

**Canutillo Independent School District**  
**Jose H. Damian Elementary**  
**2023-2024 Performance Objectives**



# Mission Statement

**Jose H. Damian Elementary will nurture our scholars so that they are healthy, feel safe, are engaged, feel supported, and are challenged through culturally responsive teaching and learning.**

## Vision

**Our Vision at Jose H. Damian Elementary is to inspire all students to become inquisitive thinkers, who confidently and respectfully embrace the global challenges of the future.**

## Canutillo Ethics

*Trustworthiness in Stewardship*

*Scholar Centered*

through the 5 Pillars of teaching the WHOLE CHILD -

1. Healthy; 2. Safe; 3. Engaged; 4. Supported; 5. Challenged

7 Strengths of A Firebird:

Belonging, Curiosity, Friendship, Kindness, Confidence, Courage, and Hope

*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, JDE will increase and monitor safety and security prevention strategies to decrease the number of bullying incidents by 10%.

**Performance Objective 2:** During the 2023-2024 school year, JDE will increase and monitor positive discipline strategies to limit the number of discretionary referrals and have an overall yearly decrease of 10% by May 2024.

**Performance Objective 3:** By May 2024, JDE faculty, staff and parents will be familiar with safety and security protocols to maintain all stakeholders safe in emergency situations.

**Performance Objective 4:** All students at Jose Damian Elementary will achieve or exceed state academic standards in reading, mathematics, writing, and science by 2023-2024 school year.

JDE's overall Student Achievement at approaches on STAAR will increase from 84% to 87%, meets from 55% to 58%, and masters from 25% to 28%.

The academic growth score will increase to at least 90.

The student achievement domain rating will increase to at least 85.

**Performance Objective 5:** By May 2024, JDE's performance rate for Reading at Approaches level will increase to 90% as measured by STAAR 3rd-5th with at least 60% Meets Level and at least 30% Masters Level. Students PK-2nd will attain 85% passing rate on grade level EOY assessments aligned to state standards for Pre-K-2nd, and Emergent Bilinguals will attain at least 85% on grade level standard assessments.

**Performance Objective 6:** By May 2024, JDE's performance rate on Math STAAR at Approaches Grade Level will increase to 83%, at least to 53% and at least to 30% at Masters Grade Level in all grade levels. Students PK-2 will attain 85% passing rate on grade level EOY assessments aligned to state standards, and Emergent Bilinguals will meet standards at at least 80%.

**Performance Objective 7:** By May 2024, JDE's performance rate on Science at Approaches Grade level will increase to 83% as measured by STAAR 5th to at least 50% at Meets Grade Level and at least to 30% at Masters Grade Level. Emergent bilinguals will meet at least 80% of standard based assessments.

**Performance Objective 8:** By May 2024, JDE will increase the scholar attendance rate to at least 96% and increase teacher attendance rate by at least 2%.

**Performance Objective 9:** During the 2023-2024 school year, a minimum of 4 activities with 100% student participation will take place with a focus on college and career readiness.

**Performance Objective 10:** By June 2024, 100% of JDE students will meet or exceed state grade-level expectations and be equipped to be academically successful to graduate from high school.

**Performance Objective 11:** By May 2024, the MTSS process will ensure that ALL students receive differentiated instructional support and will ensure that all proper sub-populations are identified.

**Performance Objective 12:** By June 2024, 80% of JDE Scholars will be able to form constructed responses in all academic areas.

**Performance Objective 13:** All scholars in grades K-5 will have the opportunity to participate in STEM related clubs throughout the 22-23 school year, in preparation for career and /or college readiness.

**Performance Objective 14:** By May 2023, JDE Scholars will be given the opportunity to participate in extracurricular clubs and activities.

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

**Performance Objective 1:** By May 2024, in maintaining a highly qualified campus, anchored through TTESS, all teachers will participate in professional development opportunities that support content and curriculum development in order to improve student achievement.

**Performance Objective 2:** Throughout 23-24 school year, all JDE Faculty will participate in at least 1 research-based learning through literature and professional development.

**Performance Objective 3:** By May 2024, JDE faculty and staff will be provided with the necessary materials, supplies, and capital resources to support teacher activities to include lesson planning, professional development, classroom activities, and JDE operations that foster an environment of student performance and growth.

**Performance Objective 4:** By June 2023, 100 % of JDE students and teachers will be provided with monthly SEL lessons to increase a heightened level of morale and ethical character for students and staff that will enable them to be effective leaders in a global environment.

**Performance Objective 5:** By May 2023, JDE will implement the PBIS model to include the 5 tenets of Social Emotional Learning.

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

**Performance Objective 1:** By June 2024, JDE will maintain a strong connection with all stakeholders in the community by providing a minimum of 4 campus events (virtually) to help meet our academic, community and fiscal goals.

**Performance Objective 2:** All JDE parents will receive a minimum of monthly communication through several means in order to inform them of what is occurring on campus throughout 23-24 school year.

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

**Performance Objective 1:** By May 2024, JDE will meet the minimum expenditure requirements for: Special Education, Career and Technology, Gifted and Talented, Compensatory Education, and Bilingual Education in order to meet campus academic goals.



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

**Performance Objective 1:** Throughout 23-24 school year, JDE will maintain open and accurate communication with all stakeholders regarding all school activities and initiatives.

**Performance Objective 2:** By May 2023, JDE will create at least one new partnership per month with businesses within our city or community.

**Performance Objective 3:** Throughout 23-24 school year, Jose Damian elementary will deliver lessons that integrate technology to provide scholars with opportunities to extend their learning.

**Performance Objective 4:** The Jose Damian Elementary website will be updated regularly to have accurate and timely information for the school community throughout 23-24 school year.