

Union Grove I.S.D.  
District Improvement Plan  
2018-2019



Home of Lion Pride

Perseverance ~ Respect ~ Integrity ~ Dedication ~ Enthusiasm

# UNION GROVE ISD Site Base

Name	Position
Adams, Roger	Special Programs
Alston, Kelly	Parent
Baker, Rhonda	High School Teacher
Ballard, Sherrill	Assistant Principal
Blankenship, Kathy	Elementary Teacher
Boyd, Garry	Community Member
Cox, Brian	Business
Cox, Mary Lou	Elementary Teacher
Davis, Inga	Non Teaching
Evers, Rachel	JH/HS PRINCIPAL
Goodman, Feona	Parent
Holman, Tanya	Parent
Moore, Kelly	Superintendent
Newsom, Rosann	JH/HS Teacher
Rogers, Jennifer	Non-Teaching
Seymour, Brian	Business
Webb, Tracy	Special Programs
Whitaker, Lynn	EL Principal
Wightman, Casey	Community

# UNION GROVE ISD

## **Mission**

*The Mission of the Union Grove Independent School District is to create a unique, caring environment in which students acquire skills in critical thinking, problem solving, and technology as well as achieve personal excellence. Our graduates will become productive and responsible citizens who meet the challenges of the future.*

## **Vision**

*The Union Grove School District is dedicated to academic excellence. Its success depends on the entire community: students, teachers, administrators, parents, board members, community, and business persons. In essence, our Vision is to be an exemplary school, a leader in producing outstanding students who will become productive citizens.*

### Nondiscrimination Notice

UNION GROVE ISD 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 ISD

**Goal 1.** Union Grove ISD will strive to improve in all areas on the STAAR tests, and be above state averages on all grade levels and all subject areas of STAAR tests.

**Objective 1.** Students will demonstrate academic growth annually.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Kindergarten - 10th grade students will be assessed using a variety of assessment resources in reading and math throughout the school year to determine academic needs for each student. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Director of Student Services	Benchmark calendar	(L)Local Funds	Formative - Benchmark data, TEKSCORE data, data analysis, grade level/content area meetings.
2. Students in grades 3rd-12th will participate in lab instruction at least 40% of the time spent in the class. (Target Group: All)	Teacher(s)	ongoing	(L)Local Funds	Formative - Lesson plans, walk-throughs, improved scores on STAAR science benchmarks and STAAR tests.
3. STAAR and BENCHMARK data will be disaggregated, discussed and used to drive classroom instruction and meet the needs of our students. (Title I SW: 8) (Target Group: All) (CSFs: 2)	Assistant Principal(s), Principal, Teacher(s)	assessment calendar timeline	(L)Region 7-DMAC program	Formative - Lesson plans, Benchmark/TEKSCORE/STAAR data, improved STAAR test and benchmark scores
4. Utilize technology programs to increase performance on STAAR tests. (Target Group: All)	Assistant Principal(s), Campus Instructional Technologist, Principal, Teacher(s)	ongoing	(L)Local Funds, (L)Study Island Program, (S)Technology Funds	Formative - program data reports
5. Individualized accelerated instruction plans for students that did not meet approaches on STAAR reading & math. (Target Group: AtRisk) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	Daily		Formative - assessment results used before, during and after intervention
6. PLC meetings will be used to discuss students, student data and prepare plans for instruction. (Target Group: All)	Assistant Principal(s), Core Subject Teachers, Principal	assessment calendars	(L)Region 7-DMAC program	Formative - data from benchmarks & other forms of assessments
7. College & Career Readiness will be a priority through preparation for TSI, ACT, SAT, ASVAB and offering dual credit courses. (Target Group: All) (Strategic Priorities: 3)	Core Subject Teachers, Principal	annually	(L)Local Funds	Formative - TAPR, dual credit participation and completion, college readiness data
8. Dyslexia instruction for all dyslexia students in the district. (Title I SW: 2) (Target Group: AtRisk, Dys)	Intervention Teacher, Paraprofessionals, Principal	daily	(S)Content Mastery Teacher	Formative - Improved performance by dyslexia students
9. Continue to use federal monies to help fund teacher salaries (Title I SW: 3) (Target Group: All)	Principal, Teacher(s)	annually	(L)Title II, Part A	Improved student performance

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**Objective 1.** Students will demonstrate academic growth annually.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. Reading and Math Intervention Teacher for at-risk elementary students in grades K-5. (Target Group: AtRisk) (Strategic Priorities: 2) (CSFs: 1)	Intervention Teacher, Principal, Teacher(s)	daily	(L)Local Funds	Formative - ongoing assessment data by classroom teachers and interventionist
11. Kindergarten - 12th grade students will have enrichment/intervention daily determined by ongoing assessment data. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	daily		Formative - daily schedule, student assignments based on need
12. Writing samples for kindergarten-3rd grade will be required each six weeks and samples will be assessed using a rubric. (Target Group: All)	Assistant Principal(s), Teacher(s)	ongoing		Formative - ongoing rubric results from writing samples

# UNION GROVE ISD

**Goal 2.** Union Grove ISD will meet or exceed state requirements for Special Education and Special Population students.

