

# UNION GROVE ELEMENTARY

## **Mission**

*The mission of Union Grove Elementary in partnership with our children, parents and community is to foster an educational atmosphere that motivates and challenges each child to reach their maximum potential. As an elementary school we strive to provide a safe and compassionate learning environment that empowers all children to be independent thinkers, life-long learners and responsible citizens.*

## **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, and a leader in producing outstanding students who will become productive citizens.*

### **Nondiscrimination Notice**

UNION GROVE ELEMENTARY 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 ELEMENTARY Site Base

Name	Position
Allen, Heather	Paraprofessional
Alston, Kelly	Business Owner
Blankenship, Kathy	Teacher
Cannon, Cheryl	Teacher
Finklea, Leslie	Teacher
Flanagan, Phillip	Teacher
Green, Laura	Teacher
Langley, Alisa	Parent
Ledbetter, Karen	Parent
Smith, Brandy	Teacher
Westmoreland, Krystal	Community Member
Whitaker, Lynn	Elementary Principal

**UNION GROVE ELEMENTARY**  
**Campus Improvement Plan**  
**2018/2019**

*MAKING A DIFFERENCE*

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2018/2019 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# UNION GROVE ELEMENTARY

**Goal 1.** Union Grove Elementary will continue to implement and enhance educational practices to ensure academic success for all students and to maintain our exceptional academic status.

**Objective 1.** Maintain the level of student performance in math so that all students achieve level 2 (meets satisfactory academic performance) and improve on the number of students achieving level 3 performance. ( masters academic performance on STAAR.)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize Texas Curriculum Management Program to ensure there are no gaps are in the learning. (Target Group: All)	Core Subject Teachers, Intervention Teacher, Special Ed Teachers	Each Six Weeks	(L)Local Funds	Formative - Lesson Plans
2. Administer and disaggregate math assessments for each student in grades 2nd-6th to determine strengths and weaknesses in math skills. (Target Group: All)	Intervention Teacher, Special Ed Teachers, Teacher(s)	weekly assessments	(L)Region 7-DMAC program	Formative - Weekly assessment data, DMAC data
3. All K-6th grade students that are at-risk will receive peer tutoring, one-on-one instruction, and/or intervention in a small group setting. (Title I SW: 3,4,6) (Target Group: AtRisk)	Intervention Teacher, Teacher(s)	August-June	(L)Local Funds, (O)Student Intervention Team	Formative - DMAC data, lesson plans, SIT data
4. Provide K-6th grade at-risk students with additional intervention small group setting by math interventionist for those on Tier 2 & 3. (Target Group: AtRisk)	Intervention Teacher	60 min weekly	(S)State Compensatory	Formative - Assessment data, DMAC data and formal/informal observations
5. Kindergarten & 1st grade will administer mClass math assessments. (Target Group: All, AtRisk)	Intervention Teacher, Teacher(s)	Each Six Weeks	(L)Local Funds	Formative - mClass data
6. Use a variety of teaching methods and differentiating instruction in the classroom. (Target Group: ECD, SPED, GT, AtRisk)	Teacher(s)	August-June	(L)Local Funds, (S)Title I, Part A transfer from Title II, Part A	Formative - lesson plans, walkthroughs, observations
7. Continue to implement and utilize the Texas Curriculum Management Program to enhance the K-6th grade math curriculum. (Target Group: All)	Teacher(s)	ongoing	(L)Region 7	Formative - lessons, student performance
8. Principal and Assistant principal will meet regularly with each grade level and department/content areas. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,3,6,7)	Assistant Principal(s), Principal	Minimum of 1 time per six weeks	(L)Local Funds	Summative - EOY Needs Assessment

# UNION GROVE ELEMENTARY

**Goal 1.** Union Grove Elementary will continue to implement and enhance educational practices to ensure academic success for all students and to maintain our exceptional academic status.

