Canutillo Independent School District

District Improvement Plan

2015-2016

Accountability Rating: Met Standard

Board Approval Date: October 27, 2015

Mission Statement

Canutillo ISD's purpose is to provide high quality educational experiences that will inspire and prepare all students to apply the knowledge and skills necessary to become effective leaders and productive citizens.

Vision

Canutillo ISD is a premier school district with nationally-ranked, multi-literate graduates ready to excel in college, their careers, their community, and in-life.

Core Beliefs

Culture of Excellence

Student Centered

High Expectations

Accountability

Transparency

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Demographics Summary

Current enrollment in CISD as of **9/2015** is **6024**

Enrollment for following campuses:

NWECHS- 328   GES- 444

CHS- 1654   BCE- 419

AMS- 645   JDE- 498

CMS- 566   DDE- 403

RES- 455   CES- 612

In **2014-2015** enrollment ended at **5,891** for CISD in accordance to ondatasuite

Student Demographics are as follows:

Gender: Female- 2,858 at 48%   Male- 3,033 at 51%

We have 5,569 students -94% Hispanic -Latino, 3 students-0% of American Indian-Alaskan Native, 25 students -0% of Asian, 51 students-0% of Black-African American, 222 students- 3% of white and 21 students- 0% of Two or more race.

Students by Progam are as follows

Special Education- 540 students at 9%

Bilingual- 1328 students at 22%   English as a Second Language (ESL) 559 students at 9%

Career and Technical Education of 2,210 students at 37%

Free Lunch Participation 3,688 students at 62%   Reduced Lunch Participation 660 students at 11%

Gifted and Talented 460 students at 7%   Title 1 Participation 5,891 students at 100%

Dyslexia 43 students at 1%

Homeless Statuses of 94 students at 2%

At Risk population of 3,625 students at 61%

Economically Disadvantaged of 4,348 students at 73%

Immigrant - of 63% at 1%

LEP population of 1,684 students at 28%

Migrant population of 232 students at 3%

Military Connected of 77 students at 1%

Foster Care 11 students and CTE single parent / pregnant teen 18 students

Demographics Strengths

Through Comprehensive Needs assessment district wide representing all campuses, community and parents- DAC

has identified the following strengths for the district:

1. Appropriate teacher ratio- a staffing ratio has been developed through Human Resources and approved through the school board in 14-15.
2. Resources are readily available-ex: computer labs, tutors, support staff, parent meetings are ongoing.

3. There is a low teacher turn over anda good percentage of veteran teachers
4. A good percentage of teachers with Master's degree
5. There has been an increase for incentives in reference to attendance and student achievement-
6. This is a bi-cultural community
7. There has been an increase in social clubs throughout the district that includes all populations for example: ELL's
8. There has been an increase in participation rate for CATE programs.

Demographics Needs

District committee have identified the following needs:

- RTI should be consistent with interventions providing staff with Professional Development.
  - Early identification with a conistnet process in place
  - Target RTI interventions
  - Add an "at Risk" or "RTI" teacher to meet the needs of struggling students
  - There should be effective interventions/remediation classes/Boot camp etc.
- Parenting classes
- Uniform District level for Bilingual Program
- Support Special Education and Bilingual Education to increase enrollment
- Family Socialization programs/cook outs, literacy nights-district/campus
- A possible summer enrichment academy through a student recruitment program
- possibility of implementing more program and incentives (Team Quest)

