

Pleasant Grove Independent School District

District Improvement Plan

2019/2020



Chad Pirtle
8500 North Kings Hwy Texarkana, TX 75503
903-831-4086

Date Reviewed:

DMAC Solutions ®

Page 1 of 30

Date Approved:

10/1/2020

Shared Beliefs

1. What is it we want our students to learn?
2. How will we know if each student has learned 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
Blain, Chad	Professional Non Teaching
Bradford, Pam	Professional Non Teaching
Burks, LaMoya	Community
Day, Kelly	Teacher
DeMuth, Shelby	Staff
Dickeson, Holly	Teacher
Harp, Bill	Staff
Harris, Courtney	Teacher
Lipham, Becky	Business
Martin, Jessi	Teacher
McClurg, Julie	Staff
McCorkle-Montiel, Angela	Teacher
Poe, Leah	Teacher
Reeves, Natalie	Teacher
Riddell, Shane	Teacher
Sharp, Mendy	Professional Non Teaching
Sheppard, Jon	Community
Smith, Dr. Jason	Chair
Stanfill, Irene	Teacher
Strunc, Dr. Abbie	Parent
Summers, Sean	Business
Sutton, Debby	Teacher
Thigpen, Melissa	Teacher
Thomas, Jenifer	Professional Non Teaching
Whitten, Debbie	Parent
Wisdom, Magan	Teacher

Pleasant Grove ISD Resources

Resource	Source	Amount
IDEA B Preschool Funds	Federal	\$6,333
IDEA-B Special Education	Federal	\$359,686
Title I, Part A	Federal	\$190,098
Title II, Part A	Federal	\$38,332
Title III Bilingual / ESL	Federal	\$6,125
Title IV	Federal	\$14,248
Bilingual/ESL	State	\$84,722
Career and Tech	State	\$1,078,765
CCMR Outcome Bonus	State	\$85,000
Dyslexia Allotment	State	\$25,872
Early Education Allotment	State	\$143,528
School Safety Allotment	State	\$19,634
Special Education	State	\$1,263,810
State Compensatory	State	\$467,842

Comprehensive Needs Assessment

Focus Areas

The mission of Pleasant Grove Independent School District, in collaboration with the community, is to empower students through experiential learning to successfully navigate the opportunities of a competitive and complex world.

Demographics

Demographics Summary

The 2018-2019 student enrollment for Pleasant Grove Independent School District was:

- All students: 2154
- African American: 359
- Hispanic: 168
- White: 1454
- American Indian: 10
- Asian: 64
- Pacific Islander: 3
- Two or More Races: 96
- Gifted and Talented: 322
- CTE: 649
- ESL: 66
- Economically Disadvantaged: 738
- Special Education: 225

Demographics Strengths

- Increased enrollment
- Recognition and appreciation of student diversity
- Celebration of American heritage

Demographic Needs

- Transfer students 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.

Student Achievement

Student Achievement Summary

Student Achievement data comes from reports in the 2018 A-F State and Federal Accountability system, PEIMS, PBMAS and the Texas Academic Performance Report. Data is disaggregated using the TXschools.org resources and DMAC both of which provide reports on all students and sub-population groups. 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 received an A rating with an overall score of 94. All campuses Met Standard. Domain scores were:

- Student Achievement: A with score of 93
- School Progress: A with score of 91
- Closing the Gaps: A with score of 96

Pleasant Grove High School scored highest of all Region 8 schools in the College, Career, and Military Readiness Score with a 96 out of 100.

Campus Distinctions include:

- Pleasant Grove Intermediate: Postsecondary Readiness
- Pleasant Grove High School: Academic Achievement in English Language Arts/Reading
- Academic Achievement in Social Studies

Student Achievement Needs

- Provide targeted instructional support to eliminate achievement gaps completely.
- Improve STAAR performance for Special Education and ELL students.
- Increase students graduating with industry-based certifications.
- Increase female students completing non-traditional CTE courses.

