Union Grove I.S.D.

District Improvement Plan
2023-2024
Home of Lion Pride

Mission Statement

To provide a safe, caring, student-centered learning environment where excellence is measured by individual growth & success.

Vision

Encourage, Empower, Educate

In Union Grove ISD We Believe...

- **Students** shall be in a safe & loving environment where they are challenged to become lifelong learners & leaders of their community.
- **Families** shall be invited & welcomed so that they are informed & respected partners in their children's education.
- **Faculty & staff members** shall be highly qualified, enthusiastic educators, who love & engage students while developing relationships through involvement and collaboration.
- **Campus leadership** shall be well qualified, caring, ethical, active listeners who are accessible & visible in the school community.
- The **superintendent & central office staff** shall provide visible, dedicated leadership in a compassionate, unbiased manner to serve the school & surrounding community, while being open-minded to growth, safety, & financial responsibilities.
- Members of the **board of trustees** shall be caring, trustworthy, visible, student centered leaders who adhere to state, federal, & local policies & are ethical in their governance of the district.

U.G.I.S.D. Comprehensive Needs Assessment Documentation

The following information sources provided the data for our comprehensive needs assessment. An on-going review and disaggregation of data by the district site-based committee led to the development of the goals, objectives, and strategies included in the Union Grove ISD 2023-2024 District Improvement Plan. All performance goals identified in the ESSA (Every Student Succeeds Act) have been adopted by the district and are reflective in this District Improvement Plan.

Student Data:

Texas Primary Reading Inventory (TPRI)
State of Texas Assessments of Academic Readiness (STAAR)
Texas English Language Proficiency
504 Data
CLI Engage Pre-K Assessment
Dyslexia Screening
Curriculum Based Assessments
Special Education Data
TSI/SAT/ACT
Attendance
Failure rates
PEIMS 425 Discipline Report
Map Growth Data

Teacher Data:

Texas Teacher Evaluation & Support System (T-TESS)
Formal & Informal Walkthroughs
Teacher SurveyAssessment System

District & Campus Data:

Demographic Student Reports
Performance Based Monitoring Analysis System (PBMAS)
Professional Development Needs Survey
Parent/Guardian Survey
Faculty/Staff turnover
Student Survey

Funding Sources for Instructional Programs:

Title I, Part A (Every Student Succeeds Act)
Carl E. Perkins (CTE)
Local Funds
Special Education

Title II, Part A (Improve Teacher/Principal)
State Comp Ed (At Risk)
High School Allotment

Title IV, Part A (Every Student Succeeds Act)
ESSER II ESSERIII

Areas Reviewed	Summary of Strengths	Summary of Needs	Priorities
Student Achievement	Academic growth in reading & math improved (ELA 67%, Math 74%)	- increase meets in all subjects -increase masters in all subjects -increase CCMR	-Student individual growth -Increases in CCMR
Demographics	Eco. Dis. & Hispanic populations are within 10% of overall district percentage	-continue to improve the % of spec. Ed. population on grade level	- continue to focus on all sub pops
School Culture & Climate	PTO, Fine Arts, UIL, athletics, elem awards, character education, counseling services, 2 SRO's	-overall school attendance -student participation in extra & co-curricular activities	-96% or better attendance -student & parent invovlement
Family & Community Involvement	UGISD FB, Remind, Blackboard, Skyward, Elem Tues. folders, PTO, Boosters, Elem. programs, surveys	-Parent nights -community/business involvement	-organize district wide career day for parent and community involvement
Teaching, learning & assessment	MAPS Math & Rdg Intervention	-Curriculum audit -Vertical alignment in ELA & Math	-complete curriculum audit & est. alignment meetings
School organization & Programming	2 district counselors, 2 dyslexia teachers, 2 nurses, 2 SRO's, 3 sped. Ed. teachers at elem., 2 spec. Ed. teachers at JH/HS	-Intervention at JH -ESL certifications -CTE programs	-using student data & budget, determine need for intervention at JH
Technology	Tech director & tech assistant, Teacher team attended TCEA, one to one at school, Box lights in classrooms, teachers have Surfaces	-Tech PD -instructional technolgy	-seek ways to purchase & include necessary technology in the classroom to enhance instruction and learning

