

Pleasant Grove Independent School District

District Improvement Plan

2021/2022



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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 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
Sutton, Debby	Teacher
Bradford, Pam	Professional Non Teaching
Harp, Bill	Staff
Strunc, Dr. Abbie	Parent
Burks, LaMoya	Community
Sheppard, Jon	Community
Reeves, Natalie	Professional Non Teaching
Riddell, Shane	Teacher
Coleman, Brooke	Teacher
Tate, Emily	Teacher
McClurg, Julie	Staff
Whitten, Debbie	Parent
Poe, Leah	Teacher
McEvoy, Lisa	Teacher
Harris, Courtney	Teacher
Gammon, Joey	Teacher
Cochran, Stella	Teacher
Beck, Tiffany	Teacher
Summers, Sean	Business
Lipham, Becky	Business
Head, Lindsey	Teacher
Barker, Ashley	Professional Non Teaching
Marshall, Todd	Professional Non Teaching
Sibley, Derick	Staff

Pleasant Grove ISD Resources

Resource	Source	Amount
IDEA B Preschool Funds	Federal	\$6,870
IDEA-B Special Education	Federal	\$377,864
Title I, Part A	Federal	\$204,068
Title II, Part A	Federal	\$43,853
Title III Bilingual / ESL	Federal	\$3,838
Title IV	Federal	\$14,660
Bilingual/ESL	State	\$34,127
Career and Tech	State	\$1,678,460
CCMR Outcome Bonus	State	\$85,000
Dyslexia Allotment	State	\$46,816
Early Education Allotment	State	\$157,080
School Safety Allotment	State	\$20,596
Special Education	State	\$943,833
State Compensatory	State	\$673,411

Comprehensive Needs Assessment 2021-2022 DRAFT

Focus Areas

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

Demographics

Demographics Summary

The 2019-2020 student enrollment for Pleasant Grove Independent School District was:

- All students: 2218
- African American: 351
- Hispanic: 162
- White: 1505
- American Indian: 11
- Asian: 70
- Pacific Islander: 3
- Two or More Races: 116
- Gifted and Talented: 289
- CTE: 504
- ESL: 65
- Economically Disadvantaged: 768
- Special Education: 245

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

State and Federal testing was cancelled for the 2019-2020 school year which means the most recent state and federal student achievement data comes from reports in the 2018 A-F State and Federal Accountability system, PEIMS, PBMAS and the Texas Academic Performance Report. Local student achievement and growth assessments were also 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 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

- 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 and ELL students.
- 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. 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.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Summary

2019-2020 FTE counts include 167.6 teachers, 15 support staff and 15.1 administrative staff for a total of 197.8 professional staff. The district employees a total of 277.3 staff members.

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
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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 collaboratively to 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.

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.

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 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.

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. Due to the COVID restrictions at the beginning of the 2020-2021 school year, parent involvement has been limited at best, but we hope to reinvigorate this partnership during the upcoming school year.

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
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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. 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.

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 has 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 STAAR English Language Arts will increase a minimum of 8% points to 75% for the 2022 accountability cycle.

Objective 2. The percentage of students in the district who score Meets or higher on STAAR Math will increase a minimum of 9% points to 73% for the 2022 accountability cycle.

Objective 3. All student populations will meet growth targets for Reading and Math for the 2021-2022 accountability cycle.

Objective 4. The percentage of students who meet the college and career readiness indicator for SY 2021 accountability cycle will increase from 79% to 89% during the SY 2022 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.

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Objective 1. The percentage of students in the district who score Meets or higher on STAAR English Language Arts will increase a minimum of 8% points to 75% for the 2022 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)	Principal	Quarterly	(L)Local Funds	Criteria: Completed CNA Summary 12/06/20 - Completed 12/02/20 - On Track 11/06/19 - Completed
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)	Director of Learning Services, Principal	Units		Criteria: Formative - priority standards change based on need 11/06/19 - Significant Progress
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	Common assessments		Criteria: Star Renaissance, TPRI, STAAR/EOC data 11/06/19 - Some Progress
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	Summer 2021		
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	Principal	Weekly		Criteria: Unit plans 11/06/19 - On Track

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Objective 1. The percentage of students in the district who score Meets or higher on STAAR English Language Arts will increase a minimum of 8% points to 75% for the 2022 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. 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)	Director of Human Resources, Principal, Superintendent	Monthly	(F)Title I, Part A, (L)Local Funds, (S)State Compensatory - \$4,800	Criteria: ELAR data analysis 11/06/19 - On Track
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)	Principal, Superintendent	Intermittent	(F)Title IV, (S)State Compensatory - \$54,280, (S)State Compensatory FTEs - 1	Criteria: Formative 12/04/19 - Some Progress
8. 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) (Strategic Priorities: 2)	Director of Learning Services	Quarterly		Criteria: Library checkout reports, teacher collaborative meetings 12/02/20 - On Track
9. Students who are identified as at-risk or who are not reading on grade level as measured by district and/or standardized assessments will be provided with reading instruction during the summer. (Target Group: AtRisk) (Strategic Priorities: 2)	Principal	Summer	(S)State Compensatory - \$150,000, (S)State Compensatory FTEs - 2	Criteria: End of summer reading assessment scores

