Union Grove I.S.D.

District Improvement Plan
2022-2023
Home of Lion Pride

UNION GROVE ISD

Mission

The Mission of the Union Grove Independent School District is to develop leaders, lifelong learners and productive citizens prepared to achieve their postsecondary goals.

Vision

Encourage - Empower - Educate

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 Site Base

Name	Position
Moore, Kelly	Superintendent
Evers, Rachel	JH/HS Principal/Asst. Supt.
Boyd, Betty	Community Member
Vestal, BJ	Business
Ballard, Sherrill	Elementary Principal
Painter, Bobby	High School Teacher
Applegate, Jennifer	Counselor
Wallace, Stephaney	Non-Teaching
Croley, Jerry	Parent
Hulsebus, Samantha	Parent
Bilnoski, Susan	Elementary Teacher
Littlejohn, Corie	Elementary Teacher
Burns, Tina	JH/HS Teacher
Morvan, Jennifer	Non-Teaching
Caperton, Heather	Community
O'Neal, Christina	Parent
Kessler, Tammy	Parent

U.G.I.S.D. Comprehensive Needs Assessment

The following information sources provided the data for our comprehensive needs assessment. An on-going 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 2022-2023 District Improvement Plan. All performance goals identified in the ESSA (Every Student Succeeds Act) have been adopted by the district and are reflective in this District Improvement Plan.

Student Data:
Texas Primary Reading Inventory (TPRI)
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
TSI/SAT/ACT
Attendance
Failure rates
PEIMS 425 Discipline Report
Map Growth Data

Teacher Data:
Texas Teacher Evaluation & Support System (T-TESS)
Formal & Informal Walkthroughs
Teacher SurveyAssessment System

District & Campus Data:
Texas Academic Performance Reports (TAPR) (2019)
Annual Yearly Progress Report (AYP)
Demographic Student Reports
Performance Based Monitoring Analysis System (PBMAS)
Professional Development Needs Survey
Parent/Guardian Survey
Faculty/Staff turnover

Funding Sources for Instructional Programs:

Title I, Part A (Every Student Succeeds Act)
Carl E. Perkins (CTE)
Local Funds
Special Education

Title II, Part A (Improve Teacher/Principal)
State Comp Ed (At Risk)
High School Allotment

Title IV, Part A (Every Student Succeeds Act)
ESSER II ESSERIII

Data sources reviewed: STAAR data, EOC data, PBMAS, TAPR, ACT, SAT, TELPAS, local assessment data, TPRI, CLI Engage Pre-K data, attendance data, discipline data, pass/fail data, highly qualified data, RTI data, failure rates, program evaluations, professional development, technology trainings, surveys (parent, teacher, student), informal evaluations, special education data, T-TESS data			
Areas Reviewed	**Summary of Strengths** What strengths were identified?	**Summary of Needs** What needs were identified?	**Priorities** What are the priorities for the district?
Student Achievement	Elementary, JH, & HS all made gains.	+Meets/Masters +Student ind. Growth +Increase participation & achievement ACT,SAT & TSI	Increase student ind. Growth in math & reading. Increase college & career readiness %
Demographics	White, AA, Hispanic, Two or more races, spec. Ed., Eco. Dis., ELL	Attention to ALL student groups throughout the year	
School Culture & Climate	PTO participation Fine Arts: Band participation, OAP participation, UIL participation, 7th-12th athletic programs, Elem. programs, Elem. awards assemblies counseling, character education programs, safety drills, full time SRO	+CTE participation in some programs -attendance	-Increase attendance to 90% or above -CTE goals, expectations, participation #'s -extracurricular

Family & Community Involvement	-UGISD FB -Remind -School Messenger -JH/HS weekly newsletter -Elem. Tuesday folders -UGISD website -PTO -Band booster -AG Alumni booster -Athletic booster -meet the teacher -Elem. Programs -parent surveys	-Parent nights	
Teaching, Learning & Assessment	-MAPS Growth Assessment -Math & Rdg intervention @ elem.	-instructional strategies -scope/sequence -PD	PD calendar to address needs of teachers/students
School organization & programming	-2 campuses Pre-k -6 7th-12th -District counselor -District dyslexia teacher -2 nurses -2 sp. Ed. teacher for each campus -principal/ap ea. - 3 teachers per grade level K-6 -3 per content 9-12 -GT classes JH & HS -GT cert. Teachers & after school program @ Elem. -full day pre-k	-potential need for additional spec. Ed. teachers &/or aides -cont. To increase ESL certs. - interventions in reading & math -dual credit growth	
Technology	-staff has surfaces -Boxlights for instruction -district is now 1 to 1	-Cont. PD -instructional technology	

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Goal 1. Academics:Academic success for all students.