UNION GROVE ISD Site Base

Name	Position
Moore, Kelly	Superintendent
Boyd, Betty	Community Member
Vestal, BJ	Business
Ballard, Sherrill	Elementary Principal
Painter, Bobby	High School Teacher
Applegate, Jennifer	Counselor
Wallace, Stephaney	Non-Teaching
Croley, Jerry	Parent
Hulsebus, Samantha	Parent
Bilnoski, Susan	Elementary Teacher
Littlejohn, Corie	Elementary Teacher
Smith, Kimber	JH/HS Teacher
Morvan, Jennifer	Non-Teaching
Caperton, Heather	Community
O'Neal, Christina	Parent
Kessler, Tammy	Parent
Swisher, Samantha	Special Programs
Smith, Katie	Non-Teaching

UNION GROVE ISD

Goal 1. Priority 1:Student Success

Objective 1. Student safety & well being

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 9 week review of discipline incidents & examine discipline management plans. (Target Group: All) (CSFs: 6)	Assistant Principal(s), Principal	9 week review	(O)Discipline Records	Criteria: Decrease serious student discipline issues & student survey indicates positive climate & culture among student body. Summative - End of each semester (December & May) 11/28/23 - On Track
2. 9 week review of attendance & examine methods to maintain 96% attendance rate or better (Target Group: All)	Assistant Principal(s), Principal	9 weeks	(O)Attendance records	Criteria: Review & examine attendance data each 9 weeks. 11/28/23 - Pending
3. Develop & implement program plans for social/emotional curriculums and to educate & support student mental health. (Target Group: All)	Assistant Principal(s), Counselor, Principal, Superintendent(s)	ongoing	(L)Local Funds	Criteria: Social/emotional curriculum & program feedback. 11/28/23 - Pending

UNION GROVE ISD

Goal 1.   Priority 1:Student Success

Objective 2.   Student engagement including extracurricular & co-curricular activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Annually maintain or increase participation in UIL extracurricular & co-curricular activities. (Target Group: All)	Assistant Principal(s), Faculty/Staff, Principal, Superintendent(s)	Ongoing		Criteria: Seasonal & annual reports pertaining to extracurricular, cocurricular, and CTE.

UNION GROVE ISD

Goal 1. Priority 1:Student Success

Objective 3. Academic Achievement - Academic Growth

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Annually increase the percentage of students reading at or above grade level (Target Group: All) (Strategic Priorities: 2)	Intervention Teacher, Principal, Special Ed Teachers, Teacher(s)	Annually	(F)Title I, Part A - $51,000, (S)State Compensatory (at risk) - $165,370	Criteria: MOY & EOY univeral screening data or MAPS reports (1-8) 11/29/23 - Some Progress (S)
2. Annually increase the percentage of students performing at or above grade level in math. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers, Intervention Teacher, Principal, Special Ed Teachers	Annually	(F)Title I, Part A - $51,000, (S)State Compensatory (at risk) - $165,370	Criteria: MOY & EOY universal screener or MAPS data (1-8) 11/29/23 - Some Progress (S)
3. Maintain or exceed a 98% graduation rate. (Target Group: 12th) (Strategic Priorities: 3)	Counselor, Principal	Annually		Criteria: Annual graduation rates 11/29/23 - Pending (S)
4. Increase the number of students that graduate under the foundation plan with an endorsement. (Target Group: 8th,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Counselor, Principal	Annually		Criteria: Annual review of senior graduation plans 11/29/23 - On Track (S)