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. Results of a safety survey indicate the community overall feels the district strives to provide a safe learning environment and they appreciate the emphasis on their children's well-being. The overwhelming majority passing of the 2018 Bond focusing on safety, technology upgrades and a new elementary campus exemplifies the community investment in the future of the district.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Summary

2018-2019 FTE counts include 164.9 teachers, 17 support staff and 14.1 administrative staff for a total of 196 professional staff. The district employees a total of 271.7 staff members.

Staff Quality, Recruitment and Retention Strengths

- New Teacher Cohort
- Weekly PLC meetings district-wide
- Leadership and Master's Degree stipends
- Personalized professional learning opportunities for teachers to focus on relevant and timely professional growth

Staff Quality, Recruitment and Retention Needs

- Mentor/Mentee program
- Leadership Program

Curriculum and Instruction

Curriculum and Instruction Summary

Pleasant Grove Independent School District uses TEKS Resources which includes an Instructional Focus Document and Year-at-a-Glance. Vertical alignments are reviewed each year. Teachers attend weekly PLCs to analyze data and plan for instruction based on the four PLC questions:

- 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?

Curriculum and Instruction Strengths

Through the PLC process teachers are able to collaborate and communicate about specific instructional needs for each student. 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.

Curriculum and Instruction Needs

Pleasant Grove Independent School District needs to continue to build capacity and provide learning opportunities using STEAM model that will provide real-life learning experiences and encompass 21st century learning skills.

Family and Community Involvement

Family and Community Involvement Summary

Although most Pleasant Grove students have supportive family involvement, the district continues to strive for increase 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.

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
- Kennedy Center Partnership, Arts Integration Institute and ArtSmart Program
- Texarkana College Partnership

Family and Community Involvement Needs

- Additional partnerships with community, business, families and students

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. Calendars and schedules are designed to foster learning and student achievement. Pleasant Grove ISD has a culture of learning and high expectation for students and staff.

Technology

Technology Summary

Classrooms across the district have data projectors, document cameras and teacher workstations. Some classrooms have interactive whiteboards. All campuses have computer labs and the middle school and high school campuses have multiple Chromebook carts. Campuses have networked printers.

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.
- Instructional staff has access to TEKS Resources for curriculum management, DMAC for Data Analysis and Eduphoria for Professional Learning management.
- The 2018 Bond includes funds for technology infrastructure upgrade across the district.

Technology Needs

- Ubiquitous wireless access for staff, students and visitors in, out and around the buildings.
- Plan for technology refresh cycle to update existing end-of-life computers, mobile devices, interactive whiteboards, projectors and document cameras.
- Teacher mobile devices for PLC collaboration and common planning.
- Professional learning to support teacher growth and development and to build capacity about how to use digital tools for instructional support.
- Technology resources and professional learning that supports STEAM and MakerSpace learning environments and builds capacity for integrating experiential learning opportunities.
- Chromebook Carts for all classrooms to provide access to 21st century tools and resources for learning. Updated Library Management System.

- Content-specific digital tools and resources to support core and elective classes.

Pleasant Grove Independent School District

- Goal 1.** Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.
- Objective 1.** District ELAR and Math STAAR achievement scores will increase by a minimum of three percentage points at Meets and Masters levels on the 2020 Accountability cycle.
 - Objective 2.** District Student Growth measures will increase from 65% to 70% on the 2020 Accountability Cycle.
 - Objective 3.** In the District Closing the Gaps domain, the percentage of student groups who meet target will increase from 25% to 50% on the 2020 Accountability cycle.
 - Objective 4.** The percentage of students who meet the college and career readiness indicator for SY 2019-2020 (2021 report) will increase from 88% to 92%.
 - 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.** Campuses will foster 21st century learning by utilizing digital tools to enhance teaching and learning.
 - Objective 7.** 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