Objective 1. UGISD will increase student performance on STAAR reading & math by developing individual growth goals with a emphasis on increasing "Meets" standard in reading & math (>60% in 3rd-8th)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers & campus principals will review and plan using 2022 STAAR data & MAPS data to identify individual academic needs. (Title I SW: 1,8) (Title I SW Elements: 1.1) (Title I TA: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal(s), Intervention Teacher, Principal, Teacher(s)	1st 2-4 weeks	(L)Region 7-DMAC program	Formative - Intervention plans, MAPS data, formative assessments
2. Use DMAC to develop and evaluate benchmarks & assessments . (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal	ongoing	(L)Region 7-DMAC program, (S)State Compensatory (at risk) - $7,270	Formative - DMAC data
3. Develop & implement detailed IEP's for students who did not reach approaches in math or reading. HB 4545 (Title I SW Elements: 2.5,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal(s), Principal, Teacher(s)	by September 1st		Formative - documentation of IEP implementation (logs), EOY STAAR data
4. Meetings between teachers, principal and/or assistant principal will be used to discuss student data & instructional planning. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,3,4)	Assistant Principal(s), Core Subject Teachers, Principal	at least every 3 weeks		Formative - discussion notes
5. Dyslexia instruction for all dyslexia students in the district & monitoring of performance in math & reading. (Title I SW: 2) (Target Group: AtRisk,Dys) (Strategic Priorities: 2) (CSFs: 1)	Dyslexia specialist, Principal, Teacher(s)	daily	(S)State Funds - $43,120	Formative - Improved performance by dyslexia students
6. Reading and Math Intervention for at-risk students in K-8 (rdg) & K-6 (mth) based on IEP's. (Target Group: AtRisk) (Strategic Priorities: 2) (CSFs: 1)	Intervention Teacher, Principal, Teacher(s)	daily	(S)State Compensatory (at risk) - $266,840	Formative - ongoing assessment data by classroom teachers and interventionist
7. Teachers will use researched based instructional strategies. (Lead4ward, individual PD, Region 7, Lowman Strategies) (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Assistant Principal(s), Principal, Teacher(s)	daily		Formative - Lesson plans, walk throughs, regular meeting discussion, formal & informal assessment of student performance

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Goal 1. Academics:Academic success for all students.

Objective 1. UGISD will increase student performance on STAAR reading & math by developing individual growth goals with a emphasis on increasing "Meets" standard in reading & math (>60% in 3rd-8th)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Students in 4th-8th will develop measurable goal(s) in reading & math & students that will take a reading & math STAAR assessment will be knowledgable of their growth projection. (Title I SW Elements: 1.1) (Target Group: 3rd,4th,5th,6th,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 2,3) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	BOY, MOY		Formative - SMART goal documentation, formal & informal assessment data (portfolios)
9. Math & Reading teachers will use TEKS Resource System or Lead4ward and/or Sharon Wells for Scope & Sequence & TEKS checklists, pacing guide. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(F)Rural Schools Grant - $7,270	Formative - ongoing use of one of the resources for scope & sequence
10. 3rd through ELA II & Alg. 1 math & reading teacher will have a scope & sequence, TEKS checklist and assessment calendar. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Principal, Teacher(s)	each 6 weeks		Summative - documents provided, 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. Teachers will monitor subpopulations of students closely after each assessment period & determine appropriate intervention plans. (Target Group: H,W,AA,ECD,ESL,EB,SPED,AtRisk,504) (Strategic Priorities: 2)	Assistant Principal(s), Principal, Teacher(s)	ongoing		10/01/19 - Pending
13. 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 achieve 85% "Meets" in Science & 50% "Meets" in Social Studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students in 3rd-12th grade will participate in lab instruction at least 40% of instructional class time. (Target Group: 3rd,4th,5th,6th,7th ,8th,9th,10th,11th,12th)	Principal, Teacher(s)	on-going		Formative - benchmarks, formal & informal assessments
2. Science & Social Studies teachers will use TEKS Resource System or Lead4ward for scope & sequence and TEKS checklists. (Title I SW Elements: 1.1) (Target Group: All) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - ongoing use and discussion of scope and sequence & TEKS checklist
3. 4th-8th Science will administer and use MAPS growth data for instruction and vertical alignment. (Target Group: All,4th,5th,6th,7th ,8th) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	BOY,MOY,EOY	(S)State Funds	Formative - BOY, MOY & EOY assessment data to drive instruction
4. Science & SS teams will meet to discuss curriculum, instruction & assessment development & work towards vertical alignment teaming. (Target Group: All) (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. (Title I SW Elements: 1.1) (Target Group: All) (CSFs: 1,4,7)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(F)Title II, Part A (PD) - $18,820	Formative - PD calendar development
6. Use DMAC for assessments to review data. (Target Group: All)	Principal, Teacher(s)	ongoing	(S)State Compensatory (at risk) - $7,270	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 dual credit opportunities.

