

# Pleasant Grove Independent School District

## Pleasant Grove Independent School District Improvement Plan 2024/2025

*The mission of Pleasant Grove Independent School District is to ensure high levels of learning for all students.*



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## **Mission and Vision**

**The mission of the Pleasant Grove Independent School District is to ensure high levels of learning for all students.**

- **The vision of the Pleasant Grove Independent School District is to align policies, programs, and practices to reflect the commitment to ensuring high levels of learning for all students.**

# Shared Beliefs

1. What do our students need to know and be able to do?
2. How will we know they learn it?
3. How will we respond when some students do not learn it?
4. How can we extend & enrich the learning for students who have demonstrated proficiency?

# District Education Improvement Committee

Name	Position
Burks, LaMoya	Parent
Reeves, Natalie	Professional Non Teaching
Watson, Lisa	Teacher
Shepherd, Renee	Parent
Fry, Amber	Teacher
Cochran, Stella	Teacher
Rumsey, Joy	Teacher
Carroll, Sarah	Teacher
Sams, Leah	Professional Non Teaching
Giles, Kristen	District Level Non Teaching Professional
Avery, Kevin	Appointed Business Member
Peeples, Lane	Appointed Business Member
Tuttlebee, Andy	Community
Bramlett, J.W.	Community
Freeman, Summer	Teacher
Smith, Blair	Paraprofessional
Pace, Cathy	Elected Representative MFDES - Special Education
Francis, Ashli	Teacher
Sexson, Courtney	paraprofessional
Murphy, Beth	Teacher
Hunter, Amy	Teacher
Baker, Kristen	Paraprofessional
Chasteen, Andrew	Teacher
Rambin, Jenny	Teacher
Allen, Andy	Teacher
Beall, Brooke	Professional Non-Teaching
Barker, Ashley	Professional Non-Teaching

# District Education Improvement Committee

Name	Position
Bradshaw, Breanne	Local Government Representative
Gibson, Jennifer	Professional Non Teaching

# Pleasant Grove ISD Resources

Resource	Source	Amount
IDEA B Preschool Funds	Federal	\$6,837
IDEA-B Special Education	Federal	\$407,625
Title I, Part A	Federal	\$240,697
Title II, Part A	Federal	\$57,634
Title III Bilingual / ESL	Federal	\$10,183
Title IV	Federal	\$16,881
Bilingual/ESL	State	\$42,820
Career and Tech	State	\$2,624,095
CCMR Outcome Bonus	State	\$51,000
Dyslexia Allotment	State	\$137,368
Early Education Allotment	State	\$143,269
School Safety Allotment	State	\$81,561
Special Education	State	\$1,702,896
State Compensatory	State	\$1,281,203
State Compensatory FTEs	State	21.25

## **Comprehensive Needs Assessment 2023-2024**

Pleasant Grove Independent School District is committed to ongoing review and reflection of district practices and procedures to better serve our students, staff, and community. The District Education Improvement Committee met in May, 2024 to review student and district data to conduct a comprehensive needs assessment. At that time, student performance data for the 2024 STAAR and EOCs had not been released. The committee reviewed other data sources, including parent, student, and staff survey results; mClass; Map; Renaissance; other sources of demographic and perceptual data. The DEIC met again in the fall to finalize the CNA and DIP and will meet two times in the spring semester to review progress and to plan for next school year.

### **Focus Areas**

The mission of Pleasant Grove Independent School District is to ensure high levels of learning for all students.

### **Demographics**

#### Demographics Summary

According to PEIMS state reporting, the 2023-2023 student enrollment for Pleasant Grove Independent School District on fall snapshot date was:

- All students: 2274
- Female: 1,139 (50.09%)
- Male: 1,135(49.91%)
- African American: 326 (14.34%)
- Hispanic: 194 (8.53%)
- White: 1525 (67.06%)
- American Indian: 11 (0.48%)
- Asian: 74 (3.25%)
- Pacific Islander: 3(0.13%)
- Two or More Races: 141 (6.2%)
- Gifted and Talented: 214 (9.41%)
- ESL: 116 (5.1%)
- Economically Disadvantaged: 886 (38.96%)
- Special Education: 237 (10.42%)
- Transfer In: 489 (21.504%)

#### Demographics Strengths

Identified strengths include:

- Increase enrollment in transfer student population indicates parents are choosing to place their children at PGISD over their district of residence
- Increasingly diverse student population
- District attendance

After an increase in enrollment during the 2020-2021 school year, PGISD total enrollment has declined slightly; however, the diversity of the overall population has increased and is reflective of the PG community. District attendance improved during the 2022-2023 school year. Attendance in 2021-2022 was 93.8. In the 2022-2023 school year attendance average increased to 95.5. In the 2023-2024 school year, the district attendance average was 95.3.

#### Demographic Needs

- Students who transfer into the district may not have the same educational background as students who have been educated in the district for several years.
- Monitor and improve student achievement for all student populations based on analysis of local and state assessment data.
- Ensure progress for each student to achieve Advanced Academic Performance in Student Achievement, Student Progress, Closing Performance Gaps and Post-secondary Readiness among each demographic group.

A review of student demographics indicates a slight increase in the number of students who transferred into PGISD from 473 in 2022-2023 to 489 in 2023-2024. There was an increase in the number of students who were identified with dyslexia. In 2023-2024, 187 students were either receiving direct standard protocol dyslexia instruction or were on monitor status. The number of students identified as having English as a second language in 2022- 2023 were 88 and has increased to 116 in 2023 - 2024. The percentage of students who qualify for free or reduced meals increased from 37.14% in the 2022-2023 school year to 38.96% in the 2023-2024 school year.

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## Student Achievement

### Student Achievement Summary

**The issuance of 2024 A–F ratings remains pending and subject to change based on judicial rulings.**

Local student achievement and growth assessments as well as grade level STAAR reports were used to determine student achievement as much as possible. The data is analyzed at the campus and district levels to guide and plan instruction that includes interventions and enrichments.