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 1. District ELAR and Math STAAR achievement scores will increase by a minimum of three percentage points at Meets and Masters levels on the 2020 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 performance, school culture and climate, staff quality, curriculum and instruction effectiveness, family and community involvement, school context and organization, and technology. (Target Group: All)	Director of Learning Services, Director of Special Programs	Quarterly	(L)Local Funds	Criteria: Completed CNA Summary 11/06/19 - On Track
2. ELAR and Math teachers will engage in the collaborative planning process to identify and unpack essential standards, create learning targets, and create common formative assessments to ensure a guaranteed and viable ELAR/Math curriculum. (Target Group: All) (Strategic Priorities: 2)	Director of Learning Services, Principal	Six Weeks - Ext. Planning		Criteria: Formative - essential standards change based on need 11/06/19 - Some Progress
3. Teachers will analyze ELAR and Math performance data and utilize effective teaching and assessment practices to ensure student achievement gains. Principals will collect a copy of each unit, district formative, and benchmark assessment along with the data analysis protocol documentation. (Target Group: All) (Strategic Priorities: 2)	Principal	Unit/Benchmark Assessment		Criteria: Benchmarks, TPRI, STAAR/EOC data 11/06/19 - Some Progress
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)	Principal	Weekly		Criteria: Lesson Plans 11/06/19 - On Track
5. The district will provide ELAR support for implementation of new ELAR TEKS, integration of new instructional materials/resources, and training on effective research-based instructional practices through structured collaborative teacher planning model and ELAR instructional/content	Director of Learning Services, Principal	Monthly	(F)Title I, Part A, (L)Local Funds	Criteria: ELAR data analysis 11/06/19 - On Track

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 1. District ELAR and Math STAAR achievement scores will increase by a minimum of three percentage points at Meets and Masters levels on the 2020 Accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
coaching. (Target Group: All)				
6. K-8 teacher leaders will collaboratively develop a comprehensive literacy plan that explicitly defines K-8 essential learning expectations, instructional expectations, and assessment expectations. The cadre will meet monthly throughout the 2019-2020 school year to roll out plan in August 2020. (Target Group: All) (Strategic Priorities: 2)	Director of Learning Services, Principal	Monthly		Criteria: Lesson plans, ELAR data analysis, STAAR tests 11/06/19 - Some Progress
7. Since research has indicated that reduced class sizes increase student achievement, an additional 1st grade teacher will be funded. (Target Group: 1st)	Superintendent	July	(F)Title I, Part A	Criteria: TPRI data
8. The district will purchase supplemental instructional materials for At-Risk/educationally disadvantaged students. (Target Group: ECD,AtRisk) (Strategic Priorities: 2)	Superintendent	Semester	(S)State Compensatory - \$15,766	Criteria: TPRI 12/04/19 - Some Progress
9. The district will explore and plan for 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)	Director of Learning Services	Quarterly		Criteria: Formative - draft of guidelines Summative - published PG Library Guidelines

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 2. District Student Growth measures will increase from 65% to 70% on the 2020 Accountability Cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. 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)</p>	Principal, Teacher(s)	Weekly	(F)Title I, (S)State Compensatory - \$162,632, (S)State Compensatory FTEs - 2.88	<p>Criteria: Benchmarks, STAAR/EOC assessments</p> <p>11/06/19 - Some Progress</p>
<p>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. (Target Group: All) (Strategic Priorities: 1)</p>	Principal	Six weeks		<p>Criteria: Walk-throughs, STAAR assessments</p> <p>11/06/19 - On Track</p>
<p>3. Administrators and teachers will meet monthly 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)</p>	Principal, Teacher(s)	Monthly		11/06/19 - Some Progress

