Union Grove Elementary
Campus Improvement Plan
2021-2022
Home of Lion Pride

***P**erseverance ~ **R**espect ~ **I**ntegrity ~ **D**edication ~ **E**nthusiasm*

UNION GROVE EL

Mission

Union Grove ISD's Mission is to develop leaders, lifelong learners, and productive citizens prepared to achieve their postsecondary goals.

Vision

Union Grove ISD's Vision is to be a community of learners; educating, empowering, and encouraging all students to reach their full potential.

Nondiscrimination Notice
UNION GROVE EL 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 EL Site Base

Name	Position
Ballard, Sherrill	Principal
Wallace, Stephaney	Assistant Principal
Armstrong, Rebecca	District Level Representative
Cannon, Cheryl	Teacher-GT
Bilnoski, Susan	Teacher
Ellisor, Kim	Teacher
Hulse, Sarah	Teacher-ESL
Morvan, Jennifer	Teacher
Rowe, Cynthia	Teacher
Stanford, Kelli	Teacher
Allen, Heather	Non-Teaching
Ledbetter, Karen	Parent
Westmoreland, Krystal	Parent
Magness, Jack	Business Representative
Mayhan, Beverly	Community Member
O'Neal, Jason	Community Member

Union Grove Elementary 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 2019-2020 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)
(T-TESS)
State of Texas Assessments of Academic Readiness (STAAR)
Easy CBM
Texas English Language Proficiency Assessment System (TELPAS)
504 Data
CLI Engage Pre-K Assessment
Dyslexia Screening
Curriculum-Based Assessments
Special Education Data
PEIMS 425 Discipline Report
Attendance
Failure rates
Parent/Guardian Survey

Teacher Data:

Texas Teacher Evaluation & Support System

Formal & Informal Walkthroughs
Teacher Survey
Professional Development Needs Survey

District & Campus Data:

District/Campus Ratings
TPRI Evaluations
Texas Academic Performance Reports (TAPR)
Annual Yearly Progress Report (AYP)
Demographic Student Reports
Performance-Based Monitoring Analysis System (PBMAS)
Faculty/Staff turnover

Funding Sources for Instructional Programs:

Title I, Part A (Every Student Succeeds Act)
State Comp Ed (At Risk)
Title II, Part A (Improve Teacher/Principal)
Local Funds
Title IV, Part A (Every Student Succeeds Act)
Special Education Funds

Data sources reviewed: STAAR data, PBMAS, TAPR, 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 campus?
Student Achievement	3rd reading-95%/60% 5th reading -90%/62% 3rd math-93%/60% 5th math-97%/73% Eco. Dis.	+Increase the number of Meets/Masters +Student individual growth	Increase student individual growth in math & reading.
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 UIL participation, Elem. programs, Elem. awards assemblies counseling, character education programs, safety drills, full-time SRO	-attendance	-Increase attendance to 97% or above

Family & Community Involvement	-UGISD FB -Blackboard -School Messenger -Elem. Tuesday folders -UGISD website -PTO -Meet the Teacher -Elem. Arts Programs -Parent surveys -Parent communication logs	-Parent nights -Open House -Meet the Teacher	-Increase parental communication
Teaching, Learning & Assessment	-At least 1 benchmark per semester for STAAR-tested grades -Math & Reading intervention -Data meetings to discuss benchmark results and plans of action	-instructional strategies -scope/sequence -PD	PD calendar to address needs of teachers/students
School organization & programming	Pre-k -6 -District counselor -District dyslexia teacher -2 nurses -2 sp. Ed. teacher - principal/ap - 3 teachers per grade level K-6 - all teachers GT cert. & after school program @ Elem.	-full day pre-k -potential need for additional spec. Ed. teachers &/or aides -increase ESL certs. - interventions in reading & math	Require ESL certification for all new hires
Technology	-faculty/staff survey -4th-6th is roughly 1 to 1, 2nd-3rd share about 60 computers K-1st is approx. 8 per classroom	-Continuing PD -Instructional technology -Increase computers as needed across campus	-continue to strive for 1:1 ratio

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Goal 1. Academics:Academic success for all students.

