# UNION GROVE J H

**Goal 1.** Union Grove JH will strive to improve in all areas on the STAAR tests, and be above state averages on all grade levels and all subject areas of STAAR tests while increasing the percentage of students that perform at Masters (level III) performance standard.

**Objective 1.** All students will pass the appropriate STAAR test for their grade level and demonstrate academic growth from year to year.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Offer challenging, research based and thorough instruction in all disciplines regarding STAAR. (Target Group: All) | Principal, Teacher(s) | ongoing | (L)Local Funds | TAPR Data, PBMAS Data,benchmarking data, walkthroughs, lesson plans, checkpoint data |
| 2. Assessment will be administered as needed during the school year to determine the need for intervention. (Target Group: All) | Principal, Teacher(s) | as needed | (L)Local Funds | Benchmark data, TEKSCORE data, data analysis, PLC meetings, checkpoint data |
| 3. Continue staff development in STAAR areas to improve innovative instruction (Target Group: All) | Principal, Teacher(s) | ongoing | (L)Local Funds | Teacher lesson plans; walk-through, benchmark data, staff development records. |
| 4. Students will engage in no less than 40% lab activities in all science classes. (Target Group: All) | Teacher(s) | ongoing | (L)Local Funds | Lesson plans, walk-throughs, improved scores on STAAR science benchmarks, checkpoints and STAAR tests. |
| 5. Teachers will analyze and disaggregate data to drive classroom instruction and meet student needs. (Target Group: All) | Assistant Principal(s), Principal, Teacher(s) | ongoing | (L)Region 7-DMAC program | Lesson plans, Benchmark/TEKSCORE/STAAR data, improved TAKS test and benchmark scores |
| 6. Continuous improvement regarding research based instructional strategies and differientated instruction for the classroom in all subject areas/grades. (Target Group: All) | Principal, Teacher(s) | ongoing | (L)Region 7 | Improved STAAR test scores and reduced student failures. |
| 7. Utilize technology programs to increase performance on STAAR tests. (Target Group: All) | Campus Instructional Technologist, Principal, Teacher(s) | ongoing | (L)IXL, (L)Study Island Program, (O)Online TAKS tests; resources | Improved STAAR scores.Program data (IXL, Study Island) |
| 8. Increase use of computers for instructional purposes. (Target Group: All) | Campus Instructional Technologist, Teacher(s) | ongoing | (S)Technology Funds | walkthroughs, lesson plans, program reports/data |
| 9. All 7th & 8th grade students will participate in a double block math/lab class (1/2 instruction; 1/2 lab) (Target Group: All) | Principal, Teacher(s) | daily | | Summative - Student individual academic growth on STAAR performance; benchmark and checkpoint performance. |
| 10. Provide intervention and/or enrichment instruction during academic period. (Target Group: All) | Teacher(s) | ongoing | (L)Local Funds | grades, assessments, STAAR results |

# UNION GROVE J H

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**Objective 1.** All students will pass the appropriate STAAR test for their grade level and demonstrate academic growth from year to year.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 11. Provide opportunity for staff to plan and discuss curriculum alignment during in-service days. (Title I SW: 1) (Target Group: All) | Teacher(s) | ongoing | (L)Local Funds | Formative - |
| 12. Implementation of instructional PLC meetings each six weeks. (Title I SW: 1,10) (Title I TA: 3) (Target Group: All) | Principal, Teacher(s) | each 6 weeks | | Formative - ongoing throughout the school year based on instruction in the classroom and collaboration among teachers |
| 13. Individual accelerated instruction plans will be created and implemented for students who did not meet approaches on STAAR reading and/or math. (Target Group: All) | Assistant Principal(s), Principal, Teacher(s) | Daily | | Formative - data from STAAR, benchmarks, checkpoints, and local assessments before, during, and after intervention. |
| 14. Pride Lab will be utilized to provide intervention/remediation instruction for students who did not show success and/or growth on previous STAAR assessment. (Target Group: All) | Assistant Principal(s), Principal, Teacher(s) | daily | | STAAR, benchmark, checkpoint data |

