

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
March 2024 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 #2: Faculty & Staff Recruitment, Retention & Capacity Building	
STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
2.3 Capacity building for all staff	2.3E Professional development
2.2 Recruit highly qualified staff	2.2A Intentional district marketing at job fairs & local colleges

- A team of Union Grove Elementary teachers attend TCEA - Texas Computer Education Association. The team will share what they learned and how that can be used at UGISD to improve instruction.
- Teacher Team Presentation:
[TCEA Teacher Presentation](#)
- Mrs. Moore & Mrs. Ballard attend the job fair at Gilmer High School February 24th. We made contact with over 20 job seekers. The large majority of applicants are working to get into alternative certification programs.

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PRIORITY #1: Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.3 Academic Achievement - Academic Growth	1.3A Every Student Grows Every Year
1.4 CCMR	1.4D Increase the percentage of seniors who meet C & C standards

System Progress Monitoring:

[MOY Elementary ELA & Math Assessment](#)

[JH Assessment Data](#)

[2023 Texas Academic Performance Report Overview](#)

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PRIORITY #1: Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.2 Student Engagement Including extracurricular & co-curricular activities	1.2 Maintain or increase participation in UIL extracurricular or co-curricular activities

- Congratulations to Mrs. Sandy Spears & Union Grove HS one act play cast & crew! This is the 11th consecutive year for UGHS OAP to advance to Bi-District competition. Also congratulations to the entire crew for receiving the new honor of outstanding tech crew!
Other honors received include; Top Performer - Sarah Clowers, All Star Cast - Daytona Vaughn & Madeline McGree, Honorable Mention All Star Cast - Hunter Rogers, Honorable Mention All Star Crew - Anna Flanagan.
- Congratulations to Mr. Thompson & Mr. Stafford & Union Grove High School band - straight 1's at concert & sight reading contest. The HS band earned the title of Sweepstakes Band for the 34th consecutive year.
- Congratulation to Mr. Shaffer & the tractor tech team on a 3rd consecutive year to state! The team finished 17th in the state! Great job! Team members: Rowdy Williams, Matthew Gipson, Brady Gordy.