Objective 1. (Academics Objective 1) UG Elementary will strive for 90% of students to increase their Academic Growth on STAAR reading & math.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers & campus principals will review & plan using 2021 STAAR data to determine student strengths & areas of need. (Title I SW: 1,8) (Title I SW Elements: 1.1,2.2,2.5,2.6) (Title I TA: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 2) (ESF: 1,1.2,5,5.3)	Assistant Principal(s), Intervention Teacher, Principal, Teacher(s)	ongoing	(L)Region 7-DMAC program	Formative - Intervention plans, Benchmark data, EOY STAAR, EOY assessment
2. Use DMAC to track student growth on state and curriculum-based assessments assessments every 6-9 weeks. (Title I SW Elements: 1.1,2.2,2.6) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1) (ESF2019: 4,4.1) (ESF2021: 4,4.1,5,5.3)	Assistant Principal(s), Principal	ongoing	(F)Rural Schools Grant - $6,663, (L)Region 7-DMAC program	Formative - DMAC data
3. Administrators will review data spreadsheets (Kelly Blalock) for student academic history and STAAR targets. They will assist teachers in setting personal and class growth goals based on that data. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2) (ESF2019: 5,5.3) (ESF2021: 5,5.3)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(L)Local Funds - $12,000	
4. Each grade level will institute a plan for documenting student growth. (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.2,5,5.3)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(L)Local Funds	
5. Small group instruction for all students to achieve personal projected STAAR growth. (Title I SW Elements: 2.5) (Target Group: All,AtRisk) (Strategic Priorities: 2) (CSFs: 1) (ESF: 5)	Assistant Principal(s), Intervention Teacher, Principal, Teacher(s)	weekly	(F)Title I, (S)State Compensatory (at risk) - $437,882	Formative - ongoing formal & informal assessment data to determine growth
6. Students in 2nd-6th grades will develop goal(s) in reading & math & students that will take a reading & math STAAR assessment will be knowledgable & take ownership of their growth projection. (Title I SW Elements: 1.1) (Target Group: 2nd,3rd,4th,5th,6th) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	1st 6 weeks & 3rd 6 weeks		Formative - Goal documentation, formal & informal assessment data (portfolios)

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Regular meetings with administrators will be used to discuss students, student data and instructional planning, instructional strategies. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,3,4) (ESF2019: 5,5.3) (ESF2021: 5)	Assistant Principal(s), Core Subject Teachers, Principal	weekly	(L)Local Funds	Formative - data from benchmarks & other forms of assessments
8. Reading and Math Intervention for at-risk elementary students in grades K-6. (Target Group: AtRisk) (Strategic Priorities: 2) (CSFs: 1) (ESF: 5,5.4)	Intervention Teacher, Principal, Teacher(s)	daily	(F)Title I, Part A - $126,121	Formative - ongoing assessment data by classroom teachers and interventionist
9. Teachers will review data and curriculum during grade level and vertical team meetings, sharing instructional strategies that have been proven to be successful. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 2) (ESF2019: 1,1.2,2,2.2,5,5.3) (ESF2021: 1,1.2,4,4.1,5,5.3)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(L)Local Funds	
10. Kindergarten - 6th grade students will have enrichment/intervention daily, with needs being determined by ongoing assessment data. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 2) (ESF: 5,5.4)	Assistant Principal(s), Principal, Teacher(s)	daily	(S)State Compensatory (at risk) - $437,445	Formative - daily schedule, student assignments based on need
11. Teachers will use researched based instructional strategies. (Lead4ward, individual PD, Region 7) (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4) (ESF: 5,5.1,5.2)	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
12. Utilize software programs to track student data in reading & math. (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.2,5,5.3)	Assistant Principal(s), Intervention Teacher, Principal, Teacher(s)	ongoing	(L)Technology Funds (Trans. Fees)	10/01/19 - Pending
13. Math & Reading teachers will use TEKS	Assistant Principal(s), Principal,	ongoing	(F)Rural Schools Grant,	Formative - ongoing use of one of