**Objective 2.** Improve the level of student performance in Reading and Writing so that all students achieve level 2 (meets satisfactory academic performance) and improve the number achieving level 3 (masters advanced academic performance) on the STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administer and disaggregate TPR1 and progress monitoring in Kindergarten, 1st and 2nd grade. (Target Group: All, AtRisk)	Intervention Teacher, Teacher(s)	TPRI: 3 times a year	(S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Formative - TPR1 and Progress Monitoring data
2. Administer running records for students in Kindergarten, 1st and 2nd grade. (Target Group: All, AtRisk)	Teacher(s)	3 times a year, as needed for at-risk	(S)Title I, Part A transfer from Title II, Part A	Formative - Running record data
3. Utilize intensive vocabulary strategies/materials in Kindergarten-3rd grade. (Target Group: All)	Teacher(s)	daily	(S)Title I, Part A transfer from Title II, Part A	Formative - Lesson Plans
4. Utilize Accelerated Reading as a reading incentive for 1st-6th. (Target Group: All)	Teacher(s)	daily	(S)Title I, Part A transfer from Title II, Part A	Formative - AR reports
5. At-risk students will receive peer tutoring, one-on-one instruction and/or small group instruction. (Target Group: AtRisk)	Teacher(s)	daily	(S)Title I, Part A transfer from Title II, Part A	Formative - Daily assignments, assessment data, DMAC data, formal/informal observations
6. Identify and provide at-risk students with individual and/or small group instruction. Identification and instruction will focus on the five reading components. (Target Group: AtRisk)	Intervention Teacher, Teacher(s)	at least 60 min. weekly	(S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Formative - Assessment data, DMAC data
7. Utilize a variety of teaching methods, differentiate instruction and a vast selection text such as: fiction, non-fiction, poetry. (Target Group: All)	Teacher(s)	August-June	(L)Region 7, (S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Formative - Lesson Plans, Walk-throughs
8. Administer small group literacy instruction for Kindergarten, 1st and 2nd. (Target Group: All)	Teacher(s)	4x weekly	(L)Local Funds	Formative - Lesson Plans, Walk-throughs
9. Students will have many opportunities to write in the classroom including: portfolios, journals, writing on assigned topics, research assignments, letters. (Target Group: All)	Teacher(s)	daily	(L)Local Funds	Formative - Lesson plans, walk-throughs, student work displayed
10. Utilize the Texas Curriculum Management Program as a resource to work with our new Empowering Writers program to enhance writing & reading instruction and assessment. (Target Group: All)	Teacher(s)	ongoing	(L)Region 7, (S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Formative - lesson plans, student performance

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**Goal 1.** Union Grove Elementary will continue to implement and enhance educational practices to ensure academic success for all students and to maintain our exceptional academic status.

**Objective 2.** Improve the level of student performance in Reading and Writing so that all students achieve level 2 (meets satisfactory academic performance) and improve the number achieving level 3 (masters advanced academic performance) on the STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. K-4 was trained in the Writing Program Empowering Writers this fall. We will utilize the program to improve writing instruction across the campus. (Title I SW: 4,6) (Target Group: All)	Principal, Teacher(s)	August-June	(L)Local Funds	Formative - Lesson Plans, walk-throughs
12. Principal and Assistant principal will meet regularly with each grade level and department/content areas. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,3,7)	Assistant Principal(s), Principal	Minimum of 1 time per six weeks	(L)Local Funds	Summative - EOY Needs Assessment

# UNION GROVE ELEMENTARY

**Goal 1.** Union Grove Elementary will continue to implement and enhance educational practices to ensure academic success for all students and to maintain our exceptional academic status.

**Objective 3.** Increase student performance in Science so that all students achieve level 2 ( meets satisfactory academic performance) and increase the number of students performing at level 3 (masters advanced academic performance) on the STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All students will receive instruction in the Science lab. (Target Group: All)	Teacher(s)	K-2nd: 1x per 6wks; 3rd-4th: 1x wkly; 5th: 2x wkly	(L)Local Funds	Formative - Lesson plans, Science lab usage and documentation
2. Utilize the TEKS Resource System K-6th grade science curriculum and assessments. (Target Group: All)	Teacher(s)	ongoing	(L)Local Funds, (L)Region 7, (S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Formative - lesson plans, student performance



# UNION GROVE ELEMENTARY

**Goal 1.** Union Grove Elementary will continue to implement and enhance educational practices to ensure academic success for all students and to maintain our exceptional academic status.

**Objective 4.** All students will show one year's growth at the conclusion of the school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will meet with administration to share any issues or concerns. (Title I SW: 1,3,6) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Campus Instructional Technologist, Core Subject Teachers, Faculty/Staff, GT Teacher, Principal	Ongoing and end of year testing	(L)Local Funds	Summative - STAAR EOY Assessments
2. Meetings will allow administration to reiterate the goals and follow up on the needs of the campus. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2)	Assistant Principal(s), Principal	On going	(L)Local Funds, (S)State Compensatory	Summative - Needs Assessment

# UNION GROVE ELEMENTARY

**Goal 1.** Union Grove Elementary will continue to implement and enhance educational practices to ensure academic success for all students and to maintain our exceptional academic status.