UNION GROVE ISD

Goal 1.   Priority 1:Student Success

Objective 4.   College, Career & Military Readiness

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase career & technical student organization opportunities. (Target Group: CTE,8th,9th,10th,11th,12th) (Strategic Priorities: 3)	Counselor, Principal, Teacher(s)	Annually		Criteria: Annual CTSO report & participation 11/29/23 - Pending
2. Annually maintain or increase CTE enrollment. (Target Group: CTE,8th,9th,10th,11th,12th) (Strategic Priorities: 3)	Counselor, Principal	Annually		Criteria: Annual CTE enrollment reports 11/29/23 - On Track (S)
3. External audit of CTE offerings. (Target Group: CTE) (Strategic Priorities: 3)	Principal	Bi-annually	(L)Region 7	Criteria: Report from Region 7 on CTE programs. 11/29/23 - Some Progress (S)
4. Increase the percentage of seniors who meet college & career standards. (Target Group: CTE,7th ,8th,10th,11th,12th) (Strategic Priorities: 3)	Counselor, Principal	Annually	(S)State Funds - $54,470	Criteria: Annual CCMR report 11/29/23 - Some Progress (S)

UNION GROVE ISD

Goal 2. Priority #2: Faculty & Staff Recruitment, Retention & Capacity Building

Objective 1. Retaining great staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Intentional leadership support & incentives (Target Group: All) (Strategic Priorities: 1)	Assistant Principal(s), Principal, Superintendent(s)	Ongoing	(L)Local Funds - $5,000	Criteria: 95% or better overall staff satisfaction at UGISD based on survey. 11/30/23 - Pending (S)
2. Gradually develop competitive pay scales & benefits among similar districts. (Strategic Priorities: 1)	Superintendent(s)	Annually	(S)State Funds	Criteria: Annual comparison of pay scales and benfits. 11/30/23 - Some Progress (S)
3. TAC team to incorporate staff engagement & decision making. (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing	(L)Local Funds - $3,000	Criteria: Meeting minutes, feedback, planning 11/30/23 - Pending (S)

UNION GROVE ISD

Goal 2.   Priority #2: Faculty & Staff Recruitment, Retention & Capacity Building

Objective 2.   Recruit highly qualified staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Intentional district marketing at job fairs & local colleges (Strategic Priorities: 1)	Principal, Superintendent(s), TAC Team	Orgoing	(L)Local Funds - $5,000	Criteria: Increase pool of high qualified applicants for jobs. 11/30/23 - Some Progress
2. Online applications through Region 7 (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing	(L)Region 7 - $1,800	Criteria: Online applications through Region 7 11/30/23 - On Track
3. Review benefit & incentive packages annually & advertise through various outlets. (Strategic Priorities: 1)	Board of Trustees, Principal, Superintendent(s), TAC Team	ongoing	(S)State Compensatory (at risk), (S)State Funds	Criteria: Annual review of benefits & incentives packages.

UNION GROVE ISD

Goal 2.   Priority #2: Faculty & Staff Recruitment, Retention & Capacity Building

Objective 3.   Capacity Building for all staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training for all new staff (onboarding) (Target Group: All) (Strategic Priorities: 1)	Mentors, Principal, Superintendent(s)	BOY	(L)Local Funds - $1,000	Criteria: Annual surveys for new staff 11/30/23 - Pending (S)
2. Implement mentor program with fidelity (Strategic Priorities: 1)	Mentors, Principal	Ongoing	(L)Local Funds - $10,000	Criteria: MOY & EOY Mentor Surveys 11/30/23 - Pending (S)
3. Develop Lion Conference with staff to present sessions for learning (Target Group: All) (Strategic Priorities: 1,2)	Principal, Superintendent(s), TAC Team	Summer 2024	(L)Local Funds - $3,000	Criteria: Conference surveys 11/30/23 - Pending (S)
4. Inform staff to seek & attend Region 7 professional development (Target Group: All) (Strategic Priorities: 1,2)	Principal, Superintendent(s), Teacher(s)	ongoing	(L)Region 7 - $40,000	Criteria: Individual professional development plans 11/30/23 - Pending (S)
5. Professional development days & inservice (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing		Criteria: PD surveys