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Goal 1. Academics:Academic success for all students.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Resource System and/or Sharon Wells for Scope & Sequence & TEKS checklists, pacing guide, and assessment calendar in order to ensure that all TEKS are being taught prior to the administration of the STAAR test. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1) (ESF: 4,4.1)	Teacher(s)		(L)Region 7-DMAC program	the resources for scope & sequence
14. 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 - $55,211	Formative - Improved performance by dyslexia students
15. Students will receive modifications & accommodations to meet individual academic needs. (Target Group: SPED,Dys,504) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Diagnostician, Intervention Teacher, Special Ed Teachers, Teacher(s)	ongoing		Formative - IEP, 504, modification & accommodation documentation
16. 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) (ESF: 1,1.2,5,5.4)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(S)State Compensatory (at risk) - $437,445	10/01/19 - Pending
17. Principals, teachers, and students will review MAP Growth data to determine areas of strength and needs for Intervention in Reading and Math. (Title I SW Elements: 2.2,2.5,2.6)	Core Subject Teachers, Principal, Teacher(s)	BOY, MOY EOY		
18. MAP Growth tests will be administered 3 times a year to measure student growth in Reading, Math, and Science. (Title I SW Elements: 2.5,2.6) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.3)	Assistant Principal(s), Core Subject Teachers, Principal, Teacher(s)	3 times a year		
19. Implement an Impact tutoring time for grades 4-6 to serve students who were unsuccessful on 3rd through 6th grade STAAR tests. (Title I SW Elements: 2.2,2.5,2.6) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.3)			(S)IMA (Instructional Mat'l Allotment)	

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Goal 1. Academics:Academic success for all students.

Objective 2. (Academics Objective 2) At least 50 percent of students at UG Elementary in grades 3-6 will achieve a minimum level of Meets Standard on STAAR Reading and Math.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Regular meetings with the 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: All) (Strategic Priorities: 2) (ESF: 1,1.2,4,4.1,5,5.2,5.3)	Assistant Principal(s), Core Subject Teachers, Principal	weekly	(L)Local Funds	
2. Students in 2nd-6th grades will develop goal(s) in reading & math & students taking reading & math STAAR assessments will be knowledgable of their own scores & take ownership of their achievement. (Title I SW Elements: 1.1) (Target Group: 2nd,3rd,4th,5th,6th) (Strategic Priorities: 2) (ESF: 5,5.2,5.3)	Assistant Principal(s), Principal, Teacher(s)	BOY, MOY		Criteria: Achievement documentation, formal & informal assessment data (portfolios)
3. Use DMAC to develop and evaluate benchmarks & assessments every 6-9 weeks. (Title I SW Elements: 2.5,2.6) (Target Group: K,1st,2nd,3rd,4th,5th,6th) (ESF: 4,4.1)	Assistant Principal(s), Principal, Teacher(s)	ongoing		
4. Small group instruction for all students to attain personal STAAR achievement. (Title I SW Elements: 2.5) (Target Group: All,AtRisk) (Strategic Priorities: 2) (ESF2019: 5,5.2,5.3,5.4) (ESF2021: 5,5.3,5.4)		weekly	(F)Title I, (S)State Compensatory (at risk)	
5. Reading and Math Intervention for at-risk elementary students in grades K-6. (Target Group: AtRisk) (Strategic Priorities: 2) (ESF: 5,5.4)	Intervention Teacher, Teacher(s)	daily	(F)Title I, Part A	Criteria: ongoing assessment data by classroom teachers and interventionist
6. All Kindergarten - 6th-grade students will have a daily enrichment/intervention period, determined by ongoing assessment data. (Title I SW Elements: 2.2,2.5) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 5,5.4)	Assistant Principal(s), Intervention Teacher, Principal, Teacher(s)	daily	(S)State Compensatory (at risk)	Criteria: benchmark data as well as daily assessments
7. Math & Reading teachers will use TEKS	Assistant Principal(s), Principal,	ongoing	(F)Rural Schools Grant,	Criteria: ongoing use of one of the