# UNION GROVE J H

**Goal 2.** Union Grove JH will meet or exceed state requirements for Special Education and Special Population students.

**Objective 1.** GT students will pass all portions of the STAAR tests for their grade level and strive to reach Masters (level III) performance standards.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Provide enrichment activities & lessons GT students in the classroom. (Target Group: GT) | Teacher(s) | ongoing | (S)GT funds | Summative - Success of GT students. |
| 2. Continue training for teachers/principals in GT. (Target Group: GT) | Principal, Teacher(s) | ongoing | (S)GT funds | State required 6 hours each year for GT training; documentation; Region 7 staff development records |
| 3. Offer GT students special designed instruction at least once a six weeks (Model UN, robotics) (Target Group: GT) | GT Teacher, Principal | Ongoing | (L)Region 7 | Success/enrollment of GT students |
| 4. Proper identification of GT students (Target Group: GT) | GT Teacher, Principal, Teacher(s) | Spring semester | (O)GT screening/testing resources | Summative - Number of students identified and served through GT program |

# UNION GROVE J H

**Goal 2.** Union Grove JH will meet or exceed state requirements for Special Education and Special Population students.

**Objective 2.** 90% or more of all special population students will meet or exceed miniumum expectations on all STAAR tests and demonstrate individual growth on STAAR and other local assessments.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Academic period intervention for at-risk; special education students (Target Group: SPED, AtRisk) | Paraprofessionals, Special Ed Teachers, Teacher(s) | Ongoing | (S)State Compensatory | Summative - Reduced failures of at-risk; special ed. students |
| 2. Annual training/updates on new testing procedures/requirements/classroom instruction for special education students for STAAR (Target Group: SPED) | Diagnostician, Spec. Ed. Co-Op Director, Superintendent(s) | annually | (L)Local Funds | All special education laws and requirements are understood and implemented in classrooms regarding instruction and STAAR. |
| 3. All Dyslexic identified students/struggling readers will be served through weekly pull-out intervention. (Target Group: AtRisk, Dys) | Dyslexia specialist, Principal | weekly | (L)Local Funds | Formative - Improved student performance |
| 4. Continue to improve the Special Education Pre-referral process in accordance with Upshur County Special Education Co-op through SIT process. (Target Group: ECD, SPED, AtRisk) | Diagnostician, Director of Student Services, Faculty/Staff, Principal, Spec. Ed. Co-Op Director, Special Ed Teachers, Teacher(s) | ongoing | (O)Student Intervention Team | Number of qualified referrals |
| 5. Special education students will receive support services as determined by their IEPs. (Target Group: SPED) | Paraprofessionals, Principal, Special Ed Teachers | ongoing | (L)Local Funds | Formative - Academic, social, emotional, etc growth as provided by locas and state data (local assessments, STAAR, observation, parent/student input) |
| 6. All special education students will be assigned to the least restrictive environment for maximum learning opportunities (Target Group: SPED) | Assistant Principal(s), Diagnostician, Principal, Special Ed Teachers, Teacher(s) | ongling | (L)Local Funds | Formative - Risk factors from TEA for special education student achievement; TAPR; |
| 7. ALL teachers will modify instruction according to the students' IEPs and ARD committee decisions. (Target Group: SPED) | Principal, Special Ed Teachers, Teacher(s) | daily | | Formative - Lesson plans, documentation of modified assignments, assessments, instruction, setting, etc.; walkthroughs; failure reports |

# UNION GROVE J H

**Goal 2.** Union Grove JH will meet or exceed state requirements for Special Education and Special Population students.

**Objective 3.** 90% or higher of all economically disadvantaged students will meet or exceed minimum expectations on all areas of STAAR tests and will demonstrate individual growth on STAAR and other local assessments.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Student Intervention Team to identify, assess, and meet student needs. (Target Group: ECD, AtRisk) | Assistant Principal(s), Principal, Teacher(s) | ongoing | (O)Student Intervention Team | Academic success of special population students. |
| 2. Personal Graduation Plans (Target Group: AtRisk) | Principal | ongoing | (L)Region 7 | Failure rate; graduation rate |
| 3. Students will have intervention/enrichment instruction during academic period and Pride lab. | Assistant Principal(s), Principal, Teacher(s) | ongoing | | Failure rate; academic success. |