**Student Achievement Strengths:**

Pleasant Grove ISD students met or exceeded the state average for all students in all tested subjects for all grade areas and groups of students, with the exception of African-American students and students with disabilities. These student groups did exceed the state’s performance average for the same demographic groups.

The percentage of students who received scores of approaches or above on 2024 STAAR and EOC achievement data for all grades is summarized below:

	State	District	African American	Hispanic	White	Asian	2 or more races	Current Special Ed	Current ESL	Economic Disadvan
<b>ELA/Reading</b>	77	89	76	93	91	86	91	48	85	82
<b>Math</b>	75	82	65	84	86	96	75	47	91	74
<b>Science</b>	63	78	49	85	83	100	75	29	73	68
<b>Social Studies</b>	57	70	43	82	73	NA	86	13	67	58

The percentage of students who received scores of approaches or above on 2024 EOC compared to the state percentage for all student groups is summarized below:

	State	District	African American	Hispanic	White	Asian	2 or more races	Current Special Ed	Current ESL	Economic Disadvan
<b>Algebra I</b>	78	93	80	100	95	100	94	60	100	89
<b>Biology</b>	91	97	91	100	98	100	100	93	100	96
<b>US History</b>	95	99	96	92	100	-	100	94	100	98
<b>English I</b>	67	91	73	100	96	100	86	53	100	82
<b>English II</b>	74	94	91	83	95	100	100	77	82	91

## Student Achievement Needs

- Ensure all students are reading on grade level by end-of-year.
  - Provide targeted instructional support to eliminate achievement gaps completely and ensure high levels of learning for all students.
  - Improve STAAR performance for Special Education.
  - Increase female students completing non-traditional CTE courses.
  - Improve ACT/SAT, and Advanced Placement scores.
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## Culture & Climate

### Culture & Climate Summary

Pleasant Grove Independent School District is a welcoming district where students, parents and staff are treated respectfully and embrace the small community environment. Survey results show parents and families feel they are respected, supported, and comfortable interacting with campus staff. Secondary students indicate they are learning in their classrooms and describe their teachers as caring, honest, and respectful.

Regular recognitions and celebrations of students and staff through our Feed the Staff plan contributes to a culture of respect and trust.

There is a need for a behavior management system which is aligned across campuses and which supports teachers and students in finding alternate ways to address student behavior and discipline.

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## Staff Quality, Recruitment and Retention

### Staff Quality, Recruitment and Retention Summary:

2023-2024 FTE counts include 183 teachers, 26 professional support staff and 17 administrative staff, 29 educational aides, and 32 auxiliary staff, for a total of 224 professional staff. The district employs a total of 285 staff members. A review of staff demographics shows that 79% of teachers are female; 90% are white; 3% are two or more races; 4% are African-American; and 2% are Hispanic. Pleasant Grove ISD has an experienced teaching staff with 56% of the teachers having between 6 and 30 years experience.

### Staff Quality, Recruitment and Retention Strengths

- Professional Learning Community

- Grade Level/Content/Course Collaborative Team Meetings
- Instructional Leadership Collaborative Team Meetings
- Leadership and Master's Degree stipends
- Campus-Based Professional Learning Based on Campus Needs

#### Staff Quality, Recruitment and Retention Needs

- Mentor/Mentee program
  - More staff diversity
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### **Curriculum and Instruction**

#### Curriculum and Instruction Summary

Pleasant Grove Independent School District uses TEKS Resources to provide a curriculum framework for K-12 grade core classes. PreKindergarten uses TEA PreKindergarten Guidelines to provide a curriculum framework. All core content areas meet daily to collaboratively answer the four critical questions of a professional learning community:

- What do we want students to learn?
- How will we know if they learn it?
- What will we do if they do not learn it?
- How can we enrich those who already know it?

This collaborative time provides high quality, ongoing professional learning experiences that are aligned with the district's guaranteed and viable curriculum to help students meet the challenging state academic standards. The district uses Eduphoria to disaggregate and analyze student data by standard to determine student learning. This information is used to help determine groups for intervention, which is provided during the school day. The daily schedule at each campus includes a dedicated intervention period.

#### Curriculum and Instruction Strengths

Through the PLC process, teachers collaboratively identify the priority standards, unwrap the standards to identify learning targets, design common formative assessments, analyze data, and plan for additional student support. Secondary students have opportunities and options that allow them to choose from a wide variety of electives and core curriculum courses. Pleasant Grove High school offers Advanced Placement and Dual Credit courses as well as CTE courses through Texarkana College.

The district literacy coordinator and assistant coordinator continue to provide professional learning and support the implementation of a balanced approach to literacy instruction. All four campuses are receiving individualized training to ensure all students are reading on grade level by June 2025.

#### Curriculum and Instruction Needs

Pleasant Grove Independent School District needs to continue to build capacity and provide resources needed to ensure high levels of learning for all students. The next step in the PLC process is to continue providing training and support for non-core content areas to ensure teachers have the ongoing professional development and support needed to ensure high levels of learning for all students. Another need is professional learning around the ways to enrich and extend learning for students who already know the material that has been presented.

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### **Family and Community Involvement**

#### Family and Community Involvement Summary

Although most Pleasant Grove students have supportive family involvement, the district continues to strive for increased familial involvement and support. The district utilizes technology tools for communication at the classroom, campus and district levels. Parent and stakeholder input is solicited through campus and district planning meetings. All campuses offer parent events focused on curriculum, such as reading, math, and art, that are well attended. PGHS also has college planning events to provide information and to assist parents and students in preparing for college.

#### Family and Community Involvement Strengths

- Highly attended Meet the Teacher nights and other special campus/district events
- PG Education Foundation
- PG Connection
- PG Booster Clubs
- Texarkana College Partnership
- Hawk Academy - after school extra curricular opportunities taught by certified staff

#### Family and Community Involvement Needs

- Additional partnerships with community, business, families and students
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### **School Organization**

#### School Organization Summary

Central Service staff members strive to provide the resources and support needed by each campus. Instructional supports, facilities and classroom resource needs are provided to meet campus, classroom and student needs. District federal funding sources will be integrated with state and local funds to meet the needs of all students. This program will consolidate funds in the following way: federal, state, and local. Calendars and schedules are designed to foster learning and student achievement. Pleasant Grove ISD has a culture of learning and high expectations for students and staff. In 2023, Pleasant Grove ISD was recognized by Solution Tree as a Model PLC District, one of only five in Texas. In 2023- 2024 two of the four campuses were recognized as Model PLC campuses.

