

Union Grove Elementary

Campus Improvement Plan

2024-2025

Home of Lion Pride



Encourage — Empower — Educate

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, and 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 ongoing 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 reflected in this Campus Improvement Plan.

Student Data:

mCLASS K–2 Literacy Assessment & Dyslexia Screening
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
Attendance
Failure rates
PEIMS 425 Discipline Report
ESL/TELPAS Data

Funding Sources for Instructional Programs:

Title I, Part A (Every Student Succeeds Act)
Title IV, Part A (Every Student Succeeds Act)
State Comp Ed (At Risk)
ESSER III
Special Education

Teacher Data:

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

District & Campus Data:

Demographic Student Reports
Performance-Based Monitoring Analysis System
Professional Development Needs Survey
Parent/Guardian Survey
Faculty/Staff turnover
Student Survey
MAP Growth Data

Title II, Part A (Improve Teacher/Principal)
Carl E. Perkins (CTE)
ESSER II
Local Funds

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	-Student individual growth
Demographics	Eco. Dis. & Hispanic populations are within 10% of the 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 extracurricular activities	-96% or better attendance -student & parent involvement
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 & community involvement
Teaching, learning & assessment	MAP testing 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 SROs, 3 sped. Ed. teachers at elem., 2 spec. Ed. teachers at JH/HS	-ESL certifications	-ensure that all new hires are ESL-certified
Technology	Tech director & tech assistant, Teacher team attended TCEA, one-to-one at school, Boxlights in classrooms, teachers have Surfaces	-Tech PD -instructional technology	-seek ways to purchase & include necessary technology in the classroom to enhance instruction and learning

UNION GROVE EL Site Base

Name	Position
Ballard, Sherrill	Elementary Principal
Wallace, Stephaney	Assistant Principal
Ellisor, Kim	District representative
Burrow, Shelby	Teacher
Pepper, Cindy	Teacher
Cooper, Rita	Teacher
Kirk, Britney	Teacher
Richter, Christy	Teacher
Ibarra, Amy	Teacher
Adkinson, Jessica	Paraprofessional
Kessler, Tammy	Parent
Bill, Courtney	Parent
Swinford, Tori	Parent

UNION GROVE EL

Goal 1. Priority 1: Student Success

Objective 1. Student safety & well being Code of conduct incidents & serious discipline reduced, attendance rate above 94%, student satisfaction survey (90% or better satisfaction)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor 9 week discipline incidents, review discipline matrix & seek ways to decrease discipline incidents. (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)
2. Monitor attendance daily. Use calling system, phone calls, and emails to address absenteeism. *9 week 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.
3. Use Capturing Kids' Hearts and Character Strong to address the social/emotional needs of students. (Target Group: All)	Assistant Principal(s), Counselor, Principal, Superintendent(s)	ongoing	(L)Local Funds	Criteria: Social/emotional curriculum & program feedback.
4. Educate, prevent and address child abuse through annual professional development and adhering to all legal and local policies. (Target Group: All)	Assistant Principal(s), Paraprofessionals, Principal, Superintendent(s), Teacher(s)	ongoing	(L)Technology Funds (Trans. Fees)	Criteria: annual training, annual reporting
5. Educate faculty & staff annually on trauma informed care to better meet the needs of students. (Target Group: All)	Assistant Principal(s), Principal, Superintendent(s)	annually	(L)Local Funds	Criteria: Annual training reports
6. Educate staff & students about bullying & adhere to the district bullying policy. (Target Group: All)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing	(O)Discipline Records	Criteria: Bullying reports & incidents of bullying

UNION GROVE EL

Goal 1. Priority 1: Student Success

Objective 2. Student engagement including extracurricular & co-curricular activities. Strive for JH/HS participation 90% or better.

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

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Goal 1. Priority 1: Student Success

Objective 3. Academic Achievement - Academic Growth *MAP Student Growth Summary Report (% or better) *Graduation rate - 100%*Passing Rate - 100%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Every Student Grows Every Year (Target Group: All) (Strategic Priorities: 2)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing		Criteria: MAP assessment, CCMR data
2. All 3rd grade students on grade level in math & reading. (Target Group: 3rd) (Strategic Priorities: 2)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	annually	(L)MAP Data	Criteria: MAP data
3. Identify, provide service, and track special populations through appropriate programs. (dyslexia, ESL, GT) (Target Group: BI, SPED, GT, Dys) (Strategic Priorities: 2)	Assistant Principal(s), Dyslexia specialist, GT Teacher, Principal, Special Ed Teachers, Superintendent(s)	ongoing	(L)Local Funds, (O)GT screening/testing resources	Criteria: student identification & assessment data
4. Identify, provide research base curriculum & instruction & monitor progress of special education students. (Target Group: SPED) (Strategic Priorities: 2)	Assistant Principal(s), Intervention Teacher, Principal, Special Ed Teachers, Superintendent(s), Teacher(s)	ongoing	(S)State Funds	Criteria: Special education data and documentation

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

Objective 1. Retaining great staff*95% or better staff satisfaction survey*reduction in turnover rate, below 10%

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	Criteria: 95% or better overall staff satisfaction at UGSD based on survey.
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 benefits.
3. TAC team to incorporate staff engagement & decision making. (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing	(L)Local Funds	Criteria: Meeting minutes, feedback, planning

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

Objective 2. Recruit highly qualified staff*Fully staffed for school year with certified personnel

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	Ongoing	(L)Local Funds	Criteria: Increase pool of high qualified applicants for jobs.
2. Online applications through Region 7 (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing	(L)Region 7	Criteria: Online applications through Region 7
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 EL

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

Objective 3. Capacity Building for all staff.*Reduce turnover below 10%*Mentor survey satisfaction

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	Criteria: Annual surveys for new staff
2. Implement mentor program with fidelity (Strategic Priorities: 1)	Mentors, Principal	Ongoing	(L)Local Funds	Criteria: MOY & EOY Mentor Surveys
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	Criteria: Conference surveys
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	Criteria: Individual professional development plans
5. Professional development days & inservice (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing		Criteria: PD surveys

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Goal 3. Priority #3: Community Engagement & Partnerships

Objective 1. Parent Engagement*Increase engagement opportunities*Maintain constant communication via text, email*Parent survey satisfaction 90% or better

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

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Goal 3. Priority #3: Community Engagement & Partnerships

Objective 2. Community Engagement*Continue to add engagement opportunities

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Invite local community members to speak to students and/or staff	Principal, Superintendent(s)	Ongoing	(S)State Funds	Criteria: Community member involvement
2. Host family & community activities - homecoming, Veterans day, etc. (Target Group: All)	Board of Trustees, Principal, Superintendent(s), TAC Team	ongoing	(L)Local Funds	Criteria: Annual activities & attendance