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Resource System and/or Sharon Wells for Scope & Sequence & TEKS checklists, pacing guide, and assessment calendar. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1)	Teacher(s)		(L)Region 7-DMAC program - $6,663	resources for scope & sequence
8. Teachers will review data and curriculum during grade level and vertical team meetings, sharing instructional strategies that were successful for them. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.2,5,5.2,5.3)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(L)Local Funds	
9. ESL and at-risk students will achieve Meets Expectations in reading and math, measured through benchmarks and state testing, where applicable. (Title I SW Elements: 2.6) (Target Group: ESL) (Strategic Priorities: 2) (ESF: 5,5.3,5.4)	Teacher(s)	ongoing		
10. Teachers will monitor subpopulations of students closely after each assessment period & determine appropriate intervention plans. (Title I SW Elements: 2.2,2.6) (Target Group: H,W,AA,ECD,ESL,LEP,SPED,AtRisk) (Strategic Priorities: 2) (ESF: 5,5.3,5.4)	Assistant Principal(s), Intervention Teacher, Principal, Teacher(s)	ongoing	(S)State Compensatory (at risk) - $437,445	
11. Students will receive modifications & accommodations to meet individual academic needs. (Title I SW Elements: 1.1) (Target Group: AtRisk,Dys,504) (Strategic Priorities: 2) (ESF: 5,5.2,5.4)	Assistant Principal(s), Diagnostician, Intervention Teacher, Paraprofessionals, Special Ed Teachers, Teacher(s)	ongoing		Criteria: IEP, 504, modification & accommodation documentation
12. Teachers will use research-based instructional strategies in the classroom. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 5,5.2)	Assistant Principal(s), Principal, Teacher(s)	daily	(F)Title II, Part A (PD)	
13. All students in K-6 will use MAP Growth data to set goals for their academic growth. (Title I SW Elements: 2.2,2.5)				

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Goal 1. Academics:Academic success for all students.

Objective 3. (Academics Objective 3) UG Elementary will strive to ensure that 90% students reach Approaches on STAAR science exam with the majority of students achieving meets or masters.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Science teachers will use TEKS Resource System for scope & sequence and TEKS checklists. (Title I SW Elements: 1.1) (Target Group: All) (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
2. Students in 2nd-6th grades will develop goal(s) in science & students twho will take a STAAR assessment will be knowledgeable & take ownership of their growth projection. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: 2nd,3rd,4th,5th,6th) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.3,5.4)				
3. Use DMAC to develop TEKS-aligned assessments for science as a team to track student progress. (Target Group: All) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - meeting logs, assessments
4. Science teams will meet to discuss curriculum, instruction & assessment development & work towards vertical alignment in teams. (Target Group: All) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - Meeting information, attendance logs
5. Use DMAC for assessments to review data. (Target Group: All)	Principal, Teacher(s)	ongoing	(F)Rural Schools Grant - $6,663, (L)Region 7-DMAC program	09/26/19 - Pending
6. All at-risk and ESL students will show growth in science, measured through benchmarks and state testing, where applicable. (Title I SW Elements: 2.5) (Target Group: ESL,AtRisk) (ESF: 5,5.2,5.3,5.4)	Teacher(s)	ongoing		
7. Students in 3rd-6th grade will participate in lab instruction at least 40% (70 days a school year) of instructional class time. (Target Group: 3rd,4th,5th,6th)	Principal, Teacher(s)	on-going	(S)State Funds - $16,000	Formative - benchmarks, formal & informal assessments
8. Seek professional development that addresses the needs of teachers & students in science. (Title I SW Elements: 1.1) (Target	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

