Union Grove I.S.D.
District Improvement Plan

2019-2020

Home of Lion Pride

Perseverance ~ Respect ~ Integrity ~ Dedication ~ Enthusiasm

UNION GROVE ISD Site Base

Name	Position
Alston, Kelly	Parent
Baker, Rhonda	High School Teacher
Ballard, Sherrill	Assistant Principal
Boyd, Garry	Community Member
Evers, Rachel	JH/HS PRINCIPAL
Holman, Tanya	Parent
Moore, Kelly	Superintendent
Rogers, Jennifer	Non-Teaching
Seymour, Brian	Business
Webb, Tracy	Special Programs
Whitaker, Lynn	EL Principal
Evans, Evette	Elementary Teacher
Potter, Karen	Elementary Teacher
Ledbetter, Bethany	Special Programs
Watson, Jaclyn	Non-Teaching
Wightman, Casey	Community
Hanson, Anna	Parent
Cox, Brian	Business

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 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)
End-of-Course Exams (EOC)
Texas English Language Proficiency Assessment System (TELPAS)
504 Data
CLI Engage Pre-K Assessment
Dyslexia Screening
Curriculum Based Assessments
Special Education Data
PSAT/SAT/ACT
Attendance
Failure rates
PEIMS 425 Discipline Report

Teacher Data:

Texas Teacher Evaluation & Support System

Formal & Informal Walkthroughs
Teacher 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)
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)

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	3rd rdg-95%/60% 5th rdg -90%/62% 3rd mth-93%/60% 5th mth-97%/73% 8th mth-95%/68% A1-98%/90%/71% E1-92%/77% EII-90%/82% Bio-98%/88% US--99%/87%/52% Eco. Dis.	+Meets/Masters +Student ind. Growth +Increase participation & achievement ACT,SAT & TSI Retention rates?	Increase student ind. Growth in math & reading. Increase participation & achievement in act, sat & sat for CCMR
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 97% 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	-At least 1 benchmark per semester for STAAR/EOC -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 -increase ESL certs. - interventions in reading & math	
Technology	-faculty/staff survey -4-12 is roughly 1 to 1, 2 and 3 share about 60 computers K-1 is approx. 8 per room	-Cont. PD -instructional technology -increase computers as needed across district	

UNION GROVE ISD

Mission

The Mission of the Union Grove Independent School District is to create a unique, caring environment in which students acquire skills in critical thinking, problem solving, and technology as well as achieve personal excellence. Our graduates will become productive and responsible citizens who meet the challenges of the future.

Vision

The Union Grove School District is dedicated to academic excellence. Its success depends on the entire community: students, teachers, administrators, parents, board members, community, and business persons. In essence, our Vision is to be an exemplary school, a leader in producing outstanding students who will become productive citizens.

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

Goal 1. Academics:Academic success for all students.

Objective 1. UGISD will increase student academic growth on STAAR reading & math by 15% (85).

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: All) (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. (Title I SW Elements: 1.1,2.2) (Target Group: All) (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 students to achieve personal projected STAAR growth. (Title I SW Elements: 2.5) (Target Group: All,AtRisk) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	weekly	(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: All) (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. (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
6. Reading and Math Intervention for at-risk elementary students in grades K-6. (Target Group: AtRisk) (Strategic Priorities: 2) (CSFs: 1)	Intervention Teacher, Principal, Teacher(s)	daily	(F)Title I, Part A - $126,121	Formative - ongoing assessment data by classroom teachers and interventionist
7. Kindergarten - 12th grade students will have enrichment/intervention daily determined by ongoing assessment data. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	daily	(S)State Compensatory (at risk) - $437,445	Formative - daily schedule, student assignments based on need

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Writing samples for kindergarten-3rd grade each six weeks, samples will be assessed using a rubric. Writing samples will be kept in a portfolio to demonstrate growth. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	Each 6 weeks		Formative - ongoing rubric results from writing samples to determine growth and student needs
9. 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)	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
10. Students in 4th-12th will develop SMART 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)	1st 6 weeks & 3rd 6 weeks		Formative - SMART goal documentation, formal & informal assessment data (portfolios)
11. 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, (L)Region 7-DMAC program - $6,663	Formative - ongoing use of one of the resources for scope & sequence
12. 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
13. 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
14. Teachers will review data spreadsheets	Principal, Teacher(s)	ongoing	(L)Local Funds - $12,000	09/26/19 - Pending (S)

UNION GROVE ISD

Goal 1. Academics:Academic success for all students.

Objective 1. UGISD will increase student academic growth on STAAR reading & math by 15% (85).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Kelly Blalock) for student academic history and STAAR targets. (Target Group: All) (Strategic Priorities: 2)				
15. 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
16. 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

UNION GROVE ISD

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 3rd-12th grade will participate in lab instruction at least 40% (70 days a school year) of instructional class time. (Target Group: 3rd,4th,5th,6th,7th ,8th,9th,10th,11th,12th)	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 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	(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. (Target Group: All) (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. (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)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)		ongoing		09/24/19 - Pending
7. 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

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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. (Title I TA: 4) (Target Group: All) (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. (Title I TA: 4) (Target Group: All) (Strategic Priorities: 3)	Principal, Teacher(s)	ongoing	(F)Perkins Grant - $4,104	09/24/19 - Pending (S)
3. Offer SAT, ACT & TSI prep courses for students. (Target Group: All) (Strategic Priorities: 3)	Principal	ongoing	(S)State Funds	09/24/19 - Pending (S)
4. Enter partnership with Gladewater ISD & Kilgore college to allow students to enroll in career & tech dual credit courses. (Title I TA: 4) (Target Group: CTE) (Strategic Priorities: 3)	Principal, Superintendent(s)	19-20 school year		09/24/19 - Pending (S)
5. Offer innovative courses that provide career & tech pathways. (Target Group: CTE) (Strategic Priorities: 3)	Principal, Teacher(s)	ongoing	(F)Perkins Grant - $4,104	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

UNION GROVE ISD

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: All)	Principal, Teacher(s)	spring	(L)Local Funds	09/25/19 - Pending (S)
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 all levels elementary, 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)

UNION GROVE ISD

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. District attendance competitions between campuses each 6 weeks. (Target Group: All) (CSFs: 4)	Principal, Superintendent(s)	each 6 weeks	(L)Local Funds	Formative - attendance data
2. Campus attendance competitions and/or incentives. (Target Group: All) (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. (Target Group: All) (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)	Attendance clerk, Technology Director	19-20 school year	(L)Technology Funds (Trans. Fees)	09/24/19 - Pending

UNION GROVE ISD

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. (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. Use drug dogs throughout the school year. (Target Group: All) (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) (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

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

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Host harvest carnival at elementary. (Target Group: All)	Assistant Principal(s), Principal, PTO	fall		09/25/19 - Pending
2. Elementary musicals winter & spring. (Target Group: All)	Principal, Teacher(s)	winter & spring	(L)Local Funds	09/25/19 - Pending (S)
3. Community pep rally in the fall. (Target Group: All)	Principal, Superintendent(s), Teacher(s)	fall	(L)Local Funds	09/25/19 - Pending
4. Fall, winter & spring band concerts (Target Group: All)	Principal, Teacher(s)	boy, moy, eoy		09/25/19 - Pending
5. Grandparents luncheon (Target Group: All)	Principal	September		09/25/19 - Pending (S)

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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
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.

UNION GROVE ISD

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)				