**Objective 1.** GT students will achieve meets or better on STAAR assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Proper identification of GT students through screening, testing, and parent/teacher recommendations. (Target Group: GT)	Director of Student Services, GT Teacher, Principal, Teacher(s)	ongoing	(O)GT screening/testing resources	Number of students identified and served through GT program
2. GT students will receive specially designed instruction each six weeks from the GT teachers on both the Elementary and JH/HS campuses. (Target Group: GT)	GT Teacher, Principal, Teacher(s)	each six weeks	(L)Local Funds	Formative - GT student participation; student and parent feedback
3. GT students will be offered opportunities to participate in academic experiences such as; robotics, academic UIL, Model UN, honors courses, dual credit, etc. (Target Group: GT)	GT Teacher, Teacher(s)	ongoing	(L)Local Funds	Formative - participation, feedback

# UNION GROVE ISD

**Goal 2.** Union Grove ISD will meet or exceed state requirements for Special Education and Special Population students.

**Objective 2.** Special education students will demonstrate annual individual growth expectations on STAAR and other local assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Special education will receive small group and/or individual instruction as needed. (Target Group: SPED)	Paraprofessionals, Special Ed Teachers, Teacher(s)	daily	(L)Local Funds	Formative - IEP's, local assessments, failure rate, data demonstrating growth
2. Annual training/updates on new testing procedures/requirements/classroom instruction for special education students for STAAR (Target Group: SPED)	Diagnostician, Spec. Ed. Co-Op Director, Superintendent(s)	annually	(L)Local Funds	Formative - All special education laws and requirements are understood and implemented in classrooms regarding instruction and STAAR.
3. Special education students will receive support services as determined by individual IEP's. (Target Group: SPED) (Strategic Priorities: 2)	Paraprofessionals, Principal, Special Ed Teachers	ongoing	(L)Local Funds	Formative - growth (academic, social emotional, etc.) as provided by local data assessments and STAAR assessments.
4. All special education students will be assigned to the least restrictive environment for maximum learning opportunities. (Target Group: SPED)	Diagnostician, Principal, Special Ed Teachers, Teacher(s)	August 2009 and ongoing	(L)Local Funds	Formative - Risk factors from TEA for special education student achievement; AEIS; PBMAS
5. 100% of teachers will modify instruction according to individual IEP's and ARD committee decisions. (Target Group: SPED)	Principal, Special Ed Teachers, Teacher(s)	school year	(L)Local Funds	Formative - Lesson plans; copies of modified assignments and tests; walk-throughs; failure reports

# UNION GROVE ISD

**Goal 2.** Union Grove ISD will meet or exceed state requirements for Special Education and Special Population students.

**Objective 3.** Economically disadvantaged students will demonstrate annual individual growth expectations on STAAR and other local assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Student Intervention Team to identify, assess, and meet student needs. (Target Group: ECD, AtRisk)	Assistant Principal(s), Director of Student Services, Special Programs Director, Teacher(s)	ongoing	(O)Student Intervention Team	Academic success of special population students.
2. Personal Graduation Plans (Target Group: AtRisk)	Director of Student Services, Principal	ongoing	(L)Region 7	Failure rate; graduation rate
3. Math & reading intervention services will be provided for students that are risk and are demonstrating need based on data. (Target Group: AtRisk) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - ongoing local assessment data, progress reports, report grades, STAAR assessments



# UNION GROVE ISD

**Goal 2.** Union Grove ISD will meet or exceed state requirements for Special Education and Special Population students.

**Objective 4.** English language learners will demonstrate annual individual growth expectations on STAAR & other local assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Evaluate and monitor the growth of English language learners and provide necessary small group or individual instruction to meet the needs of the students. (Target Group: ESL, LEP) (Strategic Priorities: 2)	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - ongoing assessment data and progress monitoring
2. Provide instructional strategies to meet the needs of English language learners. (Title I SW: 3) (Target Group: ESL, LEP) (Strategic Priorities: 2)	Teacher(s)	daily		Formative - lesson plans, walk-throughs

# UNION GROVE ISD

**Goal 3.** Union Grove ISD will be expected to meet and maintain or exceed an attendance rate of 97% in the 18/19 school year.

