

Union Grove ISD Strategic Plan 2024-2025



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 2024-2025
December 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	1.1C Develop & implement programs using social/emotional curriculums to educate & support student mental health

- UGISD administrative team met with a representative with Martin House to plan educational opportunities for students & parents to learn about various topics that impact the social/emotional health and wellbeing of our students. We will begin some trainings during the second semester.
- UGISD hosted the Upshur County Sheriff's Department annual safety & security meeting to assist and support schools with school safety. Sheriff Larry Webb addressed superintendents, law enforcement and emergency personnel about a variety of topics concerning school safety.



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PRIORITY #1 - Student Success

STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
1.4 College, Career, & Military Readiness	1.4B Educate students & parents on CTE opportunities

- UGISD 1st Annual Career & Technical Education Showcase (November 20th)
 - High school students from each of the 8 career pathways created booths. Students could learn first hand from students currently in the courses. Many booths had hands on activities. Examples - virtual welding, building a virtual rocket, trying samples from culinary, etc.
 - Students in 6th, 7th and 8th grade toured the booths and received brochures and information concerning all pathways. Students
 - In the afternoon, we opened the booths up to the community & parents. Participation was low and we are looking at ways to improve for next year. Students were entered into drawings for coming to the showcase.



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PRIORITY #4 - Fiscal & Operational Systems	
STRATEGIC OBJECTIVES	KEY STRATEGIC ACTIONS
4.2 Internal Controls	4.2A FIRST rating

Each year school districts are given a Financial Integrity Rating, also known as Financial Integrity Rating System of Texas. This system requires outside auditors to come into the district and audit a variety of financial areas to determine the overall financial health of the district.

Union Grove ISD receive an “A” - Superior Rating fo the 2022-2023 school year.