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## **Technology**

### Technology Summary

Classrooms across the district have updated document cameras, teacher laptops, and 3 out of 4 campuses have updated data projectors/interactive monitors. PreK-1st have 1:2 access to iPads and 2nd graders have 1:2 access to Chromebooks. Grades 3-8 have one-to-one Chromebook access at school and grades 9-12 will have 1:1 access to Chromebooks that will include home use.

### Technology Strengths

- District and campus administrators are proponents of using technology in the classroom as an instructional resource to improve student learning.
- District embraces technology tools for communication within the district and as a tool for parent/stakeholder communication.
- All students and staff have access to the G Suite for K-12 Education tools. Leadership and teachers are encouraged to seek Google certifications to increase their ability to utilize technology to improve student achievement.
- Instructional staff have access to TEKS Resources for curriculum management, DMAC for Data Analysis and Eduphoria for Professional Learning management.
- Digital safety and responsible use is a focus across the district.

### Technology Needs

- Continue to build capacity in teachers to enable them to utilize digital tools to enhance student learning, increase student achievement, and foster 21st century communication, collaboration, and problem solving.
- Update data projectors/interactive monitors at PGHS.
- Continue to build capacity in campus and district leadership to provide support and expectations for high quality use of digital resources.



# Pleasant Grove Independent School District

- Goal 1.** Pleasant Grove ISD will provide a high quality, well-rounded program of instruction to ensure high levels of learning for all students.
- Objective 1.** The percentage of students in the district who score Meets or higher on district assessments or STAAR/EOC Reading/English Language Arts will increase a minimum of 12% points to 84% for the 2025 accountability cycle.
  - Objective 2.** The percentage of students in the district who score Meets or higher on district assessment/STAAR Math will increase a minimum of 20% to 75% for the 2025 accountability cycle.
  - Objective 3.** The percentage of students who meet the college and career readiness indicator will increase a minimum of 6% from 94% to 100% during the SY 2025 accountability cycle.
  - Objective 4.** All student populations will meet growth targets for Reading and Math for the 2024 - 2025 accountability cycle.
  - Objective 5.** A variety of educational programs will be provided that meet the needs of diverse learners with differing backgrounds, interests, experiences, skill sets, and abilities, including federal, state, and local programs.
  - Objective 6.** District will proactively attract, train, and retain appropriately certified and highly effective personnel.
- Goal 2.** Pleasant Grove ISD will continue to foster and build parental and community relationships to increase stakeholder engagement in the district educational program.
- Objective 1.** Seventy-five percent of PGISD parents/families will be meaningfully engaged in their children's learning.
  - Objective 2.** Pleasant Grove ISD will increase partnerships by 10% with businesses and community organizations as stakeholders in the district's educational program.
- Goal 3.** Pleasant Grove ISD will promote and foster safe, innovative, and productive learning environments.
- Objective 1.** Pleasant Grove ISD will have an emergency operation plan in place.
  - Objective 2.** Pleasant Grove ISD will provide a safe and secure 21st century digital learning environment where students practice good digital citizenship and learn online safety strategies.
  - Objective 3.** Pleasant Grove ISD will implement consistent guidelines and practices regarding the health, safety and security of all district students, staff, and facilities. Pleasant Grove Independent School District does not tolerate dating violence.

# Pleasant Grove Independent School District

**Goal 1.** Pleasant Grove ISD will provide a high quality, well-rounded program of instruction to ensure high levels of learning for all students.

**Objective 1.** The percentage of students in the district who score Meets or higher on district assessments or STAAR/EOC Reading/English Language Arts will increase a minimum of 12% points to 84% for the 2025 accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive needs assessment will be conducted to identify educational strengths and weaknesses in student reading performance, school culture and climate, staff quality, curriculum and instruction effectiveness, family and community involvement, school context and organization, and technology. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services, Director of Special Programs	Annually	(L)Local Funds	Criteria: Completed CNA Summary
2. RLA teachers will engage in the collaborative team planning process to identify and unwrap priority standards to create learning targets, create common formative assessments, and develop unit pacing guides to ensure a guaranteed and viable ELAR curriculum. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services, Principal	Semester	(L)Local Funds	Criteria: Formative - priority standards change based on need
3. Campus Learning Coordinators will provide ongoing, job-embedded assessment and data analysis training for all core teachers. Teachers will collaboratively analyze common assessments using the district data analysis protocol. Additional instruction and student support will be provided as needed based on the data. (Target Group: All) (Strategic Priorities: 1,2)	Principal	Quarterly	(S)State Compensatory, (S)State Compensatory FTEs	Criteria: Star Renaissance, mClass, STAAR/EOC data
4. Campuses will develop a systematic RTI program for Tier 1, Tier 2, and Tier 3 instruction to ensure high levels of learning for all students. (Target Group: All) (Strategic Priorities: 2)	Principal	Twice annually	(L)Local Funds	Criteria: Campus master schedules, RTI Scheduler reports and/or RTI class lists
5. Core content teachers will utilize TEKS Resource System to provide an aligned, equitable, and high quality curriculum and instruction program that will ensure all students meet the challenging state academic standards. (Target Group: All) (Strategic	Assistant Superintendent of Learning Services, Principal	Two times per year	(L)Local Funds	Criteria: Unit plans

