

Union Grove ISD Strategic Plan 2023-2024



VISION

Encourage
Empower
Educate

MISSION

To provide a safe,
caring, student
centered
learning
environment
where excellence
is measured by
individual
student growth
& success.

In Union Grove ISD. We Believe:

- **Students** shall be in a safe & loving environment where they are challenged to become lifelong learners & leaders of their community.
- **Families** shall be invited & welcomed so that they are informed & respected partners in their children's education.
- **Faculty & staff members** shall be highly qualified, enthusiastic educators, who love & engage students while developing relationships through involvement and collaboration.
- **Campus leadership** shall be well qualified, caring, ethical, active listeners who are accessible & visible in the school community.
- The **superintendent & central office staff** shall provide visible, dedicated leadership in a compassionate, unbiased manner to serve the school & surrounding community, while being open-minded to growth, safety, & financial responsibilities.
- Members of the **board of trustees** shall be caring, trustworthy, visible, student centered leaders who adhere to state, federal, & local policies & are ethical in their governance of the district.

Priority 1: Student Success

- 1.1 Student Safety & Well Being
- 1.2 Student Engagement Including Extracurricular & Co-Curricular Activities
- 1.3 Academic Achievement-Academic Growth
- 1.4. CCMR

Priority 2: Faculty & Staff Recruitment, Retention & Capacity Building

- 2.1 Retaining Great Staff
- 2.2 Recruit Highly Qualified Staff
- 2.3 Capacity Building for all Staff

Priority 3: Community Engagement & Partnerships

- 3.1 Parent Engagement
- 3.2 Community Engagement

Priority 4: Fiscal & Operational Systems

- 4.1 Strategic Allocation of Resources
- 4.2 Internal Controls
- 4.3 Well Maintained Facilities/Transportation
- 4.4 Renovating & Updating Facilities



Union Grove ISD Strategic Plan

Balanced Scorecard

Union Grove ISD 2023-2024
November 2023 Goal Progress
Measure (GPM) Report



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Guiding Priorities



Student Success



Faculty & Staff Recruitment,
Retention & Capacity
Building



Community Engagement
& Partnerships



Fiscal & Operational
Systems

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PRIORITY #1: Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.1 Student Safety & Well Being	1.1B 9 week review of attendance & passing rate for each grade level

Gr.	Total Students	% Passing	Attendance
PK			95.74%
K			95.94%
1	50	96%	95.54%
2	39	97%	97.73%
3	58	98%	97.44%
4	58	100%	96.79%
5	55	100%	96.92%
6	55	100%	96.26%

Overall: 96%

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PRIORITY #1: Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
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Gr.	Total Students	% Passing	Attendance
7	54	96%	96.93%
8	66	74%	96.54%
9	61	92%	96.42%
10	50	88%	96.28%
11	61	80%	96.27%
12	60	88%	94.16%

Overall
HS: 96.13%
JH: 97.29%

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PRIORITY #1 - Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.3 Academic Achievement - Academic Growth	1.3A Annually increase the percentage of students reading at or above grade level 1.3B Annually increase the percentage of students performing at or above grade level in math

K I N D E R G A R T E N		Composite	Phonemic Awareness	Letter Sounds	Decoding	Word Reading
	Well Below Benchmark	19	25	30	0	0
	Below Benchmark	10	17	8	50	43
	At Benchmark	12	16	13	4	11
	Above Benchmark	13	6	3	0	0

F I R S T G R A D E		Composite	Phonemic Awareness	Letter Sounds	Decoding	Word Reading	Reading Fluency
	Well Below Benchmark	20	10	21	15	22	28
	Below Benchmark	13	19	11	12	15	11
	At Benchmark	16	21	17	23	11	10
	Above Benchmark	3	2	3	2	4	3

S E C O N D G R A D E		Composite	Letter Sounds	Decoding	Word Reading	Reading Fluency	Basic Comprehension
	Well Below Benchmark	11	13	9	11	12	12
	Below Benchmark	2	5	8	2	0	6
	At Benchmark	16	19	19	24	18	17
	Above Benchmark	10	2	4	2	9	4

On looking at our mClass data, we contracted with Houghton Mifflin Harcourt (HMH), our textbook company, and got training for our K-2 teachers. On October 18, a representative from the company came and worked with our K-2 teachers on concrete strategies to enhance student achievement at all levels of proficiency. They went over how to use the programs and resources to improve student learning in the deficient areas.

Mrs. Ballard also contacted Region 7 and trainers are coming to observe our teachers in their reading classes. They will then come back and work with our teachers for a half day on strategies to shore up our reading instruction. Our in-house interventionists have conferenced with our teachers and are pulling students based on specific areas of need as evidenced in our mClass data.

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PRIORITY #1 - Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.4 CCMR (College & Career Military Readiness Standards)	1.4D Increase the percentage of seniors who meet C & C standards

Texas Success Initiative Assessment - used to determine college readiness
Industry Based Certifications

TSI/IBC

12th 28 (TSIA) + 10 (IBC) =38

11th 14 (TSIA) + 5 (IBC) = 19

10th 16 (partial) 1 complete (All the students but the 1 have only taken partial assessment)

We give the IBC (industry based certification) assessments in the Spring.

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PRIORITY #2 - Faculty & Staff Recruitment, Retention & Capacity Building

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
2.1 Retaining great staff	2.1 C TAC team to incorporate staff in engagement & decision making

- Teacher Advisory Committee met on October 30th. Items discussed:
 - 24-25 Calendar ideas & development
 - Educational foundation development
 - Motivational speakers
 - Maintenance needs
 - Faculty & Staff incentive ideas
 - Fun motivational ideas for faculty & staff
 - Need to purchase small passenger van for trips