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 STAAR Math will increase a minimum of 9% points to 73% for the 2022 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)	Principal	Annually		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	Unity by Unit		Criteria: Formative - priority standards change based on need 12/02/20 - Significant Progress
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	Common assessments		Criteria: District progress monitoring tools, common formative assessments, STAAR/EOC data 12/02/20 - 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) (Strategic Priorities: 2)	Principal, Teacher(s)	Weekly		Criteria: Unit plans 12/02/20 - On Track
5. The district will purchase progress monitoring tools to assist with identifying student math progress throughout the year. (Target Group: All) (Strategic Priorities: 2)	Principal, Superintendent	Intermittent		Criteria: Formative 12/02/20 - Pending

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Students who are identified as at-risk and who are not making adequate academic progress will be offered additional instruction/tutoring before or after school. (Target Group: AtRisk)		Monthly		

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. All student populations will meet growth targets for Reading and Math for the 2021-2022 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)	Weekly	(F)Title I, (S)State Compensatory - \$24,860, (S)State Compensatory FTEs - 0.5	Criteria: Benchmarks, STAAR/EOC assessments 11/06/19 - Some Progress
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)	Principal	Six weeks		Criteria: Walk-throughs, STAAR assessments 11/06/19 - On Track
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)	Monthly		Criteria: Meeting agendas 12/02/20 - On Track 11/06/19 - Some Progress

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. The percentage of students who meet the college and career readiness indicator for SY 2021 accountability cycle will increase from 79% to 89% during the SY 2022 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		Criteria: CCMR 11/06/19 - On Track
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 - No Progress (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. This was not done in spring 2020 due to COVID-19. (Target Group: 8th) (Strategic Priorities: 3)	Counselor(s), Principal	Spring Semester		Criteria: Sign-in sheets, programs and presentations 11/09/21 - Some Progress 11/06/19 - No Progress
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		Criteria: Summative - exam data 11/09/21 - Significant Progress 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		Criteria: Summative - enrollment records 12/04/19 - Significant Progress
6. To facilitate effective transitions for students	Coordinator of CTE,	Semester	(S)Career and Tech	Criteria: CCMR data, student

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
from high school to postsecondary education 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)	Counselor(s), Principal, Superintendent			schedules 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, class schedules 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 12/02/20 - On Track (S)

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)	Director of Special Programs, Principal	Each 6 weeks	(F)IDEA-B Special Education, (S)Special Education	Criteria: Meeting agenda 12/02/20 - Some Progress 11/06/19 - On Track
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)	Counselor(s), Director of Learning Services, Teacher(s)	Semester	(F)Title I, Part A	Criteria: Professional Development Records District Program Guidelines 12/02/20 - Completed 11/06/19 - Significant Progress
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	(F)Title I, Part A, (S)Early Education Allotment, (S)State Compensatory - \$117,045, (S)State Compensatory FTEs - 2	Criteria: TPRI data 11/06/19 - Completed
4. 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
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)	Counselor(s), Director of Learning Services, Principal	May		Criteria: Advanced Academic Handbook; CCMR data 11/06/19 - Some Progress
6. The district will provide homeless children and youths with counseling services, housing	Director of Special Programs, Principal	Monthly		12/04/19 - On Track

Pleasant Grove Independent School District

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
information, personal toiletry items, and tutoring services as needed to support their enrollment, attendance, and success. (Target Group: All)				
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	Six Weeks	(L)Local Funds	Criteria: Formative - class rosters, student enrollments Summative - student achievement 11/09/21 - Significant Progress 12/02/20 - Some Progress
8. Students at risk of dropping out will be provided with the opportunity for credit recovery utilizing online software. (Strategic Priorities: 2)	Principal	Quarterly	(S)State Compensatory - \$46,029, (S)State Compensatory FTEs - 0.75	Criteria: Student graduation completion 11/09/21 - Significant Progress
9. Students who are identified as at-risk and who are not making adequate academic progress will be offered additional instruction/tutoring before or after school. (Target Group: AtRisk)	Principal	Monthly	(S)State Compensatory - \$6,000	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)	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	Criteria: Conference certificates,/documentation 11/06/19 - On Track
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	weekly/daily		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
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)	Director of Learning Services, Director of Marketing and Communications, Principal	Annually		Criteria: Communication artifacts 11/06/19 - Pending
2. PGISD will continue to promote/market campus and district events and activities to increase parental/family involvement and engagement through in person socially distanced and virtual district meetings, events, workshops, and showcases. (Target Group: All)	Director of Marketing and Communications, Principal	Monthly		11/06/19 - On Track
3. Realizing the important role that parents play in thier children's education and recognizing parental input as an important component of school improvemennt, 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		Criteria: Sign-in sheets 11/06/19 - Completed
4. Campus activities, 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		Criteria: Publication artifacts 11/09/21 - Significant Progress 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
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. (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 administer a parent/family survey in May of 2021 to provide feedback with district/campus strategies. (Target Group: All)	Director of Learning Services	May 2020		Criteria: Survey results 12/02/20 - Some Progress 11/06/19 - Pending
7. Pleasant Grove ISD campuses will host curriculum nights at the beginning of the 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 11/09/21 - Significant Progress 12/02/20 - Some Progress 11/06/19 - Pending
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	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. 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)	Director of Learning Services, Principal	Annually		Criteria: Guidance plan 12/04/19 - Some Progress
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 Coordinated School Health Program CATCH will be used during the 2021-2022 school year 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)	Director of Human Resources, Director of Learning Services, Principal	Two years		Criteria: Curriculum documents/lesson plans 11/09/21 - Significant Progress 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, including notifying a parent if a report identifies a student as a victim or perpetrator, and consequences of sexual abuse by student or educator, including dating	Counselor(s), Principal, Superintendent	August		11/11/21 - Some Progress