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**Objective 1.** The percentage of students in the district who score Meets or higher on district assessments or STAAR/EOC Reading/English Language Arts will increase a minimum of 12% points to 84% for the 2025 accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Priorities: 2)				
6. The district will provide job-embedded, ongoing professional learning and support for ELAR, including the integration of technology in instructional programs. In addition to the Professional Learning Community training, the district will implement multi-year district literacy program facilitated by the District Literacy Coordinator to design, implement, and facilitate a district reading program that is aligned and will ensure all students read on grade level by June 2025 (Target Group: All) (Strategic Priorities: 1,2)	Assistant Superintendent of Learning Services, Principal, Superintendent	Quarterly	(L)Local Funds	Criteria: ELAR data analysis
7. The district will utilize progress monitoring tools to assist with identifying student reading levels throughout the year and will provide students who are not making adequate progress with appropriate interventions. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services, Principal	BOY, MOY, EOY	(L)Local Funds	Criteria: Review of Star Renaissance data
8. The district will provide an effective school library program to provide students the opportunity to develop 21st century digital literacy skills, including online research skills, digital products aligned with TEKS requirements, and digital communication skills. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services	Semester	(L)Local Funds	Criteria: Library checkout reports, teacher collaborative meetings
9. Reading intervention will be provided during the school day to students who are identified who are at-risk and/or not reading on grade level as measured by district and/or standardized assessments. (Target Group: AtRisk) (Strategic Priorities: 2)	Principal	Quarterly	(S)State Compensatory, (S)State Compensatory FTEs	Criteria: Reading intervention class list, student assessment data

# Pleasant Grove Independent School District

**Goal 1.** Pleasant Grove ISD will provide a high quality, well-rounded program of instruction to ensure high levels of learning for all students.

**Objective 2.** The percentage of students in the district who score Meets or higher on district assessment/STAAR Math will increase a minimum of 20% to 75% for the 2025 accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive needs assessment will be conducted to identify educational strengths and weaknesses in student math performance, school culture and climate, staff quality, curriculum and instruction effectiveness, family and community involvement, school context and organization, and technology. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services, Director of Special Programs	Annually	(L)Local Funds	Criteria: Annual - Campus Improvement Plan
2. Math teachers will engage in the collaborative team planning process to identify and unwrap priority standards to create learning targets, create common formative assessments, and develop unit pacing guides to ensure a guaranteed and viable Math curriculum. (Target Group: All) (Strategic Priorities: 2)	Principal	Quarterly	(L)Local Funds	Criteria: Formative - priority standards change based on need
3. Campus Learning Coordinators will provide ongoing, job-embedded assessment and data analysis training for all core teachers. Teachers will collaboratively analyze common assessments using the district data analysis protocol. Additional instruction and student support will be provided as needed based on the data. (Target Group: All) (Strategic Priorities: 2)	Principal	Quarterly	(S)State Compensatory, (S)State Compensatory FTEs	Criteria: District progress monitoring tools, common formative assessments, STAAR/EOC data
4. Core content teachers will utilize TEKS Resource System to provide an aligned, equitable, and high quality curriculum and instruction program that will ensure all students meet the challenging state academic standards. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services, Principal	Semester	(L)Local Funds	Criteria: Unit plans
5. The district will utilize progress monitoring tools to identify student learning needs and provide supplemental support based on individual student need. (Target Group: All)	Assistant Superintendent of Learning Services, Principal, Superintendent	BOY, MOY, EOY	(L)Local Funds	Criteria: Assessment Data

# Pleasant Grove Independent School District

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**Objective 2.** The percentage of students in the district who score Meets or higher on district assessment/STAAR Math will increase a minimum of 20% to 75% for the 2025 accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Strategic Priorities: 2)				
6. Students who are identified as at-risk and who are not making adequate academic progress will be offered additional instruction/tutoring during scheduled Tier 2 instructional time. (Target Group: AtRisk) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services, Principal	Quarterly	(L)Local Funds	Criteria: Campus schedules, intervention class rosters
7. K-12 math teachers will received targeted, ongoing training in research-based strategies to teach math and how to use manipulatives appropriately, including the integration of technology resources, to ensure high levels of learning. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services, Principal	Quarterly	(L)Local Funds	Criteria: Formative assessments
8. The district will utilize a universal math assessment (NWEA Map) to identify student learning and provide enrichment or advanced instruction for students who are identified at grade level or above based on individual student results. (Target Group: All,GT) (Target Group: All,GT) (Strategic Priorities: 2)	Assistant Superintendent of Learning Services	BOY, MOY, EOY	(F)Title IV	Criteria: Map reports

# Pleasant Grove Independent School District

**Goal 1.** Pleasant Grove ISD will provide a high quality, well-rounded program of instruction to ensure high levels of learning for all students.

**Objective 3.** The percentage of students who meet the college and career readiness indicator will increase a minimum of 6% from 94% to 100% during the SY 2025 accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Through principal, campus counselors, and Coordinator of CTE collaboration - maintain state-provided CCMR spreadsheet and make a plan for students not meeting CCMR indicators by the end of grade 10. (Target Group: 9th,10th) (Strategic Priorities: 3)	Coordinator of CTE, Counselor(s), Principal	Semester	(L)Local Funds	Criteria: CCMR
2. To facilitate effective transition for students from middle school to high school, Pleasant Grove Middle School will host at least one evening college, career, and military readiness event during second semester to ensure parents/guardians and students understand the importance of advanced academics, industry-based certifications, and college and career readiness and the importance of making informed curriculum choices to be prepared for success beyond high school. (Target Group: 8th) (Strategic Priorities: 3)	Counselor(s), Principal	Spring Semester	(L)Local Funds	Criteria: Sign-in sheets, programs and presentations
3. PGHS will improve community communication to increase participation and improve performance on college entrance exams providing increasing access to ACT prep materials and through in-district administration of the ACT exam for all junior students. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Counselor(s), Principal	24 Months	(L)Local Funds	Criteria: Student participation in examination
4. To facilitate effective transitions for students from high school to postsecondary education, the district will coordinate with institutions of higher education to provide students with dual and concurrent enrollment opportunities. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Counselor(s), Principal	Yearly	(L)Local Funds	Criteria: Class rosters, enrollment records
5. To facilitate effective transitions for students from high school to postsecondary education and careers; the district will partner with local	Coordinator of CTE, Counselor(s), Principal, Superintendent	Semester	(S)Career and Tech	Criteria: CCMR data, student schedules