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Group: All) (CSFs: 1,4,7)				
9. Teachers will review data and curriculum during grade level vertical team meetings, sharing instructional strategies that were successful for them. (Title I SW Elements: 1.1,2.2,2.5)	Assistant Principal(s), Principal, Teacher(s)	ongoing		
10. 4th-6th grade Science will administer MAP Growth Assessments and will use the data for instruction and intervention and vertical alignment. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: All,4th,5th,6th) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1,5.3)	Assistant Principal(s), Core Subject Teachers, Principal, Teacher(s)	3x per year		

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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. Strive to increase participation in extracurricular activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 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) (ESF: 3,3.4)	Principal, Superintendent(s), Teacher(s)	ongoing		09/25/19 - Pending
2. Increase UIL participation at 2nd-6th grades. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(L)Local Funds	09/25/19 - Pending
3. Provide a variety of opportunities for students to perform throughout the year. (Target Group: All)	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. (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. UG Elementary will achieve a 97% attendance rate in 2021-2022

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 month		Formative - 6 weeks attendance data
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, Counselor, Principal	weekly		Formative - Attendance data, counselor communication logs
4. Implement automated phone calling system to notify parents when a students is absent. Secretaries make phone calls upon students being marked absent. (Target Group: All)	Attendance clerk, Technology Director	20-21 school year	(L)Technology Funds (Trans. Fees)	09/24/19 - 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-6. (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. (Target Group: All) (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) (CSFs: 6)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing	(S)State Funds - $77,383	Formative - counselor log
4. 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
5. 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
6. 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
7. 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

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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 six 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. Document meeting, possible reasons for lack of success and identify strategies to implement in the future. (communicate the plan) Teachers will emphasize student growth when in any communication with parents. (Title I SW Elements: 2.1) (Target Group: All,AtRisk) (CSFs: 5) (ESF: 3,3.4)	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. Campus site-based committees (Title I SW Elements: 2.1) (Target Group: All) (CSFs: 5)	Assistant Principal(s), Principal	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, Secretary, Teacher(s)	daily		09/24/19 - Pending
5. Weekly notes, letters home. (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)

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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. Union Grove Elementary will strive to have 4-5 community involvement events per school year, circumstances permitting.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Winter & spring band concerts for 6th grade (Target Group: All)	Principal, Teacher(s)	boy, moy, eoy		09/25/19 - Pending
2. Each grade level will have one fine arts exhibit or performance per year. (Title I SW Elements: 3.1) (Target Group: All) (ESF: 3,3.4)				
3. WatchDOGS program implementation PK-6 (Title I SW Elements: 2.1,3.1) (Target Group: All) (ESF: 3,3.4)				
4. Meet the Teacher Back to School Bash (Title I SW Elements: 3.1) (Target Group: All) (ESF: 3,3.4)				
5. Offer Curriculum Nights where students, parents, and teachers work together to learn new concepts. (Title I SW Elements: 2.1,2.2,2.5,2.6,3.1) (Target Group: All,SPED,AtRisk,504) (ESF: 3,3.4)				

UNION GROVE EL

Goal 5. Team: Union Grove Elementary will strive to recruit & retain quality educators.

Objective 1. Union Grove Elementary will strive to recruit and retain 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) (Strategic Priorities: 1) (ESF: 2,2.1)	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) (ESF: 2,2.1,2.2)	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 attaining or maintaining certifications through alternative programs, GT certification, ESL, Coursework, and TEXES testing to assure all staff is highly qualified. (Strategic Priorities: 1) (ESF: 2,2.1)	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 throughout the campus (Title I SW: 5) (Target Group: All) (Strategic Priorities: 1)	Administrator of Academic Services, Assistant Principal(s), Principal, Superintendent(s)	ongoing		
7. Morale boosters for staff. (Target Group: All)	Assistant Principal(s), Counselor, Principal	ongoing		Formative - morale booster each 6 week