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 3. In the District Closing the Gaps domain, the percentage of student groups who meet target will increase from 25% to 50% on the 2020 Accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Teachers will engage in the Professional Learning Communities model and meet in collaborative teams weekly to ensure instructional alignment, disaggregate data, collaborate on unit/lesson design and identify effective/appropriate instructional strategies and resources. Teachers will answer the four diagnostic questions to ensure high levels of learning for all students. (Target Group: All) (Strategic Priorities: 2)</p>	Principal	Weekly		<p>Criteria: TPRI/STAAR/EOC data 11/06/19 - Some Progress</p>
<p>2. Improve student performance on STAAR assessment for Special Ed and ELL students by monitoring improvement in student achievement for all student populations, ensuring vertical and horizontal alignment of curriculum, staff (including interventionist) disaggregation of student data, and collaborative planning to design units/lessons and to identify effective instructional strategies and resources. (Target Group: ESL,SPED)</p>	Director of Special Programs	Weekly	(S)Bilingual/ESL, (S)Special Education	11/06/19 - On Track
<p>3. Teachers will provide a variety of educational programs that meet the needs of diverse learners with differing backgrounds, interests, experiences, skill sets, and abilities, including federal, state, and local programs. These programs include ESL, dyslexia, and Response to Intervention. (Target Group: All)</p>	Director of Learning Services, Director of Special Programs, Intervention Specialists, Teacher(s)	Weekly	(S)Dyslexia Allotment, (S)State Compensatory - \$95,890, (S)State Compensatory FTEs - 2	11/06/19 - On Track
<p>4. The district will provide accelerated instruction through Response to Intervention and supplemental instruction for At-Risk students. Response to Intervention/supplemental instruction training and support will be provided to ensure the district RTI/At-Risk supplemental instruction Operations Guidelines are followed and to ensure Tier 2 instruction, Tier 3 instruction, and Progress Monitoring expectations are followed</p>	Director of Special Programs, Principal	Semester	(F)Title I, Part A, (S)State Compensatory - \$224,982, (S)State Compensatory FTEs - 3.88	<p>Criteria: TPRI and STAAR/EOC data 11/06/19 - On Track</p>

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 3. In the District Closing the Gaps domain, the percentage of student groups who meet target will increase from 25% to 50% on the 2020 Accountability cycle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
across the district. (Target Group: All) (Strategic Priorities: 2)				

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 4. The percentage of students who meet the college and career readiness indicator for SY 2019-2020 (2021 report) will increase from 88% to 92%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Through principal and campus counselor collaboration - maintain 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)	Counselor(s), Principal	Semester		11/06/19 - Some Progress
2. Seniors will complete the Graduate Exit Survey to ensure students are meeting CCMR indicators prior to graduation. (Target Group: 11th,12th) (Strategic Priorities: 3)	Counselor(s), Principal	Annually		Criteria: CCMR data 11/06/19 - Pending (S)
3. To facilitate effective transition for students from middle school to high school, Pleasant Grove Middle School will host 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. (Target Group: 8th) (Strategic Priorities: 3)	Counselor(s), Principal	Spring Semester		11/06/19 - Pending
4. PGHS will 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		11/06/19 - Some Progress
5. 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		12/04/19 - Significant Progress
6. To facilitate effective transitions for students from high school to postsecondary education	Coordinator of CTE, Counselor(s), Principal,	Semester	(S)Career and Tech	Criteria: CCMR data, student schedules

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 4. The percentage of students who meet the college and career readiness indicator for SY 2019-2020 (2021 report) will increase from 88% to 92%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
and careers; the district will partner with local 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)	Superintendent			12/04/19 - On Track
7. 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 12/04/19 - On Track
8. 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: Formative - class enrollment, Career Fair, Recruitment Officer Summative - Military enlistment documentation

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of 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)	Director of Special Programs, Principal	Each 6 weeks	(F)IDEA-B Special Education, (S)Special Education	11/06/19 - On Track
2. District will foster creativity, innovation, leadership, and problem solving for all learners through implementation of STEAM experiential learning curriculum that promotes higher level thinking, creativity, and increased depth of knowledge learning opportunities. (Target Group: All)	Principal	Semester		11/06/19 - Some Progress
3. 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)	Counselor(s), Director of Learning Services, Teacher(s)	Semester	(F)Title I, Part A	11/06/19 - Significant Progress
4. To ensure a smooth transition from early childhood programs to kindergarten, the district will provide half day 3 year old PreK and 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	(F)Title I, Part A, (S)Early Education Allotment, (S)State Compensatory - \$86,600, (S)State Compensatory FTEs - 2	Criteria: TPRI data 11/06/19 - Completed
5. 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	Each 6 weeks	(F)Title I, Part A	Criteria: TPRI/STAAR/EOC data 11/06/19 - Significant Progress
6. PG High School will increase the number of	Counselor(s), Director of	May		Criteria: Advanced Academic