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**Objective 3.** The percentage of students who meet the college and career readiness indicator will increase a minimum of 6% from 94% to 100% during the SY 2025 accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
employers for student experiential learning and the Career and Technical program (CTE) will be maintained and expanded when possible, and offerings in CTE will include at least four offerings of higher level technology courses. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)				
6. To incorporate experiential learning opportunities (such as health care opportunities and classroom experiences for future teachers) and promote skills attainment important to in-demand occupations and industries in the state, work-based learning opportunities with the Texarkana College and other workforce programs that provide students in-depth interaction with industry professionals will be offered for academic credit. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Coordinator of CTE, Counselor(s), Principal, Superintendent	Semester	(S)Career and Tech, (S)CCMR Outcome Bonus	Criteria: CCMR data, class schedules
7. To facilitate effective transitions for students from high school to the military, courses to support military careers will be offered and information on recruitment options, ASVAB testing, and military enlistment requirements will be made to students. The counselor will monitor students' completion of enlistment paperwork. (Target Group: 11th,12th) (Strategic Priorities: 3)	Counselor(s), Principal	Spring semester	(L)Career and Tech(L), (L)Local Funds	Criteria: Class enrollment, Career Fair, Recruitment Officer, Military enlistment documentation
8. To facilitate effective transitions for students from high school to postsecondary education, the district host community nights to communicate opportunities and options available to students. School personnel will explain the importance of making informed curriculum choices to be prepared for success beyond high school. School personnel will explain the FAFSA process and will assist	Principal	Twice Annually	(L)Local Funds	Criteria: Attendance, sign in sheets from events

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**Objective 3.** The percentage of students who meet the college and career readiness indicator will increase a minimum of 6% from 94% to 100% during the SY 2025 accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
families with completion as needed by answering questions and providing allowable guidance. Sources of information on higher education admissions and financial aid will be provided (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)				

# Pleasant Grove Independent School District

**Goal 1.** Pleasant Grove ISD will provide a high quality, well-rounded program of instruction to ensure high levels of learning for all students.

**Objective 4.** All student populations will meet growth targets for Reading and Math for the 2024 - 2025 accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus learning coordinator, teachers and interventionists will utilize frequent and effective formative assessment practices along with data analysis tools to monitor student proficiency and adjust instruction to meet the needs of all students. Assessments will be created collaboratively and instructors will define/refine proficiency as a collaborative team prior to administering the assessment. (Target Group: All) (Strategic Priorities: 2)	Principal, Teacher(s)	Quarterly	(F)Title I, (S)State Compensatory, (S)State Compensatory FTEs	Criteria: Benchmarks, STAAR/EOC assessments
2. To strengthen academic programs and improve school conditions for student learning, principals will provide job-embedded professional learning opportunities that support research-based instructional practices and content specific support. Special focus and emphasis will be given to instructional practices to improve outcomes for student groups who are not achieving their full potential, including students with disabilities, students with dyslexia, and students in historically underperforming groups. (Target Group: All) (Strategic Priorities: 1)	Principal	Semester	(L)Local Funds	Criteria: Walk-throughs, STAAR assessments
3. Administrators, campus learning coordinators, and teachers will meet every 3 weeks to evaluate student progress of all student groups, discuss student needs, determine the appropriate academic assessments, and collaboratively identify research-based instructional practices that will enable all students to meet the challenging state academic standards. (Target Group: All) (Strategic Priorities: 2)	Principal, Teacher(s)	Quarterly	(L)Local Funds	Criteria: Meeting agendas

# Pleasant Grove Independent School District

**Goal 1.** Pleasant Grove ISD will provide a high quality, well-rounded program of instruction to ensure high levels of learning for all students.

**Objective 5.** A variety of educational programs will be provided that meet the needs of diverse learners with differing backgrounds, interests, experiences, skill sets, and abilities, including federal, state, and local programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students with disabilities who have not performed successfully on state assessments will receive an intensive program of instruction designed to meet their individual academic needs. When designing the program, greater emphasis will be placed on General Abilities Index profile. (Target Group: SPED) (Strategic Priorities: 2)	Director of Special Programs, Principal	Semester	(F)IDEA-B Special Education, (S)Special Education	Criteria: ARD paperwork and documentation
2. The district will update and publish District Gifted/Talented Guidelines that are aligned with the new state Gifted/Talented Plan and communicate assessment instruments, timelines, and professional learning expectations (PD provided through Region 8 professional contract). (Target Group: All,GT)	Assistant Superintendent of Learning Services, Counselor(s), Teacher(s)	Semester	(L)Local Funds, (O)ESC 8	Criteria: Professional Development Records District Program Guidelines
3. To ensure a smooth transition from early childhood programs to kindergarten, the district will provide full day 4 year old PreK program for qualifying students taught by certified teachers who will integrate early learning experiences to ensure the students meet academic standards for elementary school. (Target Group: PRE K) (Strategic Priorities: 2)	Principal, Superintendent	Annually	(S)Early Education Allotment	Criteria: TPRI data
4. Campuses will provide additional support for ESL to ensure they have the foundational skills needed to meet challenging academic standards and learn grade level curriculum. (Target Group: ESL) (Strategic Priorities: 2)	Director of Special Programs, Principal	BOY, MOY, EOY	(L)Bilingual/ESL(L), (S)Bilingual/ESL	Criteria: mClass/Renaissance/Map/STAA R/EOC data
5. PG High School will increase the number of students taking advanced courses by creating Advanced Academic Guidelines with information regarding AP, Dual Credit, Honors, financial assistance for dual credit classes and AP exams. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Superintendent of Learning Services, Counselor(s), Principal	May	(L)Local Funds	Criteria: Advanced Academic Handbook; CCMR data
6. The district will provide homeless children	Director of Special Programs,	Monthly	(F)Title I, Part A, (L)Local Funds	Criteria: Residency questionnaire;

# Pleasant Grove Independent School District

**Goal 1.** Pleasant Grove ISD will provide a high quality, well-rounded program of instruction to ensure high levels of learning for all students.

