

UNION GROVE JR HIGH SCHOOL

CAMPUS IMPROVEMENT PLAN

2020-2021

HOME OF LION PRIDE



PERSEVERANCE-RESPECT-INTEGRITY-DEDICATION-ENTHUSIASM

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 academic growth on all STAAR assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers & campus principals will review & plan using prior year STAAR Data to determine 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 to develop and evaluate benchmarks & assessments every 4-6 weeks. Math, Reading, and Writing will be required to have checkpoints through DMAC every six weeks. History and science will have checkpoints every 6-9 weeks. All other subjects will utilize checkpoints as determined throughout the year to support STAAR tested areas and vertical alignment. (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. Small group instruction for all student. Students will be assigned to Academic during DEAL time as needed based upon the data gathered from classwork, benchmarks, checkpoints, observations, etc. (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. (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 in the district & monitoring of performance in math & reading. District Dyslexia instructor and principal will meet at once a six weeks to discuss progress/concerns/plans for dyslexia	Dyslexia specialist, Principal, Teacher(s)	daily	(S)State Funds - \$55,211	Formative - Improved performance by dyslexia students

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Goal 1. Academics:Academic success for all students.

Objective 1. UGJH will increase student academic growth on all STAAR assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
students and their progress. (Title I SW: 2) (Target Group: AtRisk,Dys) (Strategic Priorities: 2) (CSFs: 1)				
6. MAPS data, DMAC data, observations, classroom work, report cards, progress reports, and other assessment data will be reviewed and monitored throughout the year for daily intervention assignments through DEAL period, math lab, and reading lab. (Target Group: 7th ,8th)	Assistant Principal(s), Principal, Teacher(s)	daily	(S)State Compensatory (at risk) - \$437,445	Formative - daily schedule, student assignments based on need
7. Teachers will use researched based instructional strategies. (Lead4ward, individual PD, Region 7) Peer share of instructional strategies will be encouraged and developed throughout the year. A minimum of 50% of Staff Development days will be utilized for research based instructional strategies learning. (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. Math & Reading teachers will use TEKS Resource System or Lead4ward for Scope & Sequence & TEKS checklists, pacing guide. Math and reading teachers will meet with principal regularly to discuss progress of checklist/pacing guide. (Title I SW Elements: 1.1) (Target Group: 7th ,8th) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(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 have a	Principal, Teacher(s)	each 6 weeks		Summative - documents provided,

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Goal 1. Academics:Academic success for all students.

Objective 1. UGJH will increase student academic growth on all STAAR assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
scope & sequence, TEKS checklist and assessment calendar. (Title I SW Elements: 1.1) (Target Group: All,7th ,8th) (Strategic Priorities: 2) (CSFs: 1)				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 from MAPS 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)
13. Teachers will monitor subpopulations of students closely after each assessment period & determine appropriate intervention plans. (Target Group: H,W,AA,ECD,ESL,LEP,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. UGISD will strive to ensure that 90% students reach approaches on STAAR science & social studies exam with the majority of students achieving meets or masters.

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. Develop TEK aligned assessments for science & social studies as a team to track student progress. Science and Social Studies will have periodic benchmarks vertically aligned to student college and career readiness. (Target Group: All,7th ,8th) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - meeting logs, assessments
4. Science & SS teams will meet to discuss curriculum, instruction & assessment development & work towards vertical alignment teaming. The teams will meet weekly (PLC) 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. Principal will gather information via conversations, emails, and surveys for professional development evaluation and utilization. (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) & 90% graduates will be college &/or career ready.

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" hosted on campus that will include speakers from various careers. 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)

UNION GROVE J H

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

Objective 1. UGISD will achieve a 97% attendance rate in 2019-2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Grade level attendance competitions each 6 weeks. (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 each six weeks. 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. Implement automated phone calling system to notify parents when a students is absent. (Target Group: All,7th ,8th)	Attendance clerk, Technology Director	19-20 school year	(L)Technology Funds (Trans. Fees)	09/24/19 - Pending

UNION GROVE J H

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 education 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 4-6 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. Full time district counselor. (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

UNION GROVE J H

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 (weekly). (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. Weekly newsletter via email/website. (Target Group: All,7th ,8th)	Teacher(s)	daily		09/25/19 - Pending
7. Establish a parent involvement organization at the JH/HS level. (The Lions Club) (Target	Assistant Principal(s), Principal, PTO	ongoing		09/25/19 - Pending

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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
Group: All,7th ,8th)				

UNION GROVE J H

Goal 4. Community: UGISD 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 (virtually) 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 an 8th grade Career Day where community people and/or businesses come to campus to present information to the 8th grade class about their career. (Target Group: 8th) (Strategic Priorities: 3)	Principal, Teacher(s)	annually		

UNION GROVE J H

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

Objective 1. UGISD will strive to maintain 100% highly qualified teachers, recruit highly qualified teachers and decrease the turnover rate by 7%. (10% 19-20)

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	(F)Title II, Part A (PD)	Positions posted; applications received; turnover rate
2. 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
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	(F)Title II, Part A (PD)	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. (Strategic Priorities: 1)	Principal, Secretary, Superintendent(s)	as needed	(S)State Funds	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	(F)Title II, Part A (PD)	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		
7. 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
8. Examine and identify ways to compete with other districts to ensure UGISD employees highly qualified teachers and administrators.	Superintendent(s)	ongoing		Summative - comparison of salary and benefits with other districts.

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

Objective 1. UGISD will strive to maintain 100% highly qualified teachers, recruit highly qualified teachers and decrease the turnover rate by 7%. (10% 19-20)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Strategic Priorities: 1)				
9. Morale boosters monthly. Provide the staff with small tokens of appreciation throughout the year (at least monthly). (Strategic Priorities: 1)		monthly		Formative - morale booster each 6 week

UNION GROVE J H Site Base

Name	Position
Evers, Rachel	JH/HS PRINCIPAL
JUDD, MIKE	BUSINESS
ASKEW, KENDRA	COMMUNITY
Burns, Tina	JH TEACHER
Winn, Jill	JH TEACHER
Ferrell, Anita	JH TEACHER CTE
KERBY, MARSHA	HS TEACHER
PAINTER, BOBBY	HS TEACHER
RAPPAZZO, JOHN	HS TEACHER
WILCOX, RHONDA	HS TEACHER
LYNCH, MATT	HS TEACHER CTE
CHATTERTON, DAVID	JH/HS ASST PRINCIPAL
DAVIS, INGA	NON TEACHER
WILLIAMS, DIRK	BUSINESS
HANSON, ANNA	PARENT
MEAD, BROOKE	PARENT
HANDORF, GARA	PARENT
REEVES, HOLLY	PARENT
JAMES, JADE	JH PARENT
AARON, JENNIFER	COMMUNITY

**UNION GROVE J H
Campus Improvement Plan
2020/2021**

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Date Reviewed: 11/09/2020

Date Approved: 11/09/2020