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of 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
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)	Learning Services, Principal			Handbook; CCMR data 11/06/19 - Some Progress
7. The district will provide homeless children 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)	Director of Special Programs, Principal	Monthly		12/04/19 - On Track
8. To increase blended learning time, technology applications TEKS in grades K-8 will be fully integrated into the regular curriculum and high school technology applications will provide the needed technology skills for entering the job market or higher education; administrative programs assisting instruction will also be fully integrated with technology. (Target Group: All) (Strategic Priorities: 2,3)	Director of Learning Services, Principal	Six weeks	(S)Career and Tech, (S)Regular Ed Program	Criteria: Formative - Lesson plans Technology classes, student performance tasks
9. 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, 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	Six Weeks	(L)Local Funds	Criteria: Formative - class rosters, student enrollments Summative - student achievement

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 6. Campuses will foster 21st century learning by utilizing digital tools to enhance teaching and learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will provide additional access to learning resources, assignments, and other class materials through a Google Classroom. (Target Group: All) (Strategic Priorities: 3)	Principal	Each Semester	(F)Title IV	11/06/19 - Some Progress
2. The district will provide opportunities for teachers to participate in a Chromebook Academy three times annually to increase their skill set and promote and facilitate flipped, blended, and collaborative learning platforms. (Target Group: All)	Digital Learning Department, Digital Learning Specialists	Semester		11/06/19 - On Track
3. The district will increase number of classroom Chromebook carts to provide more access to digital tools and learning supports. (Target Group: All) (Strategic Priorities: 3)	Director of Technology, Principal, Superintendent	Annually		11/06/19 - On Track
4. The number of Google Certified Educators Level 1 will increase by 5% annually. (Target Group: All)	Digital Learning Department, Principal, Teacher(s)	Annually		Criteria: Google Certifications 11/06/19 - Some Progress

Pleasant Grove Independent School District

Goal 1. Pleasant Grove ISD will provide high quality, well-rounded program of instruction to meet the academic needs of all students.

Objective 7. 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)	Director of Human Resources	April - July	(F)Title I, Part A	Criteria: 100% certified staff 11/06/19 - On Track
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 contracted through Region VIII ESC and state and local conferences. (Target Group: All) (Strategic Priorities: 1)	Director of Learning Services, Principal	Each semester	(F)Title I, Part A, (F)Title II, Part A, (S)State Compensatory - \$5,435	Criteria: Conference certificates,/documentation 11/06/19 - On Track
3. As an employee 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)	Principal, Superintendent	Monthly		Criteria: Teacher evaluation scores, state assessment scores 11/06/19 - Some Progress

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
<p>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)</p>	<p>Director of Learning Services, Director of Marketing and Communications, Principal</p>	<p>Annually</p>		<p>Criteria: Communication artifacts 11/06/19 - Pending</p>
<p>2. PGISD will continue to promote/market campus and district events and activities to increase parental/family involvement and engagement through district meetings, events, workshops, and showcases. (Target Group: All)</p>	<p>Director of Marketing and Communications, Principal</p>	<p>Monthly</p>		<p>11/06/19 - On Track</p>
<p>3. PGISD will invite parents/family members to serve on the district education improvement committee, the School Health Advisory Committee and other applicable committees. (Target Group: All)</p>	<p>Principal, Superintendent</p>	<p>Annually</p>		<p>Criteria: Sign-in sheets 11/06/19 - Completed</p>
<p>4. Campus activities, events, parent nights, and presentations will be planned 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; included will be information concerning the Teach for Texas Grant and the Toward Excellence, Access, and Success Grant (TEXAS), and other higher education financial aid opportunities and admission requirements.</p>	<p>Principal</p>	<p>Semester</p>		<p>Criteria: Publication artifacts 11/06/19 - Some Progress</p>

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
(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)	Director of Learning Services, Superintendent	DEIC Meetings		11/06/19 - Pending
6. Pleasant Grove ISD will implement a parent/family survey to be administered in May of 2020 to provide feedback with district/campus strategies. (Target Group: All)	Director of Learning Services	May 2020		Criteria: Survey results 11/06/19 - Pending
7. Pleasant Grove ISD campuses will host curriculum nights at the beginning of they year to share what parents can expect their child to learn and how they can support that learning at home. (Target Group: All)	Principal	August 2020		Criteria: Sign-ins, meeting artifacts 11/06/19 - Pending
8. District-wide attendance monitoring will be in place, including calling parents when students are absent, providing incentives for improved attendance, and credit recovery options to reduce dropout rates and increase attendance rates. (Target Group: All,AtRisk)	Principal, Superintendent	Every three weeks		Criteria: Attendance data 12/04/19 - Significant Progress