**Objective 5.** A variety of educational programs will be provided that meet the needs of diverse learners with differing backgrounds, interests, experiences, skill sets, and abilities, including federal, state, and local programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
and youths with counseling services, housing information, personal toiletry items, and tutoring services as needed to support their enrollment, attendance, and success. (Target Group: All)	Principal			homeless services log
7. To provide a well-rounded program of instruction to meet the academic needs of all students, multiple opportunities to participate in fine arts programs offered during the during the school day and in extra-curricular activities will be afforded to all students. A separate music teacher in elementary and intermediate campus, band teachers in both middle and high school, and theater arts teachers at both middle school and high school will be provided by the district. (Target Group: All)	Principal, Superintendent	Quarterly	(L)Local Funds	Criteria: Formative - class rosters, student enrollments Summative - student achievement
8. Students at risk of dropping out will be provided with the opportunity for credit recovery utilizing online software. (Target Group: AtRisk) (Strategic Priorities: 2)	Principal	Quarterly	(S)State Compensatory, (S)State Compensatory FTEs	Criteria: Course enrollment, Student graduation completion
9. Students who are identified as at-risk and who are not making adequate academic progress will be offered Tier 2 and Tier 3 support during the instructional day through the RTI process. (Target Group: AtRisk)	Principal	Quarterly	(S)State Compensatory, (S)State Compensatory FTEs	Criteria: Student performance data

# Pleasant Grove Independent School District

**Goal 1.** Pleasant Grove ISD will provide a high quality, well-rounded program of instruction to ensure high levels of learning for all students.

**Objective 6.** District will proactively attract, train, and retain appropriately certified and highly effective personnel.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. District will actively recruit appropriately certified, competent applicants, including minority applicants, by participating in job fairs and posting in multiple sites including local university bulletin boards, Electronic Application System, School Website, and participating in TAMU-T Teacher Preparation Program. (Target Group: All) (Strategic Priorities: 1)	Asst Superintendent of Staff and Student Services	April - July	(L)Local Funds	Criteria: 100% certified staff
2. Teachers will have opportunities to improve their instruction to meet the academic needs of all students and broaden their knowledge of the diverse needs of their students, especially At-Risk and economically disadvantaged students, through professional development in all academic areas. Services are provided through contracted providers and job embedded professional learning through the PLC process (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent of Learning Services, Principal	Each semester	(L)Local Funds	Criteria: Professional development documentation
3. As employees of Pleasant Grove ISD, staff will engage in the ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to increase learning for every student. (Target Group: All) (Strategic Priorities: 1,2)	Principal, Superintendent	Annually	(L)Local Funds	Criteria: Teacher evaluation scores, state assessment scores, master schedules, CTM agendas

# Pleasant Grove Independent School District

**Goal 2.** Pleasant Grove ISD will continue to foster and build parental and community relationships to increase stakeholder engagement in the district educational program.

**Objective 1.** Seventy-five percent of PGISD parents/families will be meaningfully engaged in their children's learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Understanding that the current research on parental involvement indicates that predictors of student achievement in school include a home environment that encourages learning with expectations for the child to do well and parents who become involved in the child's education at school, the district has incorporated strategies to lower barriers to parent participation in the school's planning and the child's learning experiences. PGISD will develop campus guidelines for parent/family communication expectations. (Target Group: All)	Assistant Superintendent of Learning Services, Director of Marketing and Communications, Principal	Annually	(L)Local Funds	Criteria: Communication artifacts
2. PGISD will continue to promote/market campus and district events and activities to increase parental/family involvement and engagement district meetings, events, workshops, and showcases. (Target Group: All)	Director of Marketing and Communications, Principal	Quarterly	(L)Local Funds	Criteria: Attendance at parent events, communication artifacts
3. Realizing the important role that parents play in their children's education and recognizing parental input as an important component of school improvement, parents, guardians, and students' family members will serve on the district education improvement committee, the School Health Advisory Committee and other applicable committees. (Target Group: All)	Principal, Superintendent	Annually	(L)Local Funds	Criteria: Sign-in sheets
4. Campus activities, Curriculum Nights, special events, parent nights, and presentations will be facilitated to increase opportunity for parent/family participation; presentations on scheduling options and graduation plans to prepare students for success beyond high school will be given and information will be posted on the school website for students, parents, and staff;	Principal	Semester	(L)Local Funds	Criteria: Publication artifacts, sign-in sheets

# Pleasant Grove Independent School District

**Goal 2.** Pleasant Grove ISD will continue to foster and build parental and community relationships to increase stakeholder engagement in the district educational program.

**Objective 1.** Seventy-five percent of PGISD parents/families will be meaningfully engaged in their children's learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
included will be information concerning higher education financial aid opportunities and admission requirements. (Target Group: All) (Strategic Priorities: 3)				
5. The district will establish a system to communicate to parents/families the recommendations of the District Education Improvement Committee. (Target Group: All)	Assistant Superintendent of Learning Services, Superintendent	BOY, MOY, EOY	(L)Local Funds	Criteria: Communication artifacts
6. Pleasant Grove ISD will administer a parent/family survey in May of 2024. Results will be used to provide feedback with district/campus strategies. (Target Group: All)	Assistant Superintendent of Learning Services	Annually	(L)Local Funds	Criteria: Survey results
7. Pleasant Grove ISD campuses will host curriculum nights to share what parents/guardians can expect their child to learn and how they can support that learning at home. (Target Group: All)	Principal	Semester	(L)Local Funds	Criteria: Sign-ins, meeting artifacts
8. District-wide attendance monitoring will be in place, including calling parents when students are absent and providing credit recovery options to reduce dropout rates and increase attendance rates. (Target Group: All,AtRisk)	Principal, Superintendent	Quarterly	(L)Local Funds	Criteria: Attendance data

# Pleasant Grove Independent School District

**Goal 2.** Pleasant Grove ISD will continue to foster and build parental and community relationships to increase stakeholder engagement in the district educational program.