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data

Goals

Goal 1: Provide a Safe & Secure Environment

Performance Objective 1: By May 2016 CISD safe environment will increase to 96% from 94% as indicated from the Employee opinion survey.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) FOOD SERVICES-Services will Maintain the Food and Health Inspection scores between 90-100%.		Food Services Director	Health Inspection Reports	◕	◕	◕	
2) IT - Operations will implement cybersecurity campaign to promote online safety		IT Operations, campus administrators	1.1.1.Attend at least one cybersecurity training 1.1.2.Attend cybersecurity webinars (In partnership with Region 19 (El Paso Regional Cyber Cooperative) 1.1.3.Generate web site to maintain updated information regarding cyber-threats - IT will provide a cyber security training session to teachers during summer's professional development.	⬤	◕	◕	
3) IT-Operations/HR: Support Implementation for Centralized Turnkey District Wide Surveillance System		IT Operations/IT HR support systems	Scope of work created, RFP in place and process to obtain approval from the board - System implemented.	◕	◕	✓	
4) HR: Survey will be provided to students, staff and community targeting the safety and security of all campuses.	6	Executive Director of Human Resources Director of Student Support Services	Results of Survey	⬤	◕	✓	✓
5) HR: Results of survey will be provided to campuses to utilize and analyze with their campus committees.	1	Executive Director of Human Resources and Campus Administrators	Results of Surveys	⬤	◕	◕	
6) HR: Risk Management will conduct follow up with campuses from reported incidents to maintain a free of hazards and use of prevention strategies to ensure a safe environment.		Executive Director for Human Resources	number of reports	◕	◕	✓	✓
Critical Success Factors CSF 5 7) Student Support Services: Provide training on conducting safe home visits to all personnel that do conduct home visits (parent liaisons, counselors, student support services, etc.)	4, 6	Director of Student Support Services	SAM	⬤	◕	◕	

Critical Success Factors CSF 3 CSF 6 8) Student Support Services: Provide Staff Development Training and professional learning community (PLCs) meetings for district nurses.	1, 4	Director of Student Support Services	SAM		◔	◔	◔
9) Student Support Services: Provide Staff Development Training and professional learning community (PLCs) meetings for district Counselors.	1, 3, 4, 6	Director of Student Support Services	PRs, Sign-in Sheets, Agenda, Handouts		◔	◔	◔
Funding Sources: 211-Title I-Part A - $700.00, 199-Local Funds - $100.00							

✔ = Accomplished ◔ = Considerable ◔ = Some Progress ◯ = No Progress ✖ = Discontinue

Goal 1: Provide a Safe & Secure Environment

Performance Objective 2: By May 2016 the facilities department will conduct a full assessment of Canutillo ISD's safety and security processes and procedures in order to evaluate and adjust as necessary.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) The CISD Safety and Security Department will relocate under the Facilities and Transportation Department as to create efficient and accountable systems to enhance the effectiveness of both Departments.		Executive Director of Human Resources, Executive Director of Facilities & Transportation, Safety & Security Coordinator	1. Updated job description. 2. Acceptance of new role by Safety & Security Coordinator 2. Physical relocation of Safety & Security Coordinator	✔	✔	✔	✔
2) The Safety and Security Department will complete detailed quarterly safety and security audits that will identify opportunities for improvement. Campus and Facility Administration will be held accountable to insure action is taken to address weaknesses discovered within the audits. The Campus Improvement Allocation will be utilized to fund some of the improvements needed to address these audit findings.		Executive Director of Facilities & Transportation, Safety & Security Coordinator	1. Quarterly audit reports. 2. Completed activity showing progress from campuses to address audits. 3. Utilization of CIA to address audits.	✔	✔	✔	✔
3) The Safety and Security Department will help create a SafeSchools training calendar matrix as to insure all CISD staff is effectively trained utilizing SafeSchools on a monthly basis. The Safety and Security Department will hold Campus and Facility Administration accountable for the unsuccessful completion of training.		Executive Director of Facilities & Transportation, Safety & Security Coordinator	1. Copy of SafeSchools training matrix calendar.	◑	◑	◑	
✔ = Accomplished ◑ = Considerable ◑ = Some Progress ● = No Progress ✘ = Discontinue							

Goal 1: Provide a Safe & Secure Environment

Performance Objective 3: By the end of June 2016 CISD will initiate a 5 year comprehensive plan on safety and security.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) The Safety and Security Department will develop and educate Campus and Facility Administration on standardized District Emergency Operations Procedures. This education will be intended to be disseminated back to campus faculty and students.		Executive Director of Facilities & Transportation, Safety & Security Coordinator	1. Updated Campus and District EOP Plans. 2. Meeting events and agendas for meeting held to disseminate information to campuses.	Considerable	Considerable	Considerable	
2) The Safety and Security Department will execute Phase I of the CISD Surveillance Program.		Executive Director of Facilities & Transportation, Safety & Security Coordinator	1. Board approval of Video Surveillance Phase 1 project. 2. Purchase Order & Contract to awarded subcontractor. 3. Final payment to awarded subcontractor.	Accomplished	Accomplished	Accomplished	Accomplished
3) The Safety and Security Department will create and implement District-wide School Resource Officer curriculum for the education of CISD students.		Executive Director of Facilities & Transportation, Safety & Security Coordinator	1. District-wide School Resource Officer Curriculum 2. Calendar events of training held	Some Progress	Some Progress	No Progress	
✓ = Accomplished ◕ = Considerable ◑ = Some Progress ○ = No Progress ✗ = Discontinue							

