UNION GROVE H S

Goal 1. Prepare students for post secondary education opportunities with career and technical education.

Objective 1. Students will be placed on degree plans that will benefit future plans in post secondary education or career technical education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Meet and plan with students beginning in 8th grade to establish degree plans for high school. (Target Group: All)	Core Subject Teachers, Director of Student Services, Principal	ongoing		Increase in number of students entering college and career and technical schools
2. Announce available scholarships and provide assistance in completion of forms. (Target Group: All)	Director of Student Services, Principal, Teacher(s)	school year		Scholarship awards to Senior students
3. Work with local districts to consolidate courses in order to provide more career and dual credit opportunities. (Target Group: All)	Director of Student Services, Principal	August		Student enrollment in programs
4. Seek out articulated courses from Technical schools and colleges (Target Group: All)	Director of Student Services, Principal	August		Student participation level
5. Print shop and Graphic Design class (Target Group: CTE)	CTE Director, Director of Student Services, Principal, Teacher(s)	ongoing		Student participation levels; certificates earned
6. Certified Nursing Assistant Program (Target Group: CTE)	CTE Director, Director of Student Services, Principal, Teacher(s)	ongoing		Student participation level; certifications earned
7. Offer Principles of Technology (Rocketry). (Target Group: All)	Core Subject Teachers, CTE Director, Director of Student Services, Principal	ongoing		Student participation.
8. Culinary Arts program (Title I SW: 10) (Target Group: All)	Teacher(s)	ongoing		Formative - participation in program
9. Advanced Animal Science (Target Group: All)	Teacher(s)	ongoing		Formative - Participation in advanced animal science as a 4th science.
10. Medical Terminology (dual credit) (Title I SW: 1,10) (Target Group: CTE)	Teacher(s)	jSemester		Formative - participation of course and credit received
11. Dual credit welding courses (Target Group: All)	Teacher(s)	ongoing		Summative - participation and credit received data
12. UGHS career fair (Title I SW: 10) (Target Group: All)	CTE Director, Principal, Teacher(s)	once in the spring		Summative - participation on the day of the fair

UNION GROVE H S

Goal 2. Union Grove HS will continue to improve student academic achievement in preparation for post secondary educational opportunities.

Objective 1. Students will continue to demonstrate academic growth and be prepared to compete in post secondary education and/or the workforce.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Offer students guidance and direction in course selection. (Target Group: All)	Administrator of Academic Services, Principal	ongoing		Summative - passing rates, graduation rate and
2. Develop sound degree plans for students to enter post secondary education or the workforce. (Target Group: All)	Administrator of Academic Services, Principal	ongoing		Summative - graduation rate, post secondary education rate
3. Offer opportunities for students to learn more about career opportunites and education opportunites. (Target Group: All)	Administrator of Academic Services, CTE Director, Principal	ongoing		Summative - assemblies, presentations, field trips
4. Provide information and education concerning ACT/SAT/TSI. (Target Group: All)	Administrator of Academic Services, Principal	ongoing		Summative - ACT/SAT scores, percentage of students taking ACT/SAT
5. Offer tutorials for students that may be struggling. (Target Group: All)	Teacher(s)	onging		Summative - 6 weeks grades, assessments
6. Utilize academic period to provide remediation, UIL practices and use to reward student groups. (Target Group: All)	Teacher(s)	ongoing		Summative - grades, assessments
7. Provide instruction that is relevant, rigorous and research based. (Target Group: All)	Principal, Teacher(s)	ongoing	(L)Local Funds	Summative - walkthroughs, lesson plans, planning meetings
8. Offer dual credit and honor courses in settings that benefit student achievement. (Target Group: All)	Administrator of Academic Services, Principal, Teacher(s)	ongoing	(L)Local Funds	Summative - dual credit enrollment, honor course enrollment
9. Offer online courses for students that need to recover credit or have circumstances that do not allow them to enroll in regular course offering. (Title I SW: 10) (Target Group: All)	Administrator of Academic Services, Principal	online		Summative - graduation rates
10. Provide two days for college bound students to attend test taking presentations as it pertains to ACT/SAT. (Title I TA: 2) (Target Group: All)	Administrator of Academic Services, Principal	1 day in Fall/1 day in Spring	(L)Local Funds	Summative - feedback from presentations
11. Provide opportunities for CTE students to take trips pertaining to CTE. (Title I TA: 2) (Target Group: All)	Administrator of Academic Services, Assistant Principal(s), Teacher(s)	ongoing	(L)Local Funds	Formative -

UNION GROVE H S

Goal 2. Union Grove HS will continue to improve student academic achievement in preparation for post secondary educational opportunities.