**Objective 5.** Teachers will develop lessons to the depth and complexity necessary for students to show one grade level growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Staff Development on TEKS Resource system so teachers know the depth in which the objective should be taught. (Title I SW: 1,3) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Dyslexia specialist, Faculty/Staff, GT Teacher, Principal	Ongoing/end of the year.	(S)Title I, Part A transfer from Title II, Part A	Summative - STAAR EOY testing
2. We will use staff development days for teachers to develop lessons that will be taught at the level of complexity necessary for student success. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Faculty/Staff, Principal	on going	(L)Local Funds, (S)Title I, Part A transfer from Title II, Part A	Summative - EOY assessments
3. Use progress monitoring/growth instruments to determine individual student needs. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal	BOY and EOY	(L)Local Funds, (S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Summative - EOY assessments

# UNION GROVE ELEMENTARY

**Goal 1.** Union Grove Elementary will continue to implement and enhance educational practices to ensure academic success for all students and to maintain our exceptional academic status.

**Objective 6.** All special populations students will show progress toward individual growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Response to Intervention (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Core Subject Teachers, Faculty/Staff, Principal	EOY testing	(L)Local Funds, (L)Region 7, (O)Learning Upgrade-Dyslexia, (S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Summative - EOY testing
2. 504 Meetings and ARD Meetings (Title I SW: 2.3) (Target Group: H, ECD, ESL, SPED) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Faculty/Staff, Principal	On going/ yearly meetings	(L)Local Funds, (S)Title I, Part A transfer from Title II, Part A	Summative - EOY assessments

# UNION GROVE ELEMENTARY

**Goal 2.** Union Grove Elementary will provide learning environments that benefit a variety of learners and learning styles.

**Objective 1.** Increase the number of students educated in the least restrictive learning environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide additional classroom support as needed for students. (Target Group: SPED)	Paraprofessionals, Special Ed Teachers, Teacher(s)	daily	(L)Local Funds, (S)Technology Funds	Formative - Successful performance of students in classroom
2. Provide intervention services in classroom setting. (Target Group: SPED)	Intervention Teacher, Teacher(s)	daily	(L)Local Funds, (S)Title I, Part A transfer from Title II, Part A	Formative - Student success in classroom setting
3. Target students that are at risk and provide interventions. (Target Group: All)	Intervention Teacher, Teacher(s)	daily	(S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Formative - Decrease in students at risk.

# UNION GROVE ELEMENTARY

**Goal 3.** Union Grove students will be expected to meet or exceed the attendance rate of 97%.

**Objective 1.** Average daily attendance will meet or exceed 97%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Attendance records will be available to parents on progress reports, report cards and through the Parent Portal on-line program. (Target Group: All)	Attendance clerk, Principal, Registrar, Secretary	Each 6 wks	(L)Local Funds	Formative - Daily attendance, period attendance evaluations
2. Students that have perfect attendance will be rewarded. (Target Group: All)	Attendance clerk, Principal	Each 6wks; End of Year	(L)Local Funds	Formative - Attendance records
3. Early intervention through close monitoring, phone calls and warning letters. (Title I SW: 1) (Target Group: All)	Attendance clerk, Principal, Special Programs Director, Teacher(s)	weekly	(L)Local Funds	Formative - Weekly attendance reports
4. Parents with students that have excessive absences will be followed up on and dealt with according to the district policy. (Target Group: All)	Attendance clerk, Principal	4 wk period; 6 months	(L)Local Funds	Formative - Attendance reports

# UNION GROVE ELEMENTARY

**Goal 4.** Union Grove Elementary will continue to provide professional development that enhances educational practices and thinking to impact the success of all students.

**Objective 1.** Increase teacher effectiveness in classroom instruction to improve academic achievement for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue staff development in Texas Curriculum Management Program. (Title I SW: 4) (Target Group: All)	Intervention Teacher, Principal, Teacher(s)	ongoing	(L)Local Funds, (L)Region 7, (S)Title I, Part A transfer from Title II, Part A	Formative - Teacher lesson plans, staff development records
2. Continuous improvement regarding researched based instructional strategies and differentiated instruction for the classroom and in all subject areas and grades. (Title I SW: 4) (Target Group: All)	Intervention Teacher, Principal, Special Ed Teachers, Teacher(s)	ongoing	(L)Region 7, (S)State Compensatory, (S)Technology Funds, (S)Title I, Part A transfer from Title II, Part A	Formative - Reduce student failures; improve student achievement
3. Continue professional development pertaining to the STAAR. (Title I SW: 4) (Target Group: All)	Principal	ongoing	(L)Local Funds, (L)Region 7	Formative - staff development records