Goal 1: Provide a Safe & Secure Environment

Performance Objective 4: By the end of June 2016 CISD will develop and implement a district wide equitable facilities plan.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) The Facilities, Transportation, Safety and Security Department will work to procure Facility Master Planning services for the District.		Executive Director of Facilities & Transportation, Construction Project Manager, Facilities Manager	1. RFQ documentation 2. RFQ responses 3. RFQ recommendation 4. RFQ Board selection & approval	◕	◕	◕	
2) The Department will work closely with the awarded firm to produce deliverables as outlined by the Department.		Executive Director of Facilities & Transportation, Construction Project Manager, Facilities Manager	1. Kick-off Meeting Agenda & Minutes 2. CPM Schedule of Deliverables 3. Detailed Scope of Work 4. Executed Contract 5. Receipt of Deliverables	◕	◕	◕	
3) The Department will execute the Facilities Master Plan and update the plan annually.		Executive Director of Facilities & Transportation, Construction Project Manager, Facilities Manager, Board of Trustees	1. Board approval of Facilities Master Plan and schedule.	◕	◕	◕	
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ◯ = No Progress ✖ = Discontinue							

Goal 1: Provide a Safe & Secure Environment

Performance Objective 5: By June 2016 100% of campus Assistant Principals will be trained to provide formal training to staff to accurately identify and report bullying in accordance to the Texas Anti-bullying law.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) IT- Student Support. Implement and maintain bullying prevention tools	6	IT Student support	Support Anonymous Alert; Maintenance &Support Parent Link; Maintenance & Support TEAMS Discipline Module to include addition of Bullying Offense	◕	◕	◕	
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6	1, 4, 6	Prevention Specialist	Training Singing Sheets	◕	◕	◕	
2) Student Support Services: Assistant principals will receive training on CISD policies FFH, FFI and HB 1942 on how to properly assess and classify bullying incidents.		Funding Sources: 211-Title I-Part A					
Critical Success Factors CSF 1	6	Prevention Specialist, Prevention Facilitator.	Purchase Orders.	◕	◕	◕	
3) Student Support Services: provide equipment, supplies and materials for Prevention Specialist and Prevention Facilitator to assist in the implementation of the prevention programs in the classroom.		Funding Sources: 211-Title I-Part A - $0.00					
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue							

Goal 1: Provide a Safe & Secure Environment

Performance Objective 6: By June 2016, all campuses will increase positive discipline strategies by decreasing In-school suspension and Out-of-school suspension by 6%.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 5 CSF 6 1) Student Support Services: Provide substance abuse and violence prevention educational materials to parents, students and staff.	6	Prevention Specialist and Prevention Facilitator	Parent teacher conferences prevention booth, prevention classroom presentations and staff trainings.	◐	◐	◐	
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 2) Student Support Services: Provide 6 weeks discipline reports (TEAMS) to monitor bullying, in-school and out of school suspensions.	1, 6, 9	Prevention Specialist	TEAMS Campus Six Weeks Discipline Reports.	◐	◐	◐	
			Funding Sources: 211-Title I-Part A - $0.00				
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 3) Student Support Services: Provide bullying prevention education to 5th, 6th, 7th and 9th grade students	6, 10	Prevention Specialist, Prevention Facilitator.	Class Rosters, Prevention Schedules.	◐	◐	◐	
			Funding Sources: 211-Title I-Part A - $0.00				
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 4) Student Support Services: Provide dating violence prevention education to 7th and 9th grade students.	6, 10	Prevention Specialist, Prevention Facilitator.	Class Rosters, Prevention Schedules.	◐	◐	◐	
			Funding Sources: 211-Title I-Part A - $0.00				
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 5) Student Support Services: Provide gang prevention education to 5th, 6th, 7th and 9th grade students.	6, 10	Prevention Specialist, Prevention Facilitator.	Class Rosters, Prevention Schedules.	◐	◐	◐	
			Funding Sources: 211-Title I-Part A - $0.00				
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 6) Student Support Services: provide equipment, supplies and materials for Prevention Specialist and Prevention Facilitator to assist in the implementation of the prevention programs in the classroom.	6	Prevention Specialist, Prevention Facilitator.	Purchase Orders.	◐	◐	◐	
			Funding Sources: 211-Title I-Part A - $0.00				