**Objective 1.** Attendance rate will be 97% or better.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Appropriate programs for truancy/excessive absences. (Target Group: All)	Assistant Principal(s)	ongoing	(L)Local Funds	Formative - Attendance rate
2. Early intervention through close monitoring with phone calls, letters and communication with parent and students, and individual intervention plans for students that are truant. (Target Group: All)	Assistant Principal(s)	ongoing	(L)Local Funds	Formative - Attendance rate
3. Attendance records will be available to parents on progress reports, report cards, and through the VSI online program. (Target Group: All)	Attendance clerk, Principal, Secretary	ongoing	(O)Attendance records	Attendance rate
4. Attendance INCENTIVES for JH-HS campus; exemptions from semester exams for good attendance. (Target Group: All)	Attendance clerk, Principal, Secretary	each six weeks	(L)Local Funds	Improved attendance rate
5. Attendance committee will monitor truancy and excessive absences. (Target Group: All)	Assistant Principal(s)	each six weeks	(O)Attendance records	Formative - Improved attendance rate

# UNION GROVE ISD

**Goal 4.** Union Grove ISD will maintain and promote a positive school and community relationship to foster continuing improvement of the educational system at UGISD.

**Objective 1.** Union Grove ISD will strive to increase parent and community awareness and involvement so the the educational process is a partnership between school, home and community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Frequent communication between school and home via: email, progress reports, marquee, VSI, website, School Reach program. (Target Group: All)	Assistant Principal(s), Campus Instructional Technologist, Director of Student Services, Principal, Secretary, Superintendent(s), Teacher(s)	ongoing	(L)Local Funds	Formative - Parent participation
2. Parent participation in field trips, assemblies, school sponsored events. (Target Group: All)	Assistant Principal(s), Director of Student Services, Principal, Teacher(s)	ongoing	(L)Local Funds	Formative - Parent participation
3. Union Grove webpage will be utilized to fullest potential for easy access and updated information for all parents and community members. (Target Group: All)	Campus Instructional Technologist, Teacher(s)	ongoing	(S)Technology Funds	Parent awareness and participation
4. Parent University; FAFSA workshop; Parent night, senior parent night (Target Group: All)	Director of Student Services	TBD	(L)Local Funds	Formative - Teacher/Parent feedback; parent participation
5. PTO meetings; Activities; Fundraisers (Target Group: All)	PTO	school year	(L)Local Funds	Formative - Teacher/Parent Feedback
6. Meet the Teacher Night, Open House (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Fall, Spring	(L)Local Funds	Formative - Parent Feedback
7. Facebook Account.	Superintendent(s)	Ongoing	(L)Local Funds	Formative - Parent Feedback
8. Identify and utilize ways to provide better communication to non-English speaking parents/guardians. (Title I SW: 6) (Target Group: ESL, Migrant, LEP) (CSFs: 5)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing		Formative - providing documents in Spanish, providing interpreters
9. Identify and utilize better means of communication at the secondary campus. (Title I SW: 6) (Target Group: All)	Assistant Principal(s), Principal, Superintendent(s)	daily/weekly/monthly		Formative - parent surveys, communication resources
10. Develop a PTO at the secondary campus. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Assistant Principal(s), Principal	ongoing		Formative - formation of a parent/teacher organization

# UNION GROVE ISD

**Goal 5.** Union Grove ISD will provide and promote a climate that is safe, orderly, and well-maintained.

**Objective 1.** Union Grove ISD will take steps to insure and maximize campus safety and provide the best possible learning environment for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus will follow the District Emergency Procedures and Crisis Management Plan; review emergency procedures and increase safety awareness district-wide. (Target Group: All)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing	(L)Local Funds	Formative - Drills; safety audits
2. Address the needs of students through assemblies, programs, and staff development regarding: suicide prevention, dating violence, conflict resolution, and bullying. Provide staff development regarding Crisis Prevention and Intervention and CPR procedures. (Target Group: All)	Assistant Principal(s), Director of Student Services, Principal, School Nurse, Superintendent(s), Teacher(s)	ongoing	(L)Local Funds	Formative - Reviews of student discipline referrals, conferences with students, student evaluations of assemblies/programs.
3. Part time school officer to visit with students, provide presentations, be present on campus. (Target Group: All)	Assistant Principal(s), Principal, Superintendent(s)	ongoing	(L)Upshur County Police Dept.	Relationship with police department, decreased # of discipline referrals
4. Practice emergency drills and evacuation drills (Target Group: All)	Principal	each six weeks	(L)Local Funds	Formative - Drill documentation; clear understanding by staff and students of actions during a crisis
5. Monitor campus grounds/hallways during non-class as well as class times. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	daily	(L)Local Funds	Formative - Decreased number of tardies and discipline referrals.
6. All HS students who drive will have to provide a copy of insurance, drivers license, and receive a parking permit and assigned parking place. (Target Group: All)	Principal, Secretary	ongoing	(L)Local Funds	Formative - # of students issued campus permits; ability to identify students/vehicles quickly when necessary
7. Use of AEP Disciplinary Program (Target Group: All)	Assistant Principal(s), Principal	school year	(S)State Compensatory	Appropriate assignment of students as needed to AEP program.