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)	Director of Learning Services, Director of Marketing and Communications, Principal	Semester		11/06/19 - On Track
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		11/06/19 - Significant Progress
3. Pleasant Grove ISD campuses will continue to partner with community stakeholders to provide educational seminars, workshops and experiential learning opportunities to increase stakeholder engagement. (Target Group: All)	Principal	Semester		11/06/19 - Significant Progress

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 ISD will continue to annually update the District-wide Emergency Management Plan, including training for district staff. (Target Group: All)	Director of Transportation and Safety	Annually	(O)Emergency Management Plan	Summative - Updated Emergency Management Plan Schoolwires 11/06/19 - Completed
2. Campuses will post the emergency drills and procedures in all rooms on each campus. (Target Group: All)	Director of Transportation and Safety, Principal	Annually	(O)Emergency Drills and Procedures	Summative - Walkthroughs 11/06/19 - Completed
3. 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 Transportation and Safety, Principal	Frequency based on drill	(O)Emergency Drills and Procedures, (O)Emergency Management Plan	Summative - Monthly documentation of drills 11/06/19 - On Track

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 to enhance safety and security for all students and staff. (Target Group: All)	Director of Technology, Superintendent	Weekly		11/06/19 - On Track
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		11/06/19 - Completed
3. Campuses will utilize digital device management software to monitor student usage and provide access to appropriate digital learning tools. (Target Group: All)	Teacher(s)	Weekly		11/06/19 - Some Progress
4. Campuses will provide age-appropriate internet safety and digital citizenship training for all students. (Target Group: All)	Principal, Teacher(s)	Semester		11/06/19 - On Track
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	Daily		11/06/19 - On Track
6. Campuses will continue to utilize the Hall Pass School Visitor Management System on each campus with fidelity. (Target Group: All)	Principal	Daily		11/06/19 - On Track

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.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive school counseling program with a developmental guidance plan 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)	Director of Learning Services, Principal	Annually	(F)Title I, Part A	Criteria: Guidance plan 12/04/19 - On Track
2. All staff will complete the Safe Schools training annually to ensure the use of consistent safety and security practices. (Target Group: All)	Director of Transportation and Safety	Annually		11/06/19 - On Track
3. The School Health Advisory Council will develop and recommend 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)	Director of Human Resources	February 2020		Criteria: Plan 11/06/19 - On Track
4. The School Health Advisory Council (SHAC) will explore K-8 coordinated health programs that meet Texas Education Agency eight coordinated health program requirements. The council will make a recommendation to the superintendent in spring, 2020. Staff who will facilitate this learning will attend professional development and the program will be rolled out during the 2019-2020 school year. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th,6th,7th ,8th)	Director of Human Resources, Director of Learning Services	Two years		Criteria: Curriculum documents/lesson plans 12/04/19 - Some Progress
5. To reduce the overuse of discipline practices that remove students from the classroom, teachers will utilize prevention based interventions such as awards for good behavior and redirection and de-escalation techniques. (Target Group: All)	Assistant Principal(s), Principal	Every Six Weeks		
6. District policy addresses reporting requirements and consequences of sexual	Counselor(s), Principal, Superintendent	August		