# UNION GROVE ELEMENTARY

**Goal 5.** Union Grove Elementary will provide a safe and positive learning environment for all students and staff.

**Objective 1.** Union Grove Elementary will take steps to ensure and maximize student 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. (Target Group: All)	Assistant Principal(s), Faculty/Staff, 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; conflict resolution and bullying. Provide staff development regarding Crisis Prevention and Intervention and CPR procedures. (Target Group: All)	Principal, School Nurse, Superintendent(s), Teacher(s)	ongoing	(L)Local Funds, (L)Region 7	Formative - student discipline referrals, student conferences, evaluations of assemblies and programs
3. School resource officers to visit with students, provide presentation and be present on campus. (Target Group: All)	Principal, Superintendent(s)	ongoing	(L)Upshur County Police Dept.	Formative - decrease number of referrals, relationship with police department
4. Practice emergency drills and evacuation drills. (Target Group: All)	Principal	Two each six weeks	(L)Local Funds	Formative - Drill documentation; clear understanding by staff and students of actions during a crisis
5. Monitor campus/hallways during non-class and class times and enhance student safety during car drop-off and pick-up times. (Target Group: All)	Principal, Teacher(s)	daily	(L)Local Funds	Formative - Decrease number of tardies, discipline referrals and increase student safety during car drop-off and pick-up
6. Use DAEP disciplinary program as needed. (Target Group: All)	Principal	August-June	(L)Local Funds, (S)State Compensatory	Summative - appropriate assignment of students as needed to AEP program
7. Utilize RAPTOR identification system for all campus visitors. (Target Group: All)	Secretary	daily	(L)Local Funds, (L)Region 7	Formative - proper identification of all campus visitors
8. Utilize new bus designed to accommodate special needs students. (Target Group: SPED)	Transportation Director	ongoing	(F)Stimulus funds, (L)Local Funds	Formative -
9. School Health Advisory Committee will address health issues at the Elementary campus. (Target Group: All)	Principal, Special Programs Director	meet 4 times a year	(L)Local Funds, (S)School Health Index	Formative - Increase in wellness of students and decrease in tobacco use.

# UNION GROVE ELEMENTARY

**Goal 6.** Union Grove Elementary will continue to increase parental and community involvement.

**Objective 1.** Union Grove Elementary will strive to increase parental awareness and involvement so that parents may be partners in their child's education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Frequent communication between school and home via: email, progress reports, marquee, Parent Portal, school website, notes home, phone calls and School Reach. (Title I SW: 6) (Target Group: All)	Principal, PTO, School Nurse, Secretary, Superintendent(s), Teacher(s)	ongoing	(L)Local Funds	Summative - Parent and community participation
2. Parent participation in field trips, assemblies and school sponsored events including all special populations. (Title I SW: 6) (Target Group: All)	Principal, PTO, Teacher(s)	ongoing	(L)Local Funds, (S)Title I, Part A transfer from Title II, Part A	Summative - parent participation
3. Union Grove webpage/Facebook will be utilized to the fullest potential for easy access and updated information for all parents and community members. (Title I SW: 6) (Target Group: All)	Campus Instructional Technologist, Teacher(s)	ongoing	(L)Local Funds	Formative - parent awareness and participation
4. Open house (Title I SW: 6) (Target Group: All)	Faculty/Staff, Principal, Superintendent(s)	TBA	(L)Local Funds	Formative - parent attendance and participation
5. Active PTO will provide an avenue of communication between school and community. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Faculty/Staff, Principal	ongoing	(L)Local Funds	Summative - EOY Needs Assessment



# UNION GROVE ELEMENTARY

**Goal 7.**

Union Grove Elementary will conduct an annual needs assessment to determine the effectiveness of educational programs for every student population being served. The Texas Academic Performance Reports (TAPR) and other data will be used to assess academic achievement/growth for each student.

**Objective 1.** An annual needs assessment and review of AEIS data, PBMAS data will be used to determine academic achievement and effectiveness of campus educational programs. This information will drive the decision making processes concerning curriculum, assessment and instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use needs assessment to determine curriculum effectiveness and maximize instructional opportunities for all students. (Title I SW: 1,8) (Target Group: All)	Principal, Teacher(s)	annually	(L)Local Funds, (L)Region 7-DMAC program	Formative - improved academic performance of all student populations

# UNION GROVE ELEMENTARY

**Goal 8.** 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 NEEDS ASSESSMENT as required by the technology plan. (Title I SW: 8) (Target Group: All)	Campus Instructional Technologist, Teacher(s)	annually	(S)Technology Funds	Formative - Completion and data from chart

# UNION GROVE ELEMENTARY

**Goal 9.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Objective 1.** Increase the level of academic performance of all LEP students in Reading and Math.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will utilize the English Language Proficiency Standards to better meet the needs of LEP students in the classroom. (Target Group: ESL, LEP)	Teacher(s)	August-June	(L) Local Funds	Formative - lesson plans, student performance
2. LEP students will receive Quality ESL instruction. (Target Group: ESL, Migrant, LEP, AtRisk)	Teacher(s)	4 hours weekly	(S)State Compensatory, (S)Title I, Part A transfer from Title II, Part A	Formative -
3. ESL students will be assessed in reading, writing, listening and speaking. (Target Group: ESL)	Principal, Teacher(s)	annually	(L) Local Funds	Formative - TELPAS data