Critical Success Factors / Action		Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative			Summative
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6	6	Prevention Specialist.	Anonymous Alerts System Records.	✓	✓	✓	✓
7) Student Support Services: Coordinated the implementation of the Anonymous Alerts violence and drugs reporting system with students, school staff, parents and community.		Funding Sources: 211-Title I-Part A - $3000.00					
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6	6, 10	Prevention Specialist, Prevention Facilitator.	Class Rosters, Prevention Schedules.	(Considerable)	(Considerable)	(Considerable)	
8) Student Support Services: Implement a research based substance abuse and violence prevention curriculum to educate 5th grade students (Life Skills Curriculum for Elementary).		Funding Sources: 211-Title I-Part A - $0.00					
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6	6, 10	Prevention Specialist, Prevention Facilitator.	Class Rosters, Prevention Schedules.	(Some Progress)	(Considerable)	(Considerable)	
9) Student Support Services: Implement a research based substance abuse and violence preventions curriculum to educate 6th grade students (Life Skills curriculum for middle school).		Funding Sources: 211-Title I-Part A - $0.00					
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6	6, 10	Prevention Specialist, Prevention Facilitator.	Class Rosters, Prevention Schedules.	(Some Progress)	(Some Progress)	(Considerable)	
10) Student Support Services: Implement a research based substance abuse and violence preventions curriculum to educate 7th grade students (Project Alert curriculum for middle school).		Funding Sources: 211-Title I-Part A - $0.00					
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6	6, 10	Prevention Specialist, Prevention Facilitator.	Class Rosters, Prevention Schedules.	(Some Progress)	(Considerable)	(Considerable)	
11) Student Support Services: Implement a research based substance abuse and violence preventions curriculum to educate 9th grade students (Life Skills curriculum for high school).		Funding Sources: 211-Title I-Part A - $0.00					
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6	6	Prevention Specialist	Student Patrol Program Coordinator in all Elementary Campuses.	(Considerable)	(Considerable)	(Considerable)	
12) Student Support Services: Coordinate the implementation of the student safety patrol program in elementary schools.		Funding Sources: 211-Title I-Part A - $0.00					

✓ = Accomplished ◕ = Considerable ◔ = Some Progress ◯ = No Progress ✗ = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 1: By the end of May 2016 CISD overall student achievement scores on STAAR will increase in Reading to 80% from 76%, Writing to 70% from 66%, Science to 77% from 73% and Social Studies to 75% from 67%.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) C & I: Purchase and implementation adopted Curriculum (TEKS Resource System)	8	Executive Director of C & I, Curriculum Coordinators	Student data, lesson plans, classroom observations, curriculum tools	In Progress	In Progress	✔	✔
2) C & I: All campuses will administer Assessments for grades 3-11.	8, 9	Curriculum and Instruction Department	Data in Euphoria	In Progress	In Progress	In Progress	
Funding Sources: 211-Title I-Part A - $6820.00, 211-Title I-Part A - $944.70							
3) C&I:Team of curriculum writers grades Kinder-12 in English, Math, Science, Social Studies and CTE will target low SE and write curriculum and assessments to improve student achievement.	8	Executive Director and Curriculum Coordinators	Customized YAG by grade level and content. Created district common assessments. Euphoria data.	✔	✔	✔	✔
4) C & I/ SPED: Provide supplies/ equipment/ furniture/tests fieldtrips/ transportation etc.... to assit in students' education. This will include substitutes for teachers on testing/planning days.	3, 9	Curriculum and Instruction Department SPED Director	District assessments, students grades, program data, student work.	In Progress	In Progress	In Progress	
Funding Sources: 211-Title I-Part A - $2725.00, 211-Title I-Part A - $8399.20, 211-Title I-Part A - $447.10, 185-State Compensatory Education - $19907.00, 199-Local Funds - $13147.70, 199-Local Funds - $2000.60, 199-Local Funds - $1830.00, 211-Title I-Part A - $1500.00, 199-Local Funds - $39015.00, 199-Local Funds - $2700.00, 199-Local Funds - $7900.00, 199-Local Funds - $4419.00, 199-Local Funds - $100.00, 199-Local Funds - $14781.00, 199-Local Funds - $9400.00, 199-Local Funds - $13300.00, 185-State Compensatory Education - $300.00, 185-State Compensatory Education - $1000.00, 185-State Compensatory Education - $3000.00, 185-State Compensatory Education - $1775.00, 255-Title II-Part A Teacher/Principal - $8218.00							
5) C & I/ SPED : Provide C & I Division with office supplies, technology, equipment, furniture, postage, cell phone, mileage, legal fees and copier rental etc...for function of the department by supporting campuses		Executive Director of Curriculum and Instruction and Coordinators SPED Director	Purchase Orders/ Financial Statements	In Progress	In Progress	In Progress	
Funding Sources: 199-Local Funds - $2350.00, 199-Local Funds - $2000.00, 199-Local Funds - $545.00, 199-Local Funds - $5000.00, 199-Local Funds - $1757.00, 199-Local Funds - $500.00, 199-Local Funds - $50.00, 199-Local Funds - $396.00, 199-Local Funds - $43.75, 199-Local Funds - $2500.00, 211-Title I-Part A - $3508.00, 199-Local Funds - $3967.00, 199-Local Funds - $1640.00, 199-Local Funds - $4000.00, 199-Local Funds - $2850.00, 199-Local Funds - $150.00, 199-Local Funds - $1850.00							

