

# UNION GROVE J H

## **Mission**

*ENCOURAGE - EMPOWER - EDUCATE*

## **Vision**

*Our vision is to provide a safe, caring, student-centered learning environment where excellence is measured by individual student growth and success.*

### Nondiscrimination Notice

UNION GROVE J H does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# UNION GROVE J H

**Goal 1.** Student Success

**Objective 1.** Student safety & well being

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 9 week review of discipline incidents & review discipline management plans. (Target Group: All)	Assistant Principal(s), Principal	each 9 weeks	(O)Discipline Records	Criteria: Reduction in serious discipline incidents. 08/30/24 - Completed (S)
2. 9 week review of attendance & examine methods to achieve or exceed 96% attendance rate. (Target Group: All)	Assistant Principal(s), Attendance clerk, Principal	each 9 weeks	(O)Attendance records	Criteria: 9 week attendance reports 08/30/24 - Completed (S)
3. Use social/emotional curriculums to educate & support student mental health. (Target Group: All)	Assistant Principal(s), Principal	ongoing	(L)Local Funds	Criteria: Survey results 08/30/24 - Completed (S)

# UNION GROVE J H

**Goal 1.** Student Success

**Objective 2.** Student engagement including extracurricular & co-curricular activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Annually maintain or increase participation in UIL extracurricular & co-curricular activities. Focus: athletics, ag, theater, band, academic UIL (Target Group: All)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	annual participation		Criteria: Annual enrollment in extracurricular & co-curricular activities  08/30/24 - Completed (S)

# UNION GROVE J H

**Goal 1.** Student Success

**Objective 3.** Academic Achievement - Academic Growth

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Every Student Grows Every Year (Target Group: All) (Strategic Priorities: 2)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	ongoing		Criteria: Data reports - MAPS, CCMR, Progress monitoring data  08/30/24 - Completed
2. Maintain or exceed a 98% graduation rate. (Target Group: All) (Strategic Priorities: 3)	Assistant Principal(s), Principal	annual		Criteria: Annual graduation rate  08/30/24 - Completed (S)
3. Increase the number of students that graduate under the foundation plan with an endorsement. (Target Group: All) (Strategic Priorities: 3)	Assistant Principal(s), Counselor, Principal, Teacher(s)	ongoing		Criteria: Review graduates graduation plans.  08/30/24 - Completed (S)

# UNION GROVE J H

**Goal 1.** Student Success

**Objective 4.** College, career & military readiness

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase CTSO opportunities. (Target Group: CTE) (Strategic Priorities: 3)	Assistant Principal(s), Counselor, Principal, Teacher(s)	ongoing		Criteria: CTSO opportunities and enrollment.  08/30/24 - Completed (S)
2. External audit of CTE opportunities. (Target Group: CTE) (Strategic Priorities: 3)	Assistant Principal(s), Principal, Superintendent(s)	annually	(L)Region 7	Criteria: annual audit  08/30/24 - Completed (S)
3. Annually maintain or increase CTE enrollment. (Target Group: CTE) (Strategic Priorities: 3)	Assistant Principal(s), Principal	annually		Criteria: CCMR data reports  08/30/24 - Completed (S)
4. Increase percentage of seniors who meet CCMR standards. (Target Group: 12th) (Strategic Priorities: 3)	Assistant Principal(s), Counselor, Principal, Superintendent(s)	annually		Criteria: EOY CCMR data  09/18/24 - Completed (S)

# UNION GROVE J H

**Goal 2.** Faculty & staff recruitment, retention, & capacity building.

**Objective 1.** Retaining great staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Intentional leadership support & incentives. (Target Group: All) (Strategic Priorities: 1)	Assistant Principal(s), Principal, Superintendent(s)	ongoing	(L)Local Funds	Criteria: Faculty & staff surveys (overall satisfaction)  08/30/24 - Completed (S)
2. Gradually develop competitive pay scale & incentives (Strategic Priorities: 1)	Assistant Principal(s), Principal, Superintendent(s)	ongiong	(L)TASB	Criteria: Annual retention numbers & hiring practices  09/18/24 - Completed (S)
3. TAC team to incorporate staff in engagement and decision making (Target Group: All) (Strategic Priorities: 1)	Assistant Principal(s), Principal, Superintendent(s), TAC Team	ongoing -once each 9 week		Criteria: feedback and input from TAC  09/18/24 - On Track

# UNION GROVE J H

**Goal 2.** Faculty & staff recruitment, retention, & capacity building.

**Objective 2.** Recruit highly qualified staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Intentional district marketing at job fairs & local colleges. (Strategic Priorities: 1)	Assistant Principal(s), Principal, Superintendent(s)	ongoing	(L)Local Funds	Criteria: Faculty & staff credentials 09/17/24 - Completed (S)
2. Online applications through Region 7 (Strategic Priorities: 1)	Assistant Principal(s), Principal, Superintendent(s)	ongoing	(L)Region 7	Criteria: applicant pool 09/18/24 - On Track (S)
3. Review benefit & incentive packages annually & advertise these through various outlets. (Strategic Priorities: 1)	Assistant Principal(s), Principal, Superintendent(s), TAC Team	annually		Criteria: annually