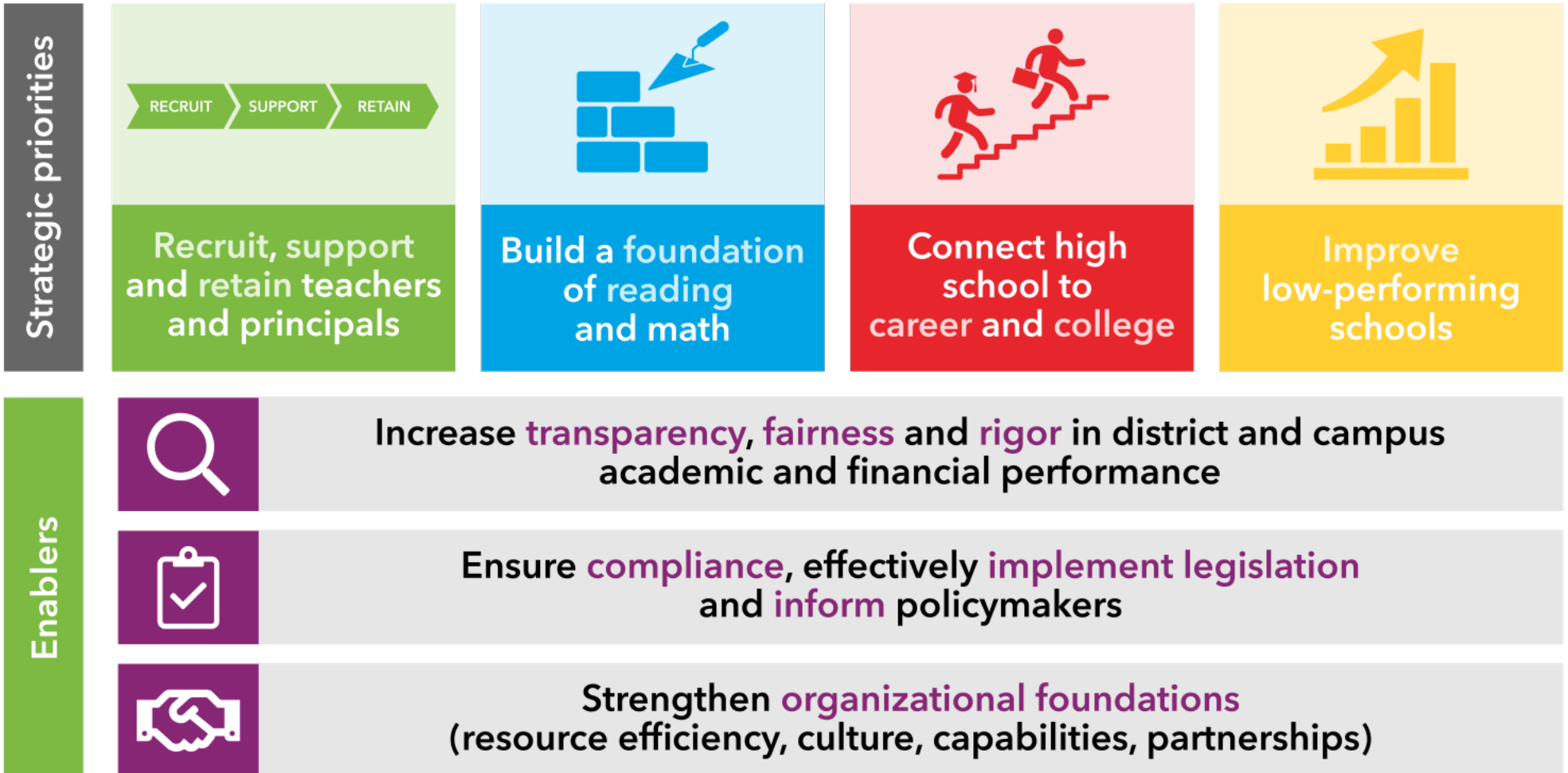
Pleasant Grove Independent School District

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
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 12/02/20 - Significant Progress
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
10. The district DAEP program will provide behavior intervention through restorative discipline and academic improvement program with certified teachers. (Target Group: AtRisk)	Principal	Quarterly	(S)State Compensatory - \$91,390, (S)State Compensatory FTEs - 1.25	

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



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