

Canutillo Independent School District

District Improvement Plan

2023-2024 Performance Objectives

Accountability Rating: A



Board Approval Date: June 26, 2023

Mission Statement

**We provide Equitable Opportunities to ensure our future-ready students are empowered to
Explore, Learn,
Grow, and Excel.**

Vision

LEAD today. IMPACT tomorrow.

Canutillo Ethics

STUDENT CENTERED FOCUS

TRUSTWORTHINESS IN STEWARDSHIP

COMMITMENT TO SERVICE

EQUITY IN ATTITUDE

HONOR IN CONDUCT

INTEGRITY OF CHARACTER

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Goals

Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness

Performance Objective 1: By May 2024, CISD students in grade levels 3-10 will improve reading language arts (RLA) master level by 2%.

HB3 Goal

Performance Objective 2: By May 2024, CISD students in grade levels 3-9 will improve math and algebra master level by 2%.

HB3 Goal

Performance Objective 3: By May 2024, Seniors will be graduating College, Career, and Military Ready (CCMR) increasing the component score from 63 to 67.

Performance Objective 4: Graduation rate will increase from 93% in 2021-22 to 95% for school year 2023-2024.

Performance Objective 5: By May 2024, Results Driven Accountability (RDA) rating will decrease from 3 to 1.

Performance Objective 6: By May 2024, Overall, Canutillo ISD will increase and monitor all student attendance rate from 93.9% to 97%.

Performance Objective 7: By May 2024, CISD students in grades Pre K - 2 will demonstrate 2% growth on reading assessments.

HB3 Goal

Performance Objective 8: Student Safety & Well Being :

By May 2024, all CISD students will demonstrate growth in personal social competencies from 23% to 43%.

Performance Objective 9: By May 2024, CISD students in tested grade levels will improve Social Studies master level by 2%.

Performance Objective 10: By May 2024, CISD students in grades 3 and up, will demonstrate a 2% growth on science meets and masters level and participation in STEM offerings.

Performance Objective 11: By May 2024, all CISD students will be familiar with required state-mandated safety drills and respective expectations.

Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction

Performance Objective 1: Professional Learning and Quality Staff:

By May of 2024, 100% of district administrators will participate in professional development activities to improve leadership capabilities toward improving student outcomes.

Performance Objective 2: Professional Learning and Quality Staff: (TTESS)

By May 2024, all campuses will gain expertise utilizing Texas Teacher Evaluation and Support System (TTESS) and Student Learning Objectives (SLOs) embedded into teachers pedagogy for effective instruction as supported through targeted professional development.

Performance Objective 3: Staff Satisfaction:

By May 2024, Canutillo ISD staff will increase by 3% annually Teacher Retention rate, OHI, and Employee Attendance rate.

Performance Objective 4: Staff Safety and Well-Being:

By May 2024, all Canutillo ISD personnel will be trained on Safety Response Protocols (SRP). Additionally, personnel will indicate an increase in the learning and retention of protocols through the School Safety Survey .

Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction

Performance Objective 1: By May 2024, CISD will maintain three collaborative ways for all families to participate in setting student goals, planning for post-secondary education and careers.

Performance Objective 2: CISD parents and families will be provided a minimum of 7 training and workshop opportunities on how to actively engage as partners in their children's learning, to include special populations, by May 2024.

Performance Objective 3: By May 2024, To increase parent participation, CISD will provide 2 professional developments for campus administration on parent family engagement to expand each campus parent family engagement programs.

Performance Objective 4: By May 2024, all CISD campus and district committees will have a minimum of one parent serving as a member on every committee.

Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities

Performance Objective 1: Fiscal Responsibility:

By May 2024, Canutillo ISD will maintain a TEA Financial Integrity Rating System of Texas (First) rating of Superior Achievement, will earn five Comptroller Transparency Stars, and will receive no findings in the yearly external audit report.

Performance Objective 2: Strategic Allocation of Resources:

By May 2024, Canutillo ISD will decrease administrative cost ratio, maintain its revenue variance to 3% or less, and expenses will not exceed current revenues.

Performance Objective 3: Planning for Growth:

By May 2024, Canutillo ISD will update its strategic plan, and review demographic study.

Performance Objective 4: Well Maintained Facilities:

By May 2024, Canutillo ISD will provide yearly preventative and corrective maintenance updates, will make use of updated resources to increase work orders productivity, and update facility master plan.

Performance Objective 5: By May 2024, CISD will utilize stakeholder surveys to measure the implementation and efficacy of an updated safety plan that encompasses protocols, personnel trainings, compliance and progress.

Performance Objective 6: Business Services/HR:

By May 2024, Canutillo ISD will reinforce all standard protocols and procedures with consistency and common expectations in departmental practices.

Goal 5: TECHNOLOGY RESOURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity

Performance Objective 1: Infrastructure/Safety :

CISD will refresh its current infrastructure which was refreshed in 2014 with bond funds. This will include all access points, switches, firewalls, etc. Physical security to include cameras, sensors, intrusion systems, panic buttons and emergency telephony services will need to be refreshed. CISD will increase its community connectivity outreach to impact all areas where internet connectivity is required.

Performance Objective 2: Wireless access/Testing:

Throughout the year of 23-24 the district's technology wireless access points will be renewed with current technology to support enhanced capabilities of technology use in instructional and operations settings. This additionally will support full online testing as specified by state guidelines.

Performance Objective 3: Infrastructure/Safety:

Throughout the year of 23-24 the district will implement at least 3 key components by building a physical infrastructure to ensure safety, security and a positive learning environment that will effectively utilize technology by increasing by 30%.

Performance Objective 4: Technology hardware assigned for student use during the 20-21 school year will be refreshed in time for the end of usable life of each machine. Each computer will be in production for 5 years. This includes all end points as they reach the end of usable life.

Performance Objective 5: By May 2024, 100% of all campuses and departments will maintain individual websites with current and relevant information for all internal and external CISD stakeholders.