# UNION GROVE ISD

**Goal 5.** Union Grove ISD will provide and promote a climate that is safe, orderly, and well-maintained.

**Objective 1.** Union Grove ISD will take steps to insure and maximize campus safety and provide the best possible learning environment for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Mentoring program for all students in grades 9-12. Each faculty/staff member responsible for mentoring approximately 6-10 students for the school year. (Target Group: All)	Faculty/Staff	all year	(L)Local Funds	Formative - Improved self-esteem of students; improved academic performance; rapport with student body with faculty/staff; conversations and sharing of experiences at faculty/staff meetings.
9. Utilize RAPTOR system district wide to properly identify all visitors to all campuses. (Target Group: All)	Secretary	daily	(L)Region 7	Proper identification of campus visitors.
10. Annual Crisis Prevention and Intervention Training; CPI Teams on both campuses (Target Group: All)	Assistant Principal(s), Principal, Spec. Ed. Co-Op Director, Superintendent(s), Teacher(s)	annually	(L)Region 7	Proper responses to crisis; proper restraint of students
11. Continued use of security cameras on both campuses; addition of 3 way cameras and 2 way radios on all buses. (Target Group: All)	Bus Drivers, Principal, Superintendent(s), Transportation Director	school year	(L)Local Funds	Formative - Improved student safety; improved communication on buses.
12. School Health Advisory Committee will address health issues at the Elementary and JH campuses. (Target Group: All)	Assistant Principal(s), Principal	meet 4 times a year	(S)School Health Index	Increase in student wellness and decrease in tobacco use.
13. proximity entry locks on entry doors to buildings on both campuses (Target Group: All)	Assistant Principal(s), Director of Student Services, Faculty/Staff, Principal	ongoing	(L)Local Funds	Formative - better control of access to buildings
14. District security team (Target Group: All)	Faculty/Staff	ongoing	(L)Local Funds	Formative - increased level of student safety awareness
15. A contracted counselor will be available as needed to provide behavioral and emotional counseling and support as needed. The counselor will also provide anti-bullying, cyber safety, cyber bullying, suicide, etc. information to the staff and students. (Target Group: All)		ongoing/as needed	(L)Local Funds	Formative - contact hours, presentations

# UNION GROVE ISD

**Goal 5.** Union Grove ISD will provide and promote a climate that is safe, orderly, and well-maintained.

**Objective 1.** Union Grove ISD will take steps to insure and maximize campus safety and provide the best possible learning environment for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
16. Student, staff and parent surveys will be used as a means to determine the culture and climate of the campuses and district. (Title I SW: 1,6) (Target Group: All) (CSFs: 5,6)	Principal, Superintendent(s)	EOY		Summative - survey results

# UNION GROVE ISD

**Goal 6.** Union Grove ISD will meet the standards of technology as set forth in the district's technology plan.

**Objective 1.** Increased and effective use of technology by both teachers and students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Complete an annual technology survey to determine needs of teachers. (Target Group: All)	Campus Instructional Technologist, Teacher(s)	November	(L)Local Funds	Summative - Completion and data from chart.
2. 100% of all teachers will have a working knowledge of computers district-wide. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s), Technology Director	ongoing	(L)Local Funds	Formative - 100% of teachers using technology in the classroom; compliance with district technology plan; STAR charts.
3. DMAC solutions technology through Region VII to analyze STAAR scores, benchmark data-TEKSCORE, campus and district plans, personal graduation plans, etc. (Target Group: All, ECD, AtRisk)	Assistant Principal(s), Teacher(s)	ongoing	(L)Region 7-DMAC program, (L)Title II, Part A, (S)State Compensatory	Formative - Data analysis; improved benchmark scores and STAAR scores
4. Provide online courses through SUPERNET and TEvSN for HS students; 45 seats available. (Target Group: All)	Campus Instructional Technologist, Director of Student Services, Principal	school year	(L)Local Funds	Formative - Successful completion of subjects and credit earned.
5. United Streaming technology to be utilized district-wide in all subjects/grades for K-12. (Target Group: All)	Principal, Teacher(s), Technology Director	as needed	(L)Local Funds	Formative - Integration of technology into the classroom.
6. Provide technology professional development support for teachers.	Technology Director	ongoing		Summative - teacher surveys, lesson plans, walk-throughs

