

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
January 2024 Goal Progress
Measure (GPM) Report



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Guiding Priorities



Student Success



Community Engagement
& Partnerships



Faculty & Staff Recruitment,
Retention & Capacity
Building



Fiscal & Operational
Systems

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PRIORITY #1: Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.1 Student Safety & Well Being	Semester student survey review

209 total responses - 67% - elementary, 24.9%- HS, 8.1% - JH

Campus is clean & well maintained:

5 25.4%
4 39.7%
3 25.8%
2 7.7%
1 1.4%

I feel encouraged & supported at UGISD:

5 38.8%
4 31.6%
3 19.6%
2 5.3%
1 4.8%

I feel safe at UGISD:

5 46.9%
4 31.1%
3 13.4%
2 3.8%
1 4.8%

I am learning & prepared to be successful in the
next grade level or in post secondary goals:

5 41.6%
4 36.4%
3 13.4%
2 5.7%
1 2.9%

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PRIORITY #1: Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.1 Student Safety & Well Being	Semester student survey review

209 total responses - 67% - elementary, 24.9%- HS, 8.1% - JH

I believe I am treated fairly by faculty
& staff:

5	44.5%
4	32.5%
3	13.9%
2	5.3%
1	3.8%

I believe my teachers care about me:

5	59.8%
4	22%
3	10%
2	5.3%
1	2.9%

I am treated well by my peers:

5	34.9%
4	34.4%
3	20.1%
2	5.7%
1	4.8%

The survey went out for two weeks during a busy time of year. The survey is lacking sufficient response from JH & HS students. The survey will be pushed out again to JH & HS students in January. This will be presented to the board in February.



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

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
2.1 Retaining great staff	Staff survey review (95% overall satisfaction)

114 staff member - 83 responses - 48.2% elementary, 7.2% JH, 34.9% HS, 9.6% maintenance/transportation/food service staff

The campus is clean & well maintained:

5 53%
4 37.3%
3 7.2%
2 2.4%
1 0%

90% agree or strongly agree

I feel supported at UGISD:

5 61.4%
4 28.9%
3 8.4%
2 1.2%
1 0%

90% agree or strongly agree

I feel safe at UGISD:

5 72.3%
4 26.5%
3 1.2%
2 0%
1 0%

98.8% agree or strongly agree

I am valued in my job at UGISD:

5 61.4%
4 28.9%
3 8.4%
2 1.2%
1 0%

90% agree or strongly agree



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114 staff member - 83 responses - 48.2% elementary, 7.2% JH, 34.9% HS, 9.6% maintenance/transportation/food service staff

I have access to the professional development I need to do my job:

5 66.3%
4 24.1%
3 7.2%
2 2.4%
1 0%

90% agree or strongly agree

I feel that the district works to improve benefits &/or salaries for faculty & staff:

5 42.2%
4 36.1%
3 15.7%
2 6%
1 0%

78% agree or strongly agree

Administration is visible & easy to talk to:

5 62.7%
4 27.7%
3 8.4%
2 2.4%
1 0%

90% agree or strongly agree

73% of faculty & staff members responded to the survey. The survey was out for 2 weeks with 3 reminders pushed out.



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PRIORITY #3: Community Engagement & Partnerships

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
3.1 Parent Engagement	Parent survey review with majority 4's & 5's

168 total responses - 40.5% elementary, 6.5% JH, 36.9% HS, 16.1% both campuses

Campus is clean & well maintained:

5 79.2%
4 19%
3 1.2%
2 0%
1 0%

I believe my child is safe at UGISD:

5 82.1%
4 13.1%
3 2.4%
2 0.6%
1 1.8%

I believe my child is receiving a good
Education at UGISD:

5 67.9%
4 26.2%
3 3.6%
2 1.8%
1 0.6%

I believe the faculty,staff, & administration
care about my child:

5 71.4%
4 17.9%
3 7.1%
2 1.2%
1 2.4%



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PRIORITY #3: Community Engagement & Partnerships

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
3.1 Parent Engagement	Parent survey review with majority 4's & 5's

168 total responses - 40.5% elementary, 6.5% JH, 36.9% HS, 16.1% both campuses

I feel welcomed when I visit a campus
or attend a school function:

5	75%
4	14.9%
3	6.5%
2	0.6%
1	3%

Teachers & administrators are visible &
approachable:

5	73.8%
4	15.5%
3	5.4%
2	3.6%
1	1.8%

Communication between school &
home is good & I fell well informed:

5	59.5%
4	22%
3	13.1%
2	2.4%
1	3%

738 total students - response is extremely
low. Possible solution - 3 questions on paper
for elementary (academics, safety, overall)

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PRIORITY #1: Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.2 Student engagement including extracurricular & co-curricular activities	1.2A Maintain or increase participation in UIL extracurricular activities

JH academic UIL :

JH UIL participants: 103 out of 174 total students 6-8 (60% participation)

JH UIL results:

6th grade - grade level Champions with 371.5 points

7th grade - grade level Champions with 437 points

8th grade - grade level Champions with 388.7 points

JH Academic UIL District Champions with 1241.2 points!

This 11th consecutive year as Academic UIL District Champions.