Union Grove Elementary

Campus Improvement Plan

2023-2024

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

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
Professional Development Needs Survey
Parent/Guardian Survey
Faculty/Staff turnover
Student Survey
MAP Growth 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

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

Goal 1. Priority #1: Student Success

Objective 1. Student safety and well-being

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 9-week review of discipline incidents and examine discipline management plans (Target Group: All)	Assistant Principal(s), Principal	each 9 weeks	(O)Discipline Records	Criteria: Decrease in serious discipline incidents and student survey indicates positive climate and culture among student body
2. 9-week review of attendance and examine methods to maintain 96% or better attendance rate (Target Group: All)	Assistant Principal(s), Principal	9 weeks	(O)Attendance records	Criteria: Review and examine attendance data each 9 weeks 03/04/24 - Pending
3. Develop and implement program plans for social/emotional curriculums and to educate and support student mental health (Target Group: All)	Assistant Principal(s), Counselor, Principal	ongoing	(L)Local Funds	Criteria: Social-emotional curriculum and program feedback 03/04/24 - Pending

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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 and co-curricular activities (Target Group: All)	Assistant Principal(s), Faculty/Staff, Principal	ongoing	(F)Title I, Part A	Criteria: Seasonal and annual reports pertaining to extracurricular, cocurricular, and CTE 03/04/24 - Pending

UNION GROVE EL

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)	Core Subject Teachers, Dyslexia specialist, Intervention Teacher, Principal, Teacher(s)	Annually	(F)Title I, Part A, (S)State Compensatory (at risk)	Criteria: Middle of year and end of year universal screening and MAP results
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, (S)State Compensatory (at risk)	Criteria: Middle of year and end of year universal screening and MAP data

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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 and incentives (Target Group: All) (Strategic Priorities: 1)	Assistant Principal(s), Principal	ongoing	(L)Local Funds	Criteria: 95% or better overall satisfaction at UG Elementary based on survey
2. TAC team to incorporate staff engagement and decision-making (Strategic Priorities: 1)	Principal	ongoing	(L)Local Funds	Criteria: Meeting minutes, feedback, planning

UNION GROVE EL

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 and local colleges (Strategic Priorities: 1)	Principal, TAC Team	Ongoing	(L)Local Funds	Criteria: Increase the pool of highly qualified applicants for jobs
2. Online applications through Region 7 Education Service Center (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing	(L)Region 7	Criteria: Online applications through Region 7
3. Review benefit and incentive packages annually and 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 and incentives packages

UNION GROVE EL

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	Criteria: Annual surveys of new staff members
2. Implement our mentor program with fidelity (Title I SW Elements: 2.2,2.4) (Target Group: All) (Strategic Priorities: 1)	Assistant Principal(s), Mentors	Ongoing		Criteria: MOY and EOY mentor/mentee surveys
3. Develop Lion Conference for adult learning with staff as presenters (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s), TAC Team, Teacher(s)	Summer 2024	(L)Local Funds	Criteria: Conference surveys
4. Request staff to seek and attend Region 7 Service Center professional development in areas that pertain to their assignment (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s), Teacher(s)	Ongoing	(L)Region 7	Criteria: Individual professional development plans
5. Professional development days and inservice (Target Group: All)	Principal, Superintendent(s)			Criteria: PD surveys

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Goal 3. Priority #3: Community Engagement & Partnerships

Objective 1. Parent Engagement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus text and email blasts (Target Group: All)	Principal, Superintendent(s)	ongoing	(L)Local Funds	Criteria: Parental involvement survey
2. Host parent involvement activities (Title I SW Elements: 2.1,2.3,3.1) (Target Group: All)	Principal, PTO, Superintendent(s)	ongoing	(L)Local Funds	Criteria: Parental involvement surveys
3. Campus committee (Title I SW Elements: 2.1,3.1) (Target Group: All)	Principal, Superintendent(s)	ongoing		Criteria: Committee of agendas and minutes; parental surveys

UNION GROVE EL

Goal 3. Priority #3: Community Engagement & Partnerships

Objective 2. Community Engagement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure community and businesses have opportunities to participate in district and campus-level activities (Title I SW Elements: 2.1,3.1) (Target Group: All)	Principal, Superintendent(s)	ongoing		Criteria: Number of businesses and community members involved in activities
2. Invite local community members to speak to staff and or/students (Title I SW Elements: 3.1) (Target Group: All)	Counselor, Principal, Superintendent(s)	ongoing	(S)State Funds	Criteria: Community members involvement 03/04/24 - Pending

UNION GROVE EL Site Base

Name	Position
Ballard, Sherrill	Principal
Wallace, Stephaney	Assistant Principal
Ellisor, Kimberly	District representative
Barrington, Shelby	Teacher
Pepper, Cynthia	Teacher
Cooper, Rita	Teacher
Kirk, Britney	Teacher
Richter, Christy	Teacher
Ibarra, Amy	Teacher
Adkinson, Jessica	Aide
Bill, Courtney	Parent
Swinford, Tori	Parent
Kessler, Tammy	Business member