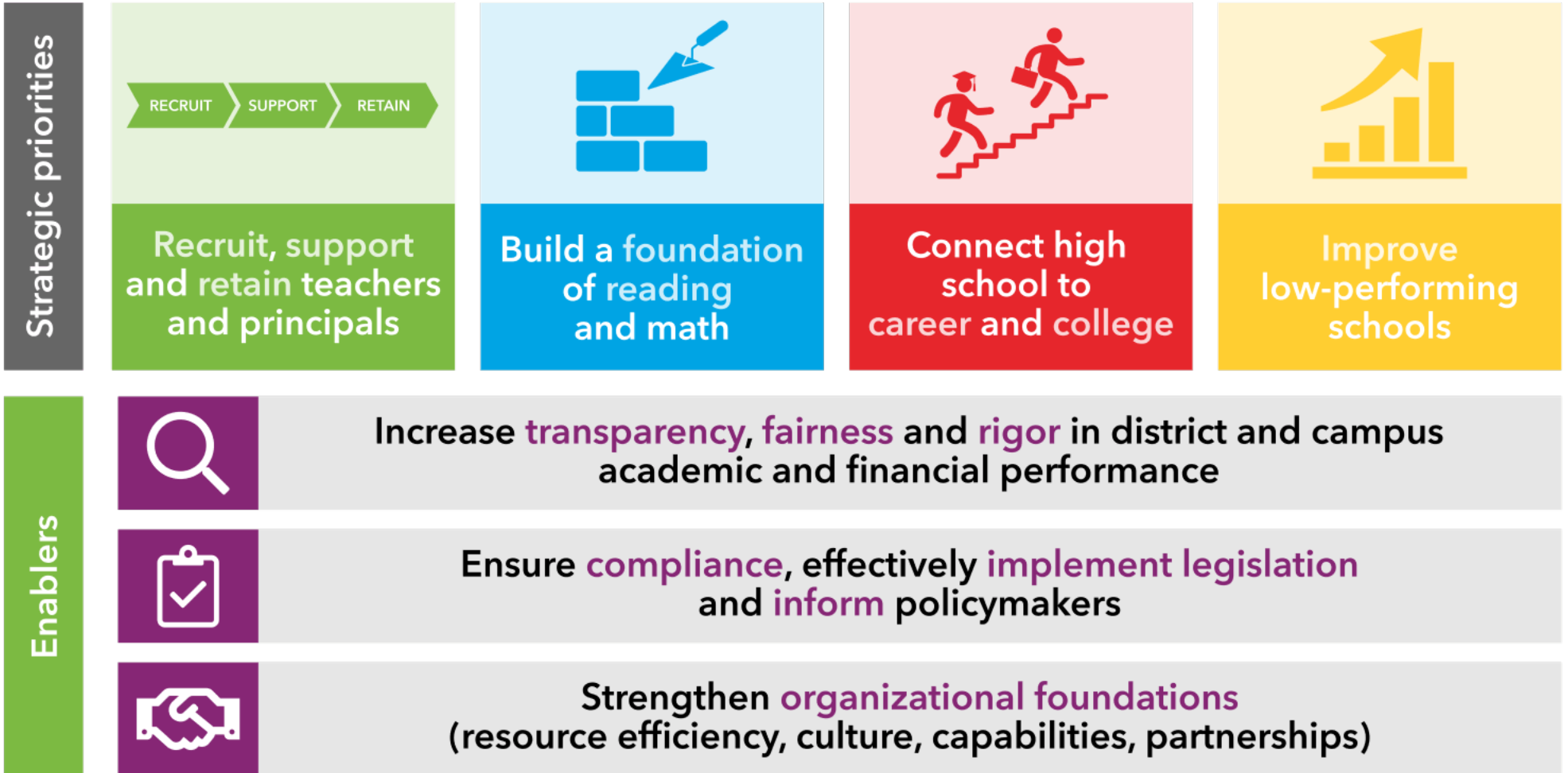
Pleasant Grove Independent School District

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.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
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)				
7. To ensure the safety of all students and staff, security equipment will be installed and maintained on all district facilities. (Target Group: All)	Director of Transportation and Safety	September	(S)School Safety Allotment	
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)	Director of Special Programs, Principal, School Nurse	Annual	(L)Local Funds, (L)Special Education(L)	Criteria: Training documentation Summative - student surveys
9. To provide a well-rounded program of instruction, a health and wellness program including opportunities for physical activity, counseling, and nutrition services for PreK3-12th grades will be maintained. (Target Group: All)	Counselor(s), Director of Learning Services, Director of Special Programs, Principal	Semester	(F)Title I, (L)Special Education(L), (O)Local Districts	Criteria: Formative - Lunch menus, master schedules, counseling records Summative - Fitness reports

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



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