# UNION GROVE ISD

**Goal 7.** Union Grove ISD will meet or exceed state standards for completion rates & prevent dropouts.

**Objective 1.** Union Grove ISD drop-out rate will remain below 1% .

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Inform students of all possible options (Target Group: ECD, SPED, AtRisk)	Director of Student Services, Principal	ongoing	(L)Local Funds	Formative - Drop out rate
2. Promote involvement in Career Technology Programs (Target Group: ECD, SPED, AtRisk)	CTE Director, Director of Student Services, Principal, Teacher(s)	ongoing	(L)Local Funds	Formative - # of students in Career Tech Classes
3. Encourage involvement in extracurricular programs and activities. (Target Group: ECD, SPED, AtRisk)	Faculty/Staff	ongoing	(L)Local Funds	Formative - Increased # of students participating in extracurricular activities.
4. Mandatory summer school for students who are behind on credits at the end of the school year. (Target Group: ECD, SPED, AtRisk)	Principal, Teacher(s)	June-July	(S)HS Allotment	Completion of credits
5. Code all students properly for PEIMS and meet all due dates/deadlines. (Target Group: All)	CTE Director, Director of Student Services, Principal, Registrar, Secretary, Technology Director	October 10-June 2011	(L)Local Funds	Formative - PEIMS compliance and submission reportz
6. DAEP for students with discipline problems. (Target Group: All)	Principal	school year	(S)State Compensatory	Students maintain grade level as they enter/exit AEP.



# UNION GROVE ISD

**Goal 8.** All students will be taught by highly qualified teachers who are assisted by highly qualified professionals.

**Objective 1.** UGISD will maintain 100% highly qualified teachers and continue to recruit and maintain highly qualified teachers and staff through a variety of methods for the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct recruitment activities to ensure highly qualified personnel in all positions through job fairs, multiple website postings, and updated district website. (Target Group: All)	Principal, Superintendent(s)	as needed	(L)Title II, Part A	Positions posted; applications received; turnover rate
2. Establish effective mentoring system to help retain highly qualified staff	Mentors, Principal	August each year	(L)Title II, Part A	Summative - Mentor assignments; mentor conferences with principals
3. 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	(L)Title II, Part A	Personnel files, professional development records, teacher interviews
4. Assist teachers in maintaining or attaining certifications through alternative programs, GT certification, ESL, Coursework, and TEXES testing to assure all staff is highly qualified.	Principal, Secretary, Superintendent(s)	as needed	(L)Title II, Part A	Professional Development Records, Number of teachers in alternative certification programs
5. 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	(L)Title II, Part A	Professional development records; number of paraprofessionals attending TOP training
6. 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		Formative -
7. Develop, create and conduct substitute handbook and training prior to substitutes working with students. (Target Group: All)	Principal, Secretary, Superintendent(s)	annually		Summative - Annual training for substitutes
8. 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.

# UNION GROVE ISD

**Goal 8.** All students will be taught by highly qualified teachers who are assisted by highly qualified professionals.

**Objective 2.** Professional development for teachers will be primarily focused on curriculum alignment, instructional effectiveness and behavior management.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training on Teks Resource System to address curriculum, scope/sequence and YAG. (Title I SW: 4) (Target Group: All) (CSFs: 7)	Assistant Principal(s), Principal, Superintendent(s)	ongoing	(L)Region 7, (L)Region 7-DMAC program	Summative - professional development calendar, attendance, PD plan
2. Ongoing Sharon Wells training for math 2nd-5th. (Target Group: All) (Strategic Priorities: 2)	Principal, Teacher(s)	ongoing	(L)Local Funds	Summative - attendance of SW professional development
3. Empowering writers will be utilized K-6th.	Teacher(s)	ongoing		Summative - lesson plans, walk-throughs, writing samples/rubric
4. Identify and acquire PD, develop a PD calendar that focuses on researched based instructional strategies that motivate and engage students. (Title I SW: 3,4) (Target Group: All)	Principal, Superintendent(s)	ongoing		Summative - Professional development calendar
5. Implement professional learning communities focused on curriculum, instruction and data to meet the needs of students. (Target Group: All) (CSFs: 3,7)	Principal	meeting calendars		Summative - PLC calendars/agendas