State Funds - \$115,000	Summative - EOY data from use of drug dogs
5. Anonymous David's Law reporting for bullying (Title I SW Elements: 1.1,2.6) (Target Group: All,7th ,8th) (CSFs: 6)	Principal, Superintendent(s)	ongoing	(L)Technology Funds (Trans. Fees)	Summative - Incident reporting data
6. Mental health training & awareness for faculty/staff. (Title I SW Elements: 2.6) (Target Group: All) (CSFs: 6)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)		(S)State Funds - \$115,000	Summative - PD documentation
7. Full time SRO to monitor district & help implement safety & security measures. (Target Group: All) (CSFs: 6)	Superintendent(s)	2019-2020	(S)State Funds - \$115,000	Formative - weekly monitoring of campus to inform and protect
8. Two full time district counselors. (Title I SW Elements: 2.6) (Target Group: All) (CSFs: 6)	Principal, Superintendent(s)	ongoing	(S)State Funds - \$77,383	Formative - ongoing counseling services for at risk students
9. Counselor will reach out of at home learning students to identify any social emotional needs. (Target Group: All)	Counselor	daily/weekly		
10. All staff members receive annual training	Teacher(s)	annual training		Criteria: training logs

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Goal 3. Culture : UGJSD will provide a safe learning environment that encourages all students to grow and learn.

Objective 2. Provide a safe learning environment for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
about childsexual abuse, trafficking, and other maltreatment of children. (Target Group: All)				
11. UGJSD will provide information to parents about sex trafficking of children. (Target Group: All)	Counselor, Principal, Superintendent(s)	annually		Criteria: annual event or flyer information to parents

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Goal 4. Community: UGISD will communicate and collaborate with parents & community members to create positive educational experiences and outcomes for students.

Objective 1. Communicate via phone, conference or email with every parent/guardian by the end of the school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will conference in person or on the phone with parents/guardians of students that are failing. Document meeting, possible reasons for lack of success and identify strategies to implement in the future. (communicate the plan) Progress reports and report cards of any student who is failing will be mailed to parent/guardian. (Title I SW Elements: 2.1) (Target Group: All, AtRisk, 7th, 8th) (CSFs: 5)	Principal, Teacher(s)	each 6 weeks		Formative - parent communication logs
2. Develop a plan and timeline so that each parent receives a phone call or email to share feedback about their student. This communication may be just a positive phone call to let the parent know that the child is doing well in class. Teachers are required to keep log of contact with parent and logs are reviewed each semester. (Target Group: 7th, 8th)		ongoing		Formative - parent communication logs
3. Use a variety of forms of communication for parents: social media, Remind, phone calls, email, text, and newsletter. (Title I SW Elements: 2.1) (Target Group: All, 7th, 8th) (CSFs: 5)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing		Formative - daily & weekly
4. Campus site based committees meetings (at least twice a year) (Title I SW Elements: 2.1) (Target Group: All) (CSFs: 5)	Principal, Superintendent(s)	two meetings per year		Formative - meeting minutes, documented attendees, agendas
5. Social media communication outlets: (Twitter, Instagram, Facebook) (Title I SW Elements: 3.1) (Target Group: All, 7th, 8th)	Principal, Superintendent(s)	daily		09/24/19 - Pending
6. Periodic newsletter via email/website. (Target Group: All, 7th, 8th)	Teacher(s)	ongoing		09/25/19 - Pending
7. Parent EOY survey. (Target Group: All)	Principal	EOY		

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Goal 4. Community: UGJSD will communicate and collaborate with parents & community members to create positive educational experiences and outcomes for students.

Objective 2. Each campus will strive to have 4-5 community involvement events per school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Community pep rally in the fall. (Target Group: All)	Principal, Superintendent(s), Teacher(s)	fall	(L)Local Funds	09/25/19 - Pending
2. Fall, winter & spring band concerts (Target Group: All)	Principal, Teacher(s)	boy, moy, eoy		09/25/19 - Pending
3. Host a Veteran's Day program to recognize local Veterans and their sacrifice to our community and country. (Target Group: All)	Assistant Principal(s), Faculty/Staff, Principal, Superintendent(s)	November		
4. Host multiple parent meetings to provide information and open up communication. (Target Group: 8th) (Strategic Priorities: 3)	Principal, Teacher(s)	annually		
5. HS Student Council will oversee district and community projects. (Target Group: All)	Counselor, Principal, Teacher(s)	ngoing		

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Goal 5. Team: UGISD will strive to recruit & retain quality educators.

Objective 1. UGISD will strive to recruit and retain quality educators

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish, monitor and maintain effective mentoring system to help retain highly qualified staff (Target Group: All) (Strategic Priorities: 1)	Mentors, Principal	August each year	(F) Title II, Part A (PD) - \$51,508, (S) State Funds	Summative - Mentor assignments; mentor conferences with principals
2. Keep data current on all teacher certifications, testing, staff development, and service records to ensure that all meet/maintain highly qualified status.	Secretary, Superintendent(s)	each school year	(F) Title II, Part A (PD)	Personnel files, professional development records, teacher interviews
3. Assist teachers in maintaining or attaining certifications through alternative programs, GT certification, ESL, Coursework, and TEXES testing to assure all staff is highly qualified. (Strategic Priorities: 1)	Principal, Secretary, Superintendent(s)	as needed	(S) State Funds	Professional Development Records, Number of teachers in alternative certification programs
4. Maintain updated data on paraprofessionals to ensure highly qualified aides and require any aides not considered highly qualified to complete TOP training.	Principal	as needed	(F) Title II, Part A (PD)	Professional development records; number of paraprofessionals attending TOP training
5. Strive to maintain positive morale across campuses and the district as a whole. (Title I SW: 5) (Target Group: All)	Administrator of Academic Services, Assistant Principal(s), Principal, Superintendent(s)	ongoing		
6. Develop, create and conduct substitute handbook and training prior to substitutes working with students. (Target Group: All)	Principal, Secretary, Superintendent(s)	annually	(L) Local Funds	Summative - Annual training for substitutes
7. Examine and identify ways to compete with other districts to ensure UGISD employees highly qualified teachers and administrators. (Strategic Priorities: 1)	Superintendent(s)	ongoing		Summative - comparison of salary and benefits with other districts.