Strategy		Staff Responsible	Evidence	Reviews			
6) C & I - Purchase and Implementation of software, licenses or programs for student's use at campuses. These programs and licenses include, reading recovery, credit recovery, credit advancement, accelerated reading, data analysis software, stemscope etc...	9, 10	Curriculum and Instruction Department.	Student progress as reported in program reports.	(partial)	✓	✓	✓
Funding Sources: 211-Title I-Part A - $56646.00, 211-Title I-Part A - $51387.48, 211-Title I-Part A - $54685.10, 211-Title I-Part A - $13045.04, 211-Title I-Part A - $20450.00, 185-State Compensatory Education - $33960.00, 199-Local Funds - $2360.00, 199-Local Funds - $14554.00, 199-Local Funds - $48548.00, 199-Local Funds - $14953.00, 211-Title I-Part A - $603.00, 199-Local Funds - $8000.00, 199-Local Funds - $8000.00, 199-Local Funds - $8000.00, 199-Local Funds - $8000.00, 199-Local Funds - $8000.00, 199-Local Funds - $8000.00, 185-State Compensatory Education - $1040.00, 211-Title I-Part A - $0.38							
7) Grade 4 teachers and district coordinators will participate in Empowering Writers to gain knowledge on writing strategies		Grade 4 teachers, Instructional Coordinator, Early Childhood Curriculum Coordinator	Sign-In Sheets, Evaluations, TEKS resource system documents	✓	✓	✓	✓
Funding Sources: 211-Title I-Part A - $528.00							
8) Provide MSTAR/ESTAR training & support to campuses to administer a beginning of year, middle of year, and end of year Universal Screener that measures algebra readiness. The screener will be used to identify students who require targeted and intensive instructional support intervention.	4, 9	Mathematics Curriculum Coordinator, IT Systems Anaylst	Sign-In Sheets, Work Orders, MSTAR/ESTAR Campus Reports	(partial)	(partial)	(partial)	
9) C&I: Teachers in grades K-8 will implement the new mathematics standards into teaching & planning for the 2015-2016 school year, as articulated by the Texas Essential Knowledge and Skills.	3, 4	Curriculum Writers, Mathematics Curriculum Coordinator	CISD YAGS, Lesson plans, Eduphoria Forethought planner	(partial)	(partial)	(partial)	
10) C&I: Provide updates and training in the transition from the 2006 Math TEKS to the adopted 2012 TEKS, of which includes clarifying instructional implications, understanding of content and cognitive changes, and testing expectations.	4	Mathematics Curriculum Coordinator	Sign-in sheets, Email correspondence	(partial)	(partial)	(partial)	
11) C&I:Provide Phase 2 of Lead4Ward training to study both the cognitive and content changes for each grade level.	4	Mathematics Curriculum Coordinator, Executive Director	Agenda, sign-in sheets, Lead4Ward reports, side by side flip blook	(partial)	(partial)	(partial)	
12) C & I: Purchase of Improvement Plan for campus/district administration.	1	Compliance Director/Finance	Plan4Learning Data	✓	✓	✓	✓
Funding Sources: 199-Local Funds - $5000.00							
13) C&I: Establish district level Science Fair to increase student interest in science, understanding of Scientific Method and encourage more students to become involved and successful in science related careers.		Science Fair Coordinator, Science Curriculum Coordinator	Sign-In Sheets and Evaluations, number of participants	(partial)	(partial)	✓	✓
Funding Sources: 199-Local Funds - $1067.40							