Objective 1. Students will continue to demonstrate academic growth and be prepared to compete in post secondary education and/or the workforce.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. Mandatory assignment to Power Hour tutorials (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - Failure list, ACT/SAT/TSI passing rate, course completion
13. College and Career Readiness will be a priority through preparation for TSI, ACT, SAT, ASVAB and offering dual credit courses.	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - TAPR, participation rates, completion rates
14. TSI assessment will be offered on campus.	Assistant Principal(s), Principal, Teacher(s)	monthly		Formative - participation rate, TSI data, college readiness data

UNION GROVE H S

Goal 3. Union Grove HS will strive to improve level II & level III passing percentages on all five STAAR test and students will demonstrate individual academic growth in all core areas.

Objective 1. All students will pass the STAAR test required for graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Identify at-risk students in STAAR areas through data dissagregation; provide intervention during power hour based on need. (Target Group: AtRisk)	Administrator of Academic Services, Assistant Principal(s), Principal, Teacher(s)	ongoing	(S)State Compensatory	Formative - Progress reports, six week failure lists, at-risk data.
2. Assessments for STAAR tested subjects once in Fall and once in the Spring to determine academic needs of students. (Target Group: All)	Administrator of Academic Services, Assistant Principal(s), Principal, Teacher(s)	Benchmark calendar	(L)Local Funds	Summative - Benchmark data, TEKSCORE data, data analysis, grade level/content area meetings.
3. Continue staff development in STAAR areas to improve instruction and align with STAAR assessment. (Target Group: All)	Principal, Teacher(s)	ongoing	(L)Local Funds	Summative - 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 TAKS science benchmarks and STAAR/TAKS tests.
5. Accelerated instruction for students that did not meet Level II on end of course exams with special emphasis on Writing I & II. (Target Group: 10th)	Principal, Teacher(s)	Sept.-Dec.	(S)State Compensatory	Summative - Performance standard of Level II or III on end of course exams
6. Teachers attend workshops, professional development and visit other schools to develop instruction that benefits all students. (Title I SW: 1) (Target Group: All)	Principal, Teacher(s)	ongoing		Summative - walk-throughs, lesson plans, planning meetings
7. ELA teachers attend various workshops throughout the year and plan together every 6 weeks. (Title I SW: 1) (Target Group: All)	Principal, Teacher(s)	ongoing		Summative - walkthroughs, lesson plans, planning meetings.
8. Incorporate a day for planning/vertical planning during in-service week uninterrupted. (Title I SW: 1,4) (Target Group: All)	Principal, Superintendent(s), Teacher(s)	end of year		Summative - summative
9. Algebra I Math Lab will be offered for struggling Algebra I students. (Title I TA: 1) (Target Group: All)	Principal, Teacher(s)	ongoing	(L)Local Funds	Summative - progress reports, report grades, EOC scores
10. Study Island will be utilized for US History supplement. (Target Group: All)	Teacher(s)	ongoing	(L)Study Island Program	Formative -

UNION GROVE H S

Goal 3. Union Grove HS will strive to improve level II & level III passing percentages on all five STAAR test and students will demonstrate individual academic growth in all core areas.

Objective 1. All students will pass the STAAR test required for graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Individual accelerated instruction plans will be developed for students that have not shown academic growth.	Assistant Principal(s), Principal, Teacher(s)	ongoing		Formative - failure list, progress reports, DMAC data, benchmark data, STAAR data, Checkpoint Data

UNION GROVE H S

Goal 4. Union Grove HS will meet or exceed state requirements for Special Education and Special Population students.

Objective 1. All GT students will pass all portions of the STAAR tests for their grade level, strive to reach level III performance standard, and demonstrate continual academic growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue training for teachers/principals in GT. (Target Group: GT)	Principal, Teacher(s)	Summer/ongoing	(S)GT funds	State required 6 hours each year for GT training; documentation; Region 7 staff development records
2. 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	Formative - Success/enrollment of GT students
3. Proper identification of GT students (Target Group: GT)	Director of Student Services, GT Teacher, Principal, Teacher(s)	Spring semester	(O)GT screening/testing resources	Number of students identified and served through GT program

UNION GROVE H S

Goal 4. Union Grove HS 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 assessments and continue to demonstrate academic growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Annual training/updates on new testing procedures/requirements/classroom instruction for special education for STAAR. (Target Group: SPED)	Diagnostician, Spec. Ed. Co-Op Director, Superintendent(s)	annually	(L)Local Funds	Summative - All special education laws and requirements are understood and implemented in classrooms regarding instruction and STAAR.
2. Identify dyslexic students/struggling readers and offer instruction in dyslexia classes to improve student performance. (Target Group: AtRisk)	Director of Student Services, Dyslexia specialist, Registrar, Special Programs Director	daily	(O)Learning Upgrade-Dyslexia	Improved student performance
3. Special education students will be educated in the least restrictive environment with differiented instruction. (Target Group: SPED)	Core Subject Teachers, Diagnostician, Director of Student Services, Paraprofessionals, Principal, Special Ed Teachers	August 2010	(L)Region 7	Improved STAAR/TAKS scores and subject grades.
4. Economically disadvantaged students will be monitored for academic need and intervention will be offered based on academic need. (Target Group: ECD)	Principal, Teacher(s)	ongoing	(L)Local Funds	Summative - ED student performance
5. Utilize Academic Period for students that need accommodations and/or modifications. (Title I SW: 1) (Target Group: All)	Teacher(s)	ongoing		
6. English Language Learners will demonstrate individual academic growth on STAAR and other local assessments (Target Group: ESL)	Assistant Principal(s), Principal, Teacher(s)	ongoing		DMAC data, STAAR data, benchmark data, checkpoint data