# UNION GROVE J H

**Goal 2.** Union Grove JH will meet or exceed state requirements for Special Education and Special Population students.

**Objective 4.** English Language Learners will demonstrate annual individual growth expectations on STAAR and other local assessments.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Provide enrichment activities and strategies for ELL students during academic period. (Target Group: ESL, Dys) | Principal, Teacher(s) | ongoing | (L)Local Funds | Summative - benchmark assessments; STAAR assessments; checkpoint data |

# UNION GROVE J H

**Goal 2.** Union Grove JH will meet or exceed state requirements for Special Education and Special Population students.

**Objective 5.** Dyslexic students will have an additional reading/ELA class to assist students in need through instructional strategies and tutoring.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Dyslexic students will be provided enrichment activities, strategies, intervention instruction and support through weekly pull out program. (Target Group: Dys) | Dyslexia specialist, Principal | weekly | | Formative - student academic and social growth obtained through data and observation. |

# UNION GROVE J H

**Goal 3.** Union Grove JH will be expected to meet and maintain or exceed an attendance rate of 97%.

**Objective 1.** Attendance rate will be 97% or better.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Appropriate programs for truancy/excessive absences. (Target Group: All) | Assistant Principal(s), Attendance clerk, Principal | ongoing | (L)Local Funds, (L)Upshur County Police Dept. | Formative - Attendance rate |
| 2. Early intervention through close monitoring with parent phone calls, warning letters and student contact. (Target Group: All) | Assistant Principal(s), Attendance clerk, Principal | ongoing | (L)Local Funds, (O)Attendance records | Attendance rate |
| 3. Attendance records will be available to parents on progress reports, report cards, and through TxEIS online program. (Target Group: All) | Attendance clerk, Principal, Secretary | ongoing | (O)Attendance records | Attendance rate |
| 4. Attendance committee will monitor truancy and excessive absences. (Target Group: All) | Assistant Principal(s), Attendance clerk, Principal | each six weeks | (O)Attendance records | Improved attendance rate |
| 5. Offering incentives each 6 weeks for perfect attendance. (Target Group: All) | Principal | ongoing | | Formative - checking attendance daily, weekly and each 6 weeks |

# UNION GROVE J H

**Goal 4.** Union Grove JH will maintain and promote a positive school and community relationship through parental involvement in our school.

**Objective 1.** Union Grove JH will strive to increase parental awareness and involvement so that parents may be partners in their child's education.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Frequent communication between school and home via: email, progress reports, marquee, information sent home, website, phone calls, and School Reach program. (Target Group: All) | Campus Instructional Technologist, Principal, School Nurse, Secretary, Superintendent(s), Teacher(s) | ongoing | (L)Local Funds | Parent and community participation |
| 2. Parent participation in field trips, assemblies, school sponsored events. (Target Group: All) | Assistant Principal(s), Principal, Teacher(s) | ongoing | (L)Local Funds | Parent participation |
| 3. 8th grade parent night informing parents & students of graduation requirements and opportunities at the high school. (Target Group: All) | Assistant Principal(s), Principal, Teacher(s) | Spring semester each year | (L)Local Funds | Parent participation |
| 4. Union Grove webpage will be utilized for easy access and updated information for all parents and community members. (Target Group: All) | Assistant Principal(s), Campus Instructional Technologist, Principal, Teacher(s) | ongoing | (S)Technology Funds | Parent awareness and participation |
| 5. Facebook, Remind, Twitter (Target Group: All) | Principal, Superintendent(s), Technology Director | Ongoing | (L)Local Funds | Formative - Parent participation and awareness. |
| 6. Develop a Lion PRIDE parent involvement group. | Assistant Principal(s), Principal | ongoing | | Formative - Parent participation |
| 7. 8th grade individual parent meetings to ensure productive transition to HS. (Target Group: 8th) | Principal | Summer months | | Summative - Parent/student participation |
| 8. Develop weekly electronic newsletter for parents | Principal | weekly beginning Spring 2019 | | Formative - Parent surveys. Parent involvement |
| 9. Provide communication in all languages needed to meet parent preference. | Assistant Principal(s), Attendance clerk, Core Subject Teachers, Diagnostician, Dyslexia specialist, Faculty/Staff, GT Teacher, Paraprofessionals, Principal, Registrar, School Nurse, Secretary, Special Ed Teachers, Teacher(s) | ongoing | | Formative - Surveys, parent input, student/parent responses |

# UNION GROVE J H

**Goal 4.** Union Grove JH will maintain and promote a positive school and community relationship through parental involvement in our school.