Objective 1. >90% of graduating students will meet CCMR standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop a vision for each CTE programs of study. (Title I TA: 4) (Target Group: All) (Strategic Priorities: 3)	Core Subject Teachers, Principal, Teacher(s)	ongoing		
2. Identify certifications that are state approved & develop plans to certify students. (Title I TA: 4) (Target Group: All) (Strategic Priorities: 3)	Principal, Teacher(s)	ongoing	(S)State Funds - $1,000	09/24/19 - Pending (S)
3. Offer SAT, ACT & TSI prep courses for students through Texas Bridge (Target Group: All) (Strategic Priorities: 3)	Principal	ongoing	(S)State Funds	06/29/21 - Pending
4. Region 7 CTE audit (Title I TA: 4) (Target Group: CTE) (Strategic Priorities: 3)	Principal, Superintendent(s)	Fall 2022		09/24/19 - Pending (S)
5. Offer innovative courses that provide career & tech pathways. (Target Group: CTE) (Strategic Priorities: 3)	Principal, Teacher(s)	ongoing		09/24/19 - Pending
6. Offer opportunities for students to shadow & observe careers. (Target Group: CTE) (Strategic Priorities: 3)	Principal, Teacher(s)	ongoing		09/24/19 - Pending
7. UGISD will pay for dual credit opportunities through Kilgore College using CCMR bonus outcome funds. (Target Group: 11th,12th) (Strategic Priorities: 3)	Principal, Superintendent(s)	2021-2022 school year	(S)State Funds - $48,000	Criteria: enrollment, credits earned 10/06/21 - 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 dual credit opportunities.

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: All)	Principal, Teacher(s)	spring	(L)Local Funds	
2. Provide tours for incoming 7th graders of band hall, athletic facilities, etc. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	spring		09/25/19 - Pending (S)
3. Seek opportunities to include elementary aged students in programs at the JH/HS level (musicals, pre-game activities, etc.) to build unity & excitement for program involvement. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th,6th)	Principal, Superintendent(s), Teacher(s)	ongoing		09/25/19 - Pending
4. Increase UIL participation at 6th grade, JH & HS. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(L)Local Funds	09/25/19 - Pending
5. Provide a variety of opportunities for students to compete, perform and serve throughout the year. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	ongoing		09/25/19 - Pending
6. Strive to create a 'team' culture in extracurricular activities & teach leadership, communication, collaboration. (Target Group: All)	Teacher(s)	ongoing		09/26/19 - Pending (S)

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

Objective 1. UGISD will achieve a 95% attendance rate in 2022-2023.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus attendance competitions and/or incentives. (Target Group: All) (CSFs: 4)	Assistant Principal(s), Principal, Teacher(s)	each 6 weeks	(O)Attendance records	Formative - daily, weekly, 9 week attendance
2. Documented contact with parents/guardians of students that are absent. (Target Group: All) (CSFs: 4,5)	Assistant Principal(s), Attendance clerk, Principal, Teacher(s)	daily		Formative - daily documentation
3. 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
4. Reach out to at home learning students who do not engage daily. Students who miss 2 days of home learning will receive a home visit. (Target Group: All)	Assistant Principal(s), Principal	daily	(O)Attendance records	Criteria: daily/weekly attendance data 09/28/20 - Pending