14) C & I /SPED : Provide funding for PK/Kinder summer school field trips and general supplies to include activities and SPED Olympics.	7	Executive Director of Curriculum &Instruction; Early Childhood Coordinator; SPED Director	Funding requests; field trip schedules				
Funding Sources: 199-Local Funds - $1350.00							
15) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Student Support Systems	Maintenance &Support of TEAMS SIS; Maintenance &Support of Eduphoria, iStation, Think Through Math, Achieve 3000, Mstar/Estar; STEM Scopes, E-Texbooks;				
Critical Success Factors CSF 1 CSF 4 16) Student Support Service: Provide tutoring, materials, supplies and equipment as necessary for students to achieve educational goals (i.e., calculators/laptops)	9, 10	Supplemental Service Supervisor	Purchase Orders				
17) Food service will be a factor in student academic achievement by providing a variety of nutritious menus and choices to students for breakfast, lunch, and snacks leading to eating well.		Food Services Director	Menus				
18) Provide support to District Alternative Educational program (DAEP) to ensure student success	3, 9	DAEP Coordinator/ Asst. Superintendent	student data				
Funding Sources: 185-State Compensatory Education - $2093.23, 185-State Compensatory Education - $118.50, 185-State Compensatory Education - $775.84, 185-State Compensatory Education - $81.06, 185-State Compensatory Education - $299.00, 185-State Compensatory Education - $95.00, 185-State Compensatory Education - $48.73							
19) C & I: All campuses will administer Assessments for grades 3-11.	8, 9	Curriculum and Instruction Department	Data in Eduphoria				
20) SPED: Provide support for parents of SPED students with speakers, training and meetings		SPED Director	Sign in sheets, purchase orders, parent surveys				
Funding Sources: 199-Local Funds - $2489.00							

✔ = Accomplished   = Considerable   = Some Progress   = No Progress   ✗ = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 2: By the end of May 2016 CISD overall achievement scores on EOC will increase in English I to 73% from 68%, English II to 70% from 65%, Algebra to 83% from 79%, Biology to 94% from 92% and US History to 92% from 89%.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) C & I: Purchase and implementation adopted Curriculum (TEKS Resource System)	8	Executive Director of C & I, Curriculum Coordinators	Student data, lesson plans, classroom observations, curriculum tools	✓	✓	✓	✓
2) Curriculum Writers in Grades K-12 (Math & ELAR), 3-8 Science and 6-11 Social Studies will analyze data and align power standards vertically within the curriculum.		Curriculum Writers, Science Curriculum Coordinator	Sign-In Sheets, Evaluations, TEKS resource system documents	◑	◑	◑	
3) C & I: Provide supplies/ equipment/ furniture/tests fieldtrips/ transportation etc.... to assit in students' education. This will include substitutes for teachers on testing/planning days.	3, 9	Curriculum and Instruction Department	District assessments, students grades, program data, student work.	◑	◑	◑	
4) C & I - Purchase and Implementation of software, licenses or programs for studens use at campuses. These programs and licenses include, reading recovery, credit recovery, credit advancement, accelerated reading, data analysis software, stemscope etc...	9, 10	Curriculum and Instruction Department.	Student progress as reported in program reports.	◔	✓	✓	✓
5) C&I:Establish district-wide PLC meetings to discuss district assessment results and share best practices aka "Quarterly Meetings" and Extra Duty pay for teachers meeting after hours.	3, 4, 8	Executive Director and Curriculum Coordinators	District professional development calendar and sign in sheets, sample data documents, student achievement gap data	◑	◑	◑	
Funding Sources: 185-State Compensatory Education - $6500.00, 185-State Compensatory Education - $2000.00							
6) Provide MSTAR/ESTAR training & support to campuses to administer a beginning of year, middle of year, and end of year Universal Screener that measures algebra readiness. The screener will be used