**Objective 1.** Union Grove JH will strive to increase parental awareness and involvement so that parents may be partners in their child's education.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 10. All JH students will be provided a daily planner to take home with information provided by teachers. | Teacher(s) | daily | (L)Local Funds | Summative - Parent/student responses. |

# UNION GROVE J H

**Goal 5.** Union Grove JH will provide and promote a climate that is safe, orderly, and well-maintained.

**Objective 1.** Union Grove JH will take steps to insure and maximize campus safety and provide the best possible learning enviroment for all students.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Campus will follow the District Emergency Procedures and Crisis Management Plan. (Target Group: All) | Assistant Principal(s), Principal, Superintendent(s), Teacher(s) | ongoing | (L)Local Funds | Summative - Drills; safety audits |
| 2. Address the needs of students through assemblies, programs, and staff development regarding: suicide prevention, dating violence, conflict resolution, and bullying. Provide staff development regarding Crisis Prevention and Intervention and CPR procedures. (Target Group: All) | CPI Campus Team, Director of Student Services, LPC (CONTRACTED), Principal, School Nurse, Superintendent(s), Teacher(s) | ongoing | (F)Title IV Safe and Drug Free, (L)Local Funds | Reviews of student discipline referrals, conferences with students, student evaluations of assemblies/programs. |
| 3. School resource officers to visit with students, provide presentations, be present on campus. (Target Group: All) | Assistant Principal(s), Principal, Superintendent(s) | ongoing | (L)Upshur County Police Dept. | Relationship with police department, decreased # of discipline referrals |
| 4. Practice emergency drills and evacuation drills (Target Group: All) | Assistant Principal(s), Principal | each six weeks | (L)Local Funds | Summative - Drill documentation; clear understanding by staff and students of actions during a crisis |
| 5. Monitor campus grounds/hallways during non-class as well as class times. (Target Group: All) | Assistant Principal(s), Principal, Teacher(s) | daily | (L)Local Funds | Summative - Decreased number of tardies and discipline referrals. |
| 6. Use of AEP Disciplinary Program (Target Group: All) | Principal | School year | (S)State Compensatory | Appropriate assignment of students as needed to AEP program. |
| 7. Utilize RAPTOR identification system for all campus visitors (Target Group: All) | Secretary | daily | (L)Region 7 | Proper identification of all campus visitors. |
| 8. Utilize specially designed bus designed to accomodate special needs students. (Target Group: SPED) | Transportation Director | ongoing | (F)Stimulus funds | |
| 9. School Health Advisory Committee will adddress health issues at the JH campus. (Target Group: All) | Assistant Principal(s), Principal | meet 4 times a year | (S)School Health Index | Summative - Increase in wellness of students and decrease in tobacco use. |
| 10. Use of security doors and campus cameras. (Title I SW: 1) (Target Group: All) | Principal, Superintendent(s) | ongoing | (L)Local Funds | Formative - safety and security of students |

# UNION GROVE J H

**Goal 5.** Union Grove JH will provide and promote a climate that is safe, orderly, and well-maintained.

**Objective 1.** Union Grove JH will take steps to insure and maximize campus safety and provide the best possible learning enviroment for all students.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 11. Eliminate any illegal substances on campus by contracting with Interquest Detection Canines NE, Texas, and using drug dogs on campus. (Target Group: All) | Principal | ongoing | | Formative - ongoing, unannounced, random checks throughout the school year |
| 12. All HS students who drive will have to provide a copy of insurance, drivers license, and receive a parking permit and assigned parking location. | Assistant Principal(s), Principal, Secretary | ongoing | (L)Local Funds | Formative - Number of students issues campus permits; ability to identify students/vehicles quickly when necessary. |
| 13. A contracted counselor will be available as needed to provide behavioral and emotional counseling and support as needed. The counselor will also provide anti-bullying, cyber safety, cyber bullying, suicide prevention, etc information to the staff and students. | | ongoing | | Formative - |
| 14. Student, staff, and parent surveys will be used as a means to determine the culture and climate of the campus. | Principal | EOY | | Summative - survey results |

