

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
May 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 #3 - Community Engagement & Partnerships

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
3.2 Community Engagement	3.2A Ensure community/businesses have opportunities to participate in district level activities 3.2B Invite local community members to speak to students/staff

- Union Grove I.S.D. hosted a district wide 1st annual career fair on Monday, May 6th.
 - 40 total presenters
 - Wide range of careers presented
 - Upshur Co. - Sheriff Larry Webb & District Attorney Billy Byrd
 - Programs were 8:00 am - noon with 20 minute rotations
 - UGHS culinary fed presenters lunch at noon
- Presenters shared
 - Personal background (name, profession, and a brief overview of what you do)
 - Educational background - (degrees, certificates)
 - Journey of how the entered your profession.
 - Day to day responsibilities
 - Skill & qualifications
 - Opportunities for growth

*Next year we plan to survey JH/HS students and match them with interest based presentations.

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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 or co-curricular activities

- Theater: Mrs. Sandy Spears & Union Grove HS OAP are headed to STATE. This marks the 2nd time in school history for Union Grove High School One Act Play to advance to that STATE contest.
- Academic UIL: Union Grove High School Academic UIL finished 2nd in the Region. STATE Bound: **Accounting** - Elise Daugherty, Kolby Nutt, Carter Cooper, Parker Haley, Hudson Wightman, **Prose Interpretation** - Jamie Russell, **Poetry Interpretation** - Brendon Deary, **Current Issues & Events** - Tommy Branscom, **Feature & Headline Writing** - Sydney Pritchett

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PRIORITY #1: Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.4 CCMR - College, Career, Military Readiness	1.4C Continue to seek external audit of CTE opportunities 1.4D Increase the percentage of who meet College & Career standards

- April 11th, Kimberly Harris with Region 7 Career & Technical Education Department visited UGHS. Kimberly, met with Mrs. Moore, Mrs. Applegate, and Mr. Chatterton to review CTE programs. Kimberly later did CTE class walkthroughs and provided feedback to Mr. Chatterton. That afternoon, UGHS hosted a CTE stakeholder meeting, presenting CTE opportunities within the district and opening the floor for suggestions.
- TSI Complete
Class of 2023: TSI complete - 47%
Class of 2024: TSI complete - 55%
*Texas Success Initiative -college readiness assessment for ELAR & Math
- Industry Based Certifications
Class of 2024 - 43%

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PRIORITY #1: Student Success

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- 2024 Seniors have accumulated a total of 725 total college credit hours
- Union Grove Dual credit beginning Fall 2024
 - Economically Disadvantaged students receive tuition assistance from the state through Kilgore College. (HB8)
 - Union Grove will no longer pay tuition up front for students. We will begin investigating a reimbursement plan for students that successfully attend class and successfully complete coursework. Students who successfully finish coursework will be reimbursed.