UNION GROVE ISD

Goal 3.   Priority #3: Community Engagement & Partnerships

Objective 1.   Parent Engagement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. District & campus text blast & emails (Target Group: All)	Principal, Superintendent(s)	Orgoing	(L)Local Funds - $10,000	Criteria: Parental involvement survey (communication) 11/30/23 - Pending (S)
2. Host parent involvement activities (Target Group: All)	Principal, PTO, Superintendent(s)	Ongoing	(L)Local Funds - $5,000	Criteria: Parental involvement surveys 11/30/23 - Pending (S)
3. District & campus level committees (Target Group: All)	Principal, Superintendent(s)	Ongoing		Criteria: Committee agenda & minutes, parental involvement surveys 11/30/23 - Pending

2/12/2024

UNION GROVE ISD

Goal 3.   Priority #3: Community Engagement & Partnerships

Objective 2.   Community Engagement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure community & businesses have opportunities to participate in district level activities	Principal, Superintendent(s)	Ongoing		Criteria: Number of commuity & business involvement activities 11/30/23 - Pending (S)
2. Invite local community members to speak to students and/or staff	Principal, Superintendent(s)	Ongoing	(S)State Funds - $5,000	Criteria: Community member involvement
3. Host family & community activities - homecoming, Veterans day, etc. (Target Group: All)	Board of Trustees, Principal, Superintendent(s), TAC Team	ongoing	(L)Local Funds - $10,000	Criteria: Annual activities & attendance 01/19/24 - Some Progress

UNION GROVE ISD

Goal 4.   Priority #4: Fiscal & Operational Systems

Objective 1.   Strategic allocation of resources

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Internal Budget Review & Workshops (to include student enrollment projections)	Business Manager, PEIMS Coordinator, Superintendent(s)	Annually		Criteria: Budget development 01/12/24 - Pending
2. Board of Trustee budget workshop (Target Group: All)	Board of Trustees, Superintendent(s)	Annually - Summer		Criteria: Annual budget workshop & ongoing review of budget 01/12/24 - Pending
3. Ensure student data is correct & current templates are utilized to accurately project revenue and expenses for budget purposes. (Target Group: All)	Business Manager, PEIMS Coordinator, Principal, Superintendent(s)	Ongoing	(O)Attendance records	Criteria: Ongoing reviews of student data in PEIMS 01/12/24 - On Track

Goal 4. Priority #4: Fiscal & Operational Systems

Objective 2. Internal controls

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. FIRST Rating report	Business Manager, Superintendent(s)	Annually		Criteria: Annual FIRST Rating 01/12/24 - On Track
2. Preliminary FIRST Reports to BOE	Business Manager	ongoing		Criteria: Ongoing budget health 01/12/24 - Some Progress
3. Maintain & communicate fiscal manual	Business Manager, Superintendent(s)	Annually		Criteria: Audit reports 01/12/24 - On Track (S)

UNION GROVE ISD

Goal 4.   Priority #4: Fiscal & Operational Systems

Objective 3.   Well maintained facilities/transportation/technology

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop a preventative maintenance plan (Target Group: All)	Maintenance Director, Superintendent(s)	ongoing	(S)State Funds - $10,000	Criteria: Quarterly report data
2. Maintain fleets & replenish as needed	Maintenance Director	ongoing	(S)State Funds - $190,000	Criteria: Transportation reports (vehicles & year models) 01/12/24 - Pending
3. Develop & adhere to district technology plan	Superintendent(s), Technology Director	ongoing	(L)Local Funds - $277,000	Criteria: Evaulation of progress using technology plan 01/12/24 - Pending

UNION GROVE ISD

Goal 4.   Priority #4: Fiscal & Operational Systems

Objective 4.   Renovating & Updating Facilities

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop a facility audit plan	Maintenance Director, Superintendent(s)	ongoing	(L)TASB - $14,000	Criteria: TASB audit report
2. Facility planning committee	Superintendent(s)	ongoing		