UNION GROVE H S

Goal 4. Union Grove HS will meet or exceed state requirements for Special Education and Special Population students.

Objective 3. 90% or higher of the economically disadvantaged students will meet or exceed minimum expectations on all areas of STAAR 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	Assistant Principal(s), Principal, Teacher(s)	ongoing	(O)Student Intervention Team	Academic success of special Eco. Dis students
2. Personal Graduation Plans	Principal	ongoing		Failure rate; graduation rate
3. Students will have intervention/enrichment instruction during "power hour" as assigned.	Assistant Principal(s), Principal, Teacher(s)	ongoing		failure rate; academic success

UNION GROVE H S

Goal 4. Union Grove HS 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 "power hour" for ELL students during academic period.	Assistant Principal(s), Principal, Teacher(s)	online		Summative: benchmark assessments, STAAR assessments, checkpoint data

UNION GROVE H S

Goal 4. Union Grove HS will meet or exceed state requirements for Special Education and Special Population students.

Objective 5. Dyslexic students will have opportunity for additional instruction in reading/ELA.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Dyslexic students will be provided enrichment activities, strategies and intervention instruction and support during "power hour" as assigned. (Target Group: Dys)	Dyslexia specialist, Principal	ongoing/as needed		student academic and social growth obtained through data and observation

UNION GROVE H S

Goal 5. Union Grove HS 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)	Special Programs Director	Ongoing	(L)Local Funds, (L)Upshur County Police Dept.	Attendance rate
2. Early intervention through close monitoring and warning letters. (Target Group: All)	Principal, Special Programs Director, Teacher(s)	ongoing	(L)Local Funds, (O)Attendance records	Formative - Attendance rate
3. Attendance records will be available to parents on progress reports, report cards, and through the VSI online program. (Target Group: All)	Attendance clerk, Principal, Secretary	Ongoing	(O)Attendance records	Attendance rate
4. Attendance committee will monitor truancy and excessive absences. Special programs director will meet with committee as needed. (Target Group: All)	Special Programs Director	each six weeks	(O)Attendance records	Improved attendance rate
5. Incentives will be offered for students that have good attendance throughout the year. (Target Group: All)	Assistant Principal(s), Attendance clerk, Principal	ongoing	(L)Local Funds	Summative - attendance rate
6. Offering an exemption policy for all HS students that would allow them to exempt all semester exams if exemption criteria is met. (Title I SW: 1) (Target Group: All)	Attendance clerk, Principal, Teacher(s)	mid year & eoy	(S)State Compensatory	Summative - mid and end of year

UNION GROVE H S

Goal 6. Union Grove HS will maintain and promote a positive school and community relationship through parental involvement in our school.

Objective 1. Union Grove HS 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, phone calls, progress reports, notes home, marquee, VSI, School Reach program, and school website. (Target Group: All)	Assistant Principal(s), Campus Instructional Technologist, Director of Student Services, Principal, School Nurse, Secretary, Superintendent(s), Teacher(s)	ongoing	(L)Local Funds	Parent and community awareness and level of participation
2. Parent participation in field trips, assemblies, school sponsored events. (Target Group: All)	Assistant Principal(s), Director of Student Services, Principal, Teacher(s)	ongoing	(L)Local Funds	Parent participation
3. Union Grove webpage will be utilized to fullest potential for easy access and updated information for all parents and community members. (Target Group: All)	Campus Instructional Technologist, Teacher(s)	ongoing	(S)Technology Funds	Parent awareness and participation
4. Create and maintain a district wide Facebook page. (Target Group: All)	Director of Student Services, Superintendent(s), Technology Director	Ongoing	(S)Technology Funds	Parent awareness and participation.
5. Teachers will be encouraged to communicate with parents through web-pages, phone call, conferences, e-mails and/or letters. (Title I SW: 6) (Target Group: All)	Principal, Teacher(s)	ongoing		Summative - communication, feedback and overall student performance
6. Open House, Meet the Teacher & Junior & Senior Informational meetings. (Title I TA: 7) (Target Group: All)		throughout year	(L)Local Funds	Summative - attendance
7. Create and maintain campus level Twitter account, Remind account and Weekly Newsletter.	Principal	ongoing		parent and community awareness and participation; feedback; surveys

UNION GROVE H S

Goal 7. Union Grove HS will provide and promote a climate that is safe, orderly, and well-maintained.