**Objective 2.** Pleasant Grove ISD will increase partnerships by 10% with businesses and community organizations as stakeholders in the district's educational program.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will continue to develop/maintain relationships with Texarkana College and Texas A&M University to provide support/resources to enhance community partnerships. (Target Group: All) (Strategic Priorities: 3)	Assistant Superintendent of Learning Services, Director of Marketing and Communications, Principal	Semester	(L)Local Funds	Criteria: Meeting and collaboration artifacts
2. Pleasant Grove ISD will identify existing community partnerships at the campus and district levels and explore existing opportunities of non-represented stakeholders to increase community engagement. (Target Group: All)	Director of Marketing and Communications	Annually	(L)Local Funds	Criteria: List of community partners and stakeholder groups
3. Pleasant Grove ISD campuses will continue to partner with community stakeholders to provide educational and learning opportunities and to increase stakeholder engagement. (Target Group: All)	Principal	Semester	(L)Local Funds	Criteria: Partnership involvement in events

# Pleasant Grove Independent School District

**Goal 3.** Pleasant Grove ISD will promote and foster safe, innovative, and productive learning environments.

**Objective 1.** Pleasant Grove ISD will have an emergency operation plan in place.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Pleasant Grove Independent School District will increase the in-district Police Department to ensure one police officer per campus. (Target Group: All)	Superintendent	Annually	(L)Local Funds	Criteria: Employment records
2. Pleasant Grove ISD will continue to annually update the District-wide Emergency Management Plan, including training for district staff. (Target Group: All)	Director of Operations	Annually	(O)Emergency Management Plan	Criteria: Training artifacts, Emergency Management Plan  Updated Emergency Management Plan Schoolwires
3. Campuses will post the emergency drills and procedures in all rooms on each campus. (Target Group: All)	Director of Operations, Principal	Annually	(O)Emergency Drills and Procedures	Criteria: Evidence of procedures posted  Walkthroughs
4. The District and Campus Emergency management plan (tornado, fire, lockdown) will be implemented on a routine basis. (Target Group: All)	Assistant Principal(s), Director of Operations, Principal	Quarterly	(O)Emergency Drills and Procedures, (O)Emergency Management Plan	Criteria: Documentation of drills

# Pleasant Grove Independent School District

**Goal 3.** Pleasant Grove ISD will promote and foster safe, innovative, and productive learning environments.

**Objective 2.** Pleasant Grove ISD will provide a safe and secure 21st century digital learning environment where students practice good digital citizenship and learn online safety strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Pleasant Grove ISD will utilize technology solutions, including visitor check-in software, to enhance safety and security for all students and staff. (Target Group: All)	Director of Technology, Superintendent	Quarterly	(L)Local Funds	Criteria: Documentation of Systems in use
2. 100% teachers will receive training for digital citizenship and internet safety to ensure they facilitate online learning using best practices. (Target Group: All)	Digital Learning Department, Principal	Annually	(L)Local Funds	Criteria: Training certificates
3. Campuses will utilize digital device management software to monitor student usage and provide access to appropriate digital learning tools. (Target Group: All)	Director of Technology	Semester	(L)Local Funds	Criteria: Use of system
4. Campuses will provide age-appropriate internet safety and digital citizenship training for all students. (Target Group: All)	Principal, Teacher(s)	Semester	(L)Local Funds	Criteria: Lesson plans
5. Pleasant Grove ISD will maintain firewalls and content filtering software to ensure student safety and district digital security. (Target Group: All)	Director of Technology	Semester	(L)Local Funds	Criteria: Evidence of firewall and software installation

# Pleasant Grove Independent School District

**Goal 3.** Pleasant Grove ISD will promote and foster safe, innovative, and productive learning environments.

**Objective 3.** Pleasant Grove ISD will implement consistent guidelines and practices regarding the health, safety and security of all district students, staff, and facilities. Pleasant Grove Independent School District does not tolerate dating violence.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive school counseling program with a developmental guidance plan that will include guidelines for students who are victims, will be used (and regularly updated) for conflict resolution and to generate tolerance, honesty, and concern for others and reduce the threat of student violence (including dating violence), bullying, and suicide. (Target Group: All) (Target Group: All)	Assistant Superintendent of Learning Services, Principal	Annually	(L)Local Funds	Criteria: Guidance plan
2. All staff will complete training annually to ensure the use of consistent safety and security practices. (Target Group: All)	Assistant Superintendent of Learning Services, Asst Superintendent of Staff and Student Services, Director of Operations	Annually	(L)Local Funds	Criteria: Training records
3. The School Health Advisory Council will maintain a PGISD School Wellness Policy to promote healthy lifestyles for all students and staff and how this plan should be rolled out. (Target Group: All)	Asst Superintendent of Staff and Student Services	3 times per year	(L)Local Funds	Criteria: School Health Plan
4. The Coordinated School Health Program CATCH will be used during the 2023-2024 school year in K-8 to prevent obesity, cardiovascular disease, and Type 2 diabetes in elementary, intermediate, and middle school. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th,6th,7th ,8th)	Assistant Superintendent of Learning Services, Asst Superintendent of Staff and Student Services, Principal	Semester	(L)Local Funds	Criteria: Curriculum documents/lesson plans
5. To reduce the overuse of discipline practices that remove students from the classroom, the district will provide research based, ongoing training and coaching to utilize prevention based interventions such as awards for good behavior and redirection and de-escalation techniques. (Target Group: All)	Assistant Principal(s), Principal	Quarterly	(F)Title II, Part A	Criteria: Training artifacts, discipline reports
6. District policy addresses reporting requirements, including notifying a parent if a	Counselor(s), Principal, Superintendent	BOY	(L)Local Funds	Criteria: Policy adoption

