

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
July 2023 Goal Progress
Measure (GPM) Report



VISION

Encourage
Empower
Educate

MISSION

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

At 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.

Guiding Priorities



Student Success



Community Engagement
& Partnerships



Faculty & Staff Recruitment,
Retention & Capacity
Building



Fiscal & Operational
Systems



VISION

Encourage
Empower
Educate

MISSION

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

PRIORITY #4: FISCAL & OPERATIONAL SYSTEMS	
STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
4.3 Well maintained facilities/transportation	4.3A Develop preventative maintenance plan
4.4 Renovating & Updating facilities	4.4A District history/inventory assessment

- Progress presentation from Jeff Potter & Kyle Whitehurst on the administration building.
- Elementary Gym: Restoration completed prior to July 4th. Tear out of floors started July 6th, should be finished early this week.. New floor will go in mid July.. Plumbers came in June, plugged drains. Friday drains were unplugged & scoped to determine the cause of flooding. Drains were clear, but the amount of water we received backed up through the drains because our system could not carry all the rainwater away from building. We also had some water & mud coming through the wall in gym.
- Elementary Project: Second concrete pour was on Friday. July 11, they will pour the next section. July 11 or 12, they will begin on the steps, sidewalks, and awning piers. The water line installation is finishing up. The plumber will move over and connect the new gas line to the meter.
- Internal facility planning committee meeting July 17th. We will tour elementary & review facility data. Focus on facility strengths, weaknesses, opportunities (threats).



VISION

Encourage
Empower
Educate

MISSION

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

PRIORITY #2: FACILITY & STAFF RECRUITMENT, RETENTION, & CAPACITY BUILDING

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
2.1 Retaining great staff	2.1A Intentional leadership support & incentives
2.2 Recruit highly qualified staff	2.2.C Review benefit & incentive packages annually & advertise through various outlets

- May faculty & staff satisfaction survey - 114 employees, 73 completed survey (roughly 64%). 41% - Elem., 38% - HS, 12% -JH, 8% auxiliary
- **Facility Cleanliness** - 85% Strongly Agree/Agree, 15% Neutral
- **Feel Safe** - 94 Strongly Agree/Agree, 6% Neutral
- **Feel Supported** - 94% Strongly Agree/Agree, 6% Neutral
- **Feel Valued** - 92% Strongly Agree/Agree, 8% Neutral
- **Access to PD to do job-** 97.3% Strongly Agree/Agree, 1.4% Neutral, 1.4% Disagree
- **Administration Is visible & easy to talk to** - 92% Strongly Agree/Agree, 8% Neutral
- **Believes districts works to improve benefits/salaries** - 93% Strongly Agree/Agree, 5.5% Neutral, 1.4% disagree



VISION

Encourage
Empower
Educate

MISSION

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

PRIORITY #2: FACILITY & STAFF RECRUITMENT, RETENTION, & CAPACITY BUILDING	
STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
2.1 Retaining great staff	2.1A Intentional leadership support & incentives
2.2 Recruit highly qualified staff	2.2.C Review benefit & incentive packages annually & advertise through various outlets

Changes within the past 12 months:

- Cafeteria staff pay increases
- \$1000 stipend for Masters Degree in education field
- 403B matching up to \$50 per month
- Increase in paraprofessional pay
- Implementing teacher advisory committee

*Bus driver pay was increased in 2020

- Review comparison of similar district teacher salaries 0-20+ from TASB.
- This year we attended the Region 7 job fair, administrators and representatives from the teacher advisory committee. We have started using the Region 7 job hub to post jobs and allow applicants to apply electronically.