Objective 1. Union Grove HS 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)	CPI Campus Team, Principal, Superintendent(s), Teacher(s)	ongoing	(L)Local Funds	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)	Director of Student Services, LPC (CONTRACTED), Principal, School Nurse, Superintendent(s), Teacher(s)	ongoing	(F)Title IV Safe and Drug Free, (L)Local Funds	Summative - 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)	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)	Principal	each six weeks	(L)Local Funds	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 by watching cameras and being present around the buildings. (Target Group: All)	Principal, Teacher(s)	daily	(L)Local Funds	Summative - Decreased number of tardies and discipline referrals.
6. All students who drive will have to provide a copy of insurance, drivers license and receive a parking permit . (Target Group: All)	Principal, Secretary	ongoing	(L)Local Funds	Summative - # of students issued campus permits; ability to identify students/vehicles quickly when necessary
7. Use of AEP Disciplinary Program (Target Group: All)	Principal	School year	(S)State Compensatory	Appropriate assignment of students as needed to AEP program.
8. Use RAPTOR identification system for all visitors on campus (Target Group: All)	Secretary	daily	(L)Region 7	Proper identification of all campus visitors.
9. Utilize bus designed to accomodate special needs students. (Target Group: SPED)	Transportation Director	ongoing	(F)Stimulus funds	
10. Monitor entry of all visitors using automatic locking doors. (Title I SW: 1) (Target Group: All)	Administrator of Academic Services, Assistant Principal(s), Principal, Secretary, Teacher(s)	daily	(L)Local Funds	Formative - daily use of doors

UNION GROVE H S

Goal 7. Union Grove HS will provide and promote a climate that is safe, orderly, and well-maintained.

Objective 1. Union Grove HS 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. Concealed carry for approved & trained personnel. (Title I SW: 1) (Target Group: All)	Superintendent(s)	ongoing		Formative -

UNION GROVE H S

Goal 8. Union Grove HS will conduct an annual needs assessment to determine the effectiveness of educational programs for each/every student population being served. The TAPR report and other pertinent data 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. This information will drive the decision-making process concerning curriculum, assessment, and instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use needs assessment to determine curriculum effectiveness and maximize instructional opportunities for all students. (Target Group: All)	Director of Student Services, Principal, Teacher(s)	annually	(L)Local Funds	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

UNION GROVE H S

Goal 9. Union Grove HS will 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. Complete the STAR chart as required by the Technology plan. (Target Group: All)	Campus Instructional Technologist, Teacher(s)	November	(L)Local Funds	Completion and data from chart.
2. Addition of School Improvement Plan (SIP) component from Region VII DMAC program. (Target Group: All)	Special Programs Director	ongoing	(L)Region 7-DMAC program	Ongoing evaluation of goals, objectives, and strategies. SIP component will enhance planning and assessment at both the campus and district level.
3. Provide online courses through SUPERNET and TEvSN for HS students; 45 seats available. (Target Group: All)	Campus Instructional Technologist, Director of Student Services	all year	(L)Local Funds	Successful completion of subject and credit earned.
4. Use of Chromebooks in all classrooms (Target Group: All)	Teacher(s)	ongoing		Formative - daily & weekly use of Chromebooks for instruction

UNION GROVE H S

Goal 10. Union Grove HS will provide the best possible learning environment to insure a miniumum dropout rate.

Objective 1. Union Grove HS will have a dropout rate of 2% or less.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Inform students of all possible options (Target Group: ECD, SPED, AtRisk)	Director of Student Services, Principal	ongoing	(L)Local Funds, (S)State Compensatory	Drop out rate
2. Promote involvement in Career Technology Programs. (Target Group: ECD, SPED, AtRisk)	CTE Director, Director of Student Services, Principal, Teacher(s)	ongoing	(L)Local Funds	# of students in Career Tech Classes
3. Encourage involvement in extracurricular programs and activities. (Target Group: ECD, SPED, AtRisk)	Faculty/Staff	ongoing	(L)Local Funds	Increased # of students participating in extracurricular activities.
4. Consider implementing a mentoring program for struggling students. (Title I SW: 1) (Target Group: All)	Faculty/Staff	ongoing		Summative - completion rate, grades, extra curricular involvement

UNION GROVE H S

Goal 11. All students will be taught by highly qualified teachers who are assisted by highly qualified professionals

Objective 1. Union Grove HS will maintain high qualified teachers and continue to recruit qualified teachers and staff through various methods.

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

UNION GROVE H S

Goal 11. 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 System		ongoing		professional development calendar; attendance, professional development records
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