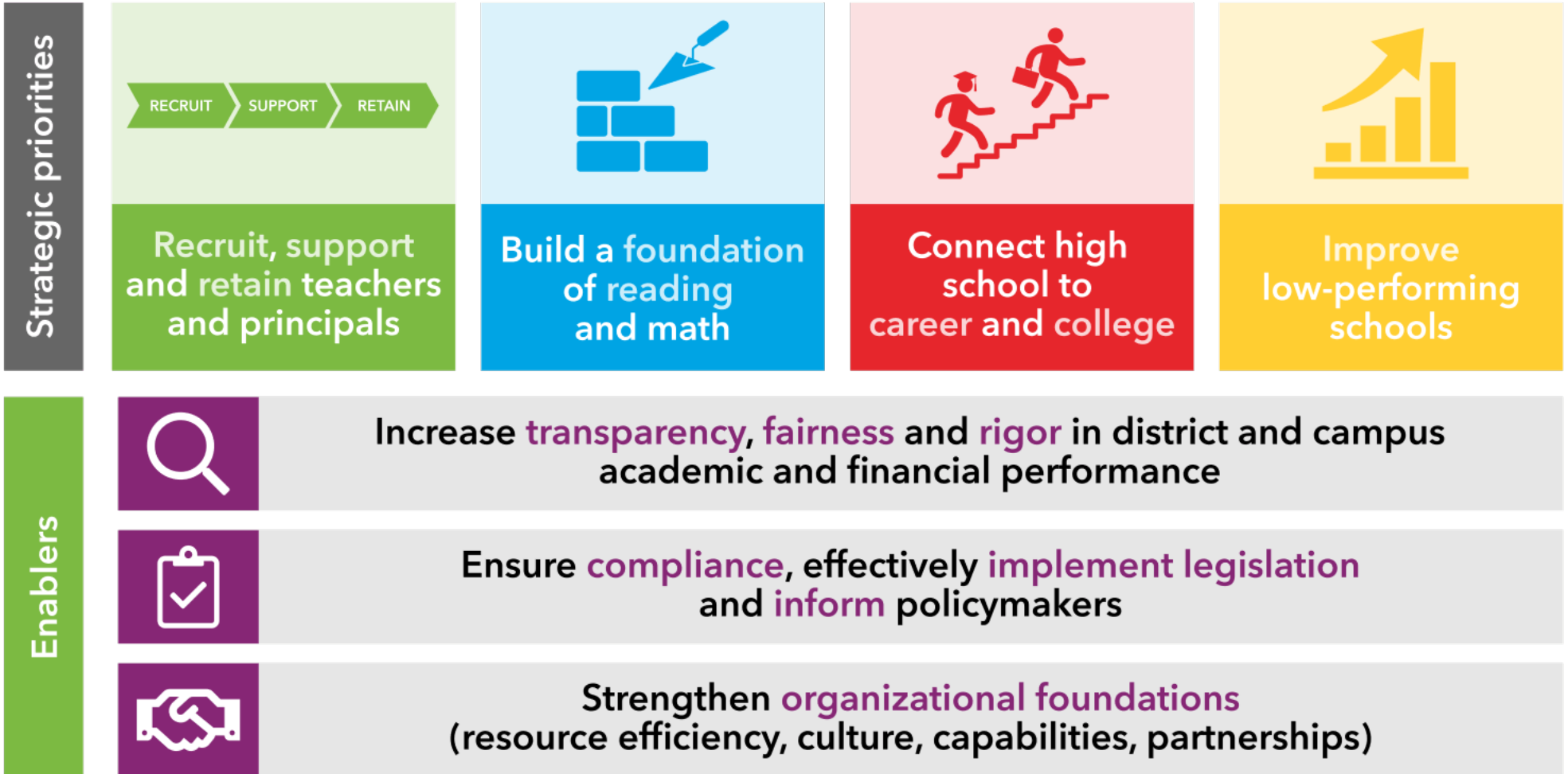
# Pleasant Grove Independent School District

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**Objective 3.** Pleasant Grove ISD will implement consistent guidelines and practices regarding the health, safety and security of all district students, staff, and facilities. Pleasant Grove Independent School District does not tolerate dating violence.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>report identifies a student as a victim or perpetrator, and consequences of sexual abuse by student or educator, including dating violence or other maltreatment of students. Counselors will be the "first responders" in providing services to help in the victim's recovery, and the steps in assistance recovery will be part of the counseling plan (Target Group: All)</p>				
<p>7. To ensure the safety of all students and staff, security equipment will be installed and maintained on all district facilities. (Target Group: All)</p>	Director of Operations	Annually	(S)School Safety Allotment	Criteria: Documentation of installation
<p>8. In accordance with the district's trauma-informed policy, positive behavior interventions and support, including those that integrate best practices on grief-informed and trauma-informed care, will be utilized. Campus teams will be trained annually in techniques and research-based practices for providing trauma-informed care. (Target Group: All)</p>	Director of Special Programs, Principal, School Nurse	Annually	(L)Local Funds	Criteria: Training documentation Summative - student surveys
<p>9. To provide a well-rounded program of instruction, a health and wellness program including opportunities for physical activity, counseling, and nutrition services for PreK4-12th grades will be maintained. (Target Group: All)</p>	Assistant Superintendent of Learning Services, Counselor(s), Principal	Semester	(O)Local Districts	Criteria: Lunch menus, master schedules, counseling records, fitness reports
<p>10. The district DAEP program will provide behavior intervention through restorative discipline and academic improvement program with certified teachers. (Target Group: AtRisk)</p>	Principal	Quarterly	(S)State Compensatory, (S)State Compensatory FTEs	Criteria: DAEP enrollment roster, attendance
<p>11. PGISD will provide Pregnancy Related Services support services during the pregnancy prenatal and postpartum periods to any student who qualifies. (Target Group: AtRisk)</p>	Director of Special Programs	Semester	(L)Local Funds	Criteria: Roster of students and services provided

# Every child, prepared for success in college, a career or the military.



*\*adapted from TEA Strategic Plan - <https://tea.texas.gov>*