# UNION GROVE J H

**Goal 2.** Faculty & staff recruitment, retention, & capacity building.

**Objective 3.** Capacity building for all staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Meet with all incoming 7th graders in the spring to inform them of opportunities for participation. (athletics, band, theater, UIL, etc.) (Target Group: 7th )	Principal	spring		
2. Increase UIL participation. Encourage and celebrate UIL participation in all areas. Provide opportunity and time for UIL practice and recognition and rewards for participation. (Target Group: All,7th ,8th)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(L)Local Funds	09/25/19 - Pending
3. Provide a variety of opportunities for students to compete, perform and serve throughout the year. (Target Group: All,7th ,8th)	Assistant Principal(s), Principal, Teacher(s)	ongoing		09/25/19 - Pending
4. Strive to create a 'team' culture in extracurricular activities & teach leadership, communication, collaboration. Encourage and recognize student participation and leadership. Meet with program leaders weekly to collaborate and discuss potential scheduling conflicts and resolutions as well as ways to support each others programs. (Target Group: All,7th ,8th)	Teacher(s)	ongoing		09/26/19 - Pending (S)
5. Provide tours for incoming 7th graders of band hall, athletic facilities, etc. (Target Group: All)	Principal, Teacher(s)	spring semester		
6. Seek opportunities to include elementary aged studens in programs at the JH/HS level (musicals, pre-game activities, plays, etc) to build unity and excitement for program involvement. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th,6th)	Principal, Teacher(s)	ongoing		

# UNION GROVE J H

**Goal 3.** Community engagement & partnerships

**Objective 1.** Parent engagement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus text blast & emails (Target Group: All)	Assistant Principal(s), Principal	ongoing		Criteria: Survey 09/18/24 - On Track (S)
2. Parent involvement activities	Assistant Principal(s), Principal	ongoing	(L)Local Funds	Criteria: Parent involvement 09/18/24 - Pending
3. Campus level committees (Target Group: All)	Assistant Principal(s), Principal	ongoing		Criteria: Committee involvement
4. Surveys	Assistant Principal(s), Principal	MOY & EOY		Criteria: survey responses 09/18/24 - On Track

# UNION GROVE J H

**Goal 3.** Community engagement & partnerships

**Objective 2.** Community engagement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure community & businesses have opportunities to participate in district level activities	Assistant Principal(s), Principal, Superintendent(s)	ongoing		Criteria: Involvement from business & community 09/18/24 - Some Progress
2. Invite local community members to speak to students and/or staff.	Assistant Principal(s), Counselor, Principal	ongoing		Criteria: Community member involvement on campus 09/18/24 - Some Progress
3. Homecoming activities, veterans day, pre-game activities, etc.	Assistant Principal(s), Principal, Superintendent(s)	ongoing		Criteria: Attendance at events 09/18/24 - Some Progress

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**Goal 4.** Fiscal & Operational Systems

**Objective 1.** Strategic allocation of resources

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Internal budget information & data review (Target Group: All,AtRisk)	Assistant Principal(s), Principal	ongoing	(O)Attendance records	Criteria: data comparisons for each marking period
2. Budget workshops	Board of Trustees, Business Manager, Principal, Superintendent(s)	annually		Criteria: creating campus level budget
3. Ensure student data is correct in Skyward	Assistant Principal(s), Attendance clerk, PEIMS Coordinator, Principal	ongoing		Criteria: comparing student data 09/18/24 - Completed

# UNION GROVE J H

**Goal 4.** Fiscal & Operational Systems

**Objective 2.** Internal Controls

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. FIRST rating (Target Group: All)	Business Manager	annually		Criteria: Annual FIRST Rating report  09/18/24 - Completed (S)
2. Preliminary FIRST reports to BOE	Business Manager	annually		Criteria: Preliminary report  09/18/24 - Completed
3. Communicate fiscal manual	Assistant Principal(s), Business Manager, Principal	ongoing		Criteria: Fiscal manual compliance

# UNION GROVE J H

**Goal 4.** Fiscal & Operational Systems

**Objective 3.** Well maintained facilities

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Report maintenance needs for preventative maintenance	Assistant Principal(s), Principal	ongoing		

## UNION GROVE J H Site Base

Name	Position
Evers, Rachel	JH/HS PRINCIPAL
ASKEW, KENDRA	COMMUNITY
Burns, Tina	JH TEACHER
Winn, Jill	JH TEACHER
Ferrell, Anita	JH TEACHER CTE
KERBY, MARSHA	HS TEACHER
RAPPAZZO, JOHN	HS TEACHER
WILCOX, RHONDA	HS TEACHER
LYNCH, MATT	HS TEACHER CTE
CHATTERTON, DAVID	JH/HS ASST PRINCIPAL
MATTHEW, SLIM	PARENT
MEAD, BROOKE	PARENT
HANDORF, GARA	PARENT
REEVES, HOLLY	PARENT
APPLEGATE, JENNIFER	COUNSELOR-NON TEACHER
ALSTON, KELLY	PARENT
LEMMING, LANI	PARENT
SCHWAB, AMANDA	BUSINESS MEMBER
TRAVIS, ALLISON	BUSINESS MEMBER
WILLIAMS, SHANNON	BUSINESS MEMBER
CLARK, AMANDA	PARENT
HANSON, ANNA	PARENT

**UNION GROVE J H**  
**Campus Improvement Plan**  
**2023/2024**

*The Home of Lion Pride!*