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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 Strong SEL program K-12. (Target Group: All) (CSFs: 1,6)	Assistant Principal(s), Counselor, Principal, Teacher(s)	Sept-May		Summative - student survey
2. Implement & document safety drills regularly throughout the year. (Target Group: All) (CSFs: 6)	Assistant Principal(s), Principal, Superintendent(s)	ongoing		Formative - Drill documentation
3. Offer counseling services to students by providing two counselors. (Title I SW Elements: 1.1,2.6) (Target Group: All) (CSFs: 6)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing	(F)ESSER III - $56,900, (S)State Funds - $65,000	Formative - counselor log
4. Use drug dogs throughout the school year. (Target Group: All) (CSFs: 6)	Assistant Principal(s), Principal, Superintendent(s)	ongoing	(S)State Funds - $10,000	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) (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)			Summative - PD documentation
7. Full time SRO to monitor district & help implement safety & security measures. (Target Group: All) (CSFs: 6)	Superintendent(s)	2019-2020	(L)Local Funds - $44,000, (S)State Funds - $6,608	Formative - weekly monitoring of campus to inform and protect
8. Counselor to reach out to at home learning students to identify any social emotional needs. (Target Group: All)	Counselor	daily/weekly		
9. All staff members receive annual training about child sexual abuse, trafficking, and other maltreatment of children through Eduhero & other resources. (Target Group: All)	Superintendent(s), Teacher(s)	annual training		Criteria: annual training log

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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 first 6 weeks.

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. (Title I SW Elements: 2.1) (Target Group: All,AtRisk) (CSFs: 5)	Principal, Teacher(s)	each 6 weeks		Formative - parent communication logs
2. Use a variety of forms of communication for parents; social media, folders home with memos, phone calls, email, text. (Title I SW Elements: 2.1) (Target Group: All) (CSFs: 5)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing		Formative - daily & weekly
3. District & campus site based committees (Title I SW Elements: 2.1) (Target Group: All) (CSFs: 5)	Principal, Superintendent(s)	two meetings per semester		Formative - meeting minutes, documented attendees, agendas
4. Social media communication outlets. (Title I SW Elements: 3.1) (Target Group: All)	Principal, Superintendent(s)	daily		09/24/19 - Pending
5. Weekly notes, letters home. K-6th (Target Group: All)	Teacher(s)	daily		09/25/19 - Pending
6. PTO meetings (Target Group: All)	Assistant Principal(s), Principal, PTO	monthly		09/25/19 - Pending
7. Parents will complete Title I survey annually. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th,6th)	Principal, Superintendent(s)	annually		10/01/19 - Pending (S)
8. Parent EOY survey	Principal	EOY		

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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 2. Each campus will strive to have 4-5 community involvement events per school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Elementary musicals. (Target Group: All)	Principal, Teacher(s)	winter & spring	(L)Local Funds	09/25/19 - Pending (S)
2. Community pep rally in the fall. (Target Group: All)	Principal, Superintendent(s), Teacher(s)	fall	(L)Local Funds	09/25/19 - Pending
3. Fall, winter & spring band concerts (Target Group: All)	Principal, Teacher(s)	boy, moy, eoy		09/25/19 - Pending
4. Watch Dog Program implementation K-6 (Target Group: All,K,1st,2nd,3rd,4th,5th,6th)	Assistant Principal(s), Principal	Fall 2021		Criteria: Watch Dog school participation 06/29/21 - Pending
5. High School Student Council to oversee district & community projects. (Target Group: All)	Principal, Superintendent(s), Teacher(s)	ongoing		

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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. (12% turnover rate)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish, monitor and maintain effective mentoring system to help retain highly qualified staff (Target Group: All) (Strategic Priorities: 1)	Mentors, Principal	August each year	(S)State Funds - $7,000	Summative - Mentor assignments; mentor conferences with principals
2. Keep data current on all teacher certifications, testing, staff development, and service records to ensure that all meet/maintain highly qualified status. (Target Group: All)	Secretary, Superintendent(s)	each school year	(F)Title II, Part A (PD)	Criteria: ongoing Personnel files, professional development records, teacher interviews
3. Assist teachers in maintaining or attaining certifications through alternative programs, GT certification, ESL, Coursework, and TEXES testing to assure all staff is highly qualified. (Target Group: All) (Strategic Priorities: 1)	Principal, Secretary, Superintendent(s)	as needed	(S)State Funds	Professional Development Records, Number of teachers in alternative certification programs
4. 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
5. 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		
6. 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
7. 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.