# UNION GROVE J H

**Goal 6.** Meet the standards of technology as set forth in the district's technology plan.

**Objective 1.** Increased and effective use of technology by both teachers and students.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Have teachers complete STAR chart as required by the technology plan | Campus Instructional Technologist, Teacher(s) | November | | Data from chart |
| 2. Plan and implement a one-to one technology situation for our students | Principal, Technology Director | ongoing | | Planning and ongoing implementation |

# UNION GROVE J H

**Goal 7.** Union Grove JH will provide the best possible learning environment to meet or exceed state standards for attendance, completion, and drop out.

**Objective 1.** Union Grove JH will encourage and promote successful completion of state and local graduation requirements.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Inform students of all possible options for high school diploma or equivalent. | Principal | ongoing | | drop out rates |
| 2. Promote and encourage involvement in CTE programs | CTE Director, Principal, Teacher(s) | ongoing | | Student enrollment in CTE courses |
| 3. Encourage involvement in extracurricular programs and activities | Faculty/Staff | ongoing | | Participation count for extracurricular activities |
| 4. Opportunity for students who are behind in credits to enroll in summer school program | Principal | June-July | | Student completion of credits |
| 5. Ensure accurate PEIMS coding of all students and to meet all deadlines | Diagnostician, Dyslexia specialist, GT Teacher, Principal, Registrar, Special Ed Teachers, Teacher(s) | Snapshot date | | PEIMS compliance and submission reports |
| 6. DAEP for students with discipline problems | Principal | school year | | Students maintain grade level as they enter/exit DAEP |

# UNION GROVE J H

**Goal 8.** All students will be taught by highly qualified teachers who are assisted by highly qualified professionals.

**Objective 1.** Union Grove JH will maintain 100% highly qualified teachers and continue to recruit highly qualified teachers and staff through various methods.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Establish effective mentoring program to help retain qualified staff | Mentors, Principal | as needed | | Mentor/Teacher meetings with principals |
| 2. Provide positive work culture for faculty and staff through encouragement, support, and motivation | Assistant Principal(s), Principal | ongoing | | Surveys |

# UNION GROVE J H

**Goal 8.** All students will be taught by highly qualified teachers who are assisted by highly qualified professionals.

**Objective 2.** Professional development for teachers will be focused on curriculum alignment and instructional effectiveness.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Provide training on TEKS resource to address curriculum, scope/sequence and YAG. | | ongoing | (L)Region 7, (L)Region 7-DMAC program | Professional development calendar; attendance, Professional Development plan |
| 2. Identify and acquire PD, develop a PD calendar that focuses on research based instructional strategies that motivate and engage students | Principal, Superintendent(s) | ongoing | | Professional development calendar |
| 3. Implement PLCs focused on curriculum, instruction and data focused on the individual needs of students | Principal | meeting calendars | | PLC calendars and agendas |

# UNION GROVE J H

**Goal 9.** Union Grove JH will conduct an annual needs assessment to determine the effectiveness of educational programs for each/every student population being served. The TAPR report will also be used to assess the academic achievement for each student.

**Objective 1.** An annual needs assessment and review of TAPR data will be used to determine academic achievement and effectiveness of educational programs. The information will drive the decision-making process concerning curriculum, assessment, and instruction.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Use annual needs assessment checklist to determine curriculum effectiveness and maximize instructional opportunities for all students | Assistant Principal(s), Principal, Teacher(s) | annually | | Improved academic performance of all student populations |
| 2. Utilize various forms of data to determine effectiveness of programs, instructional methods and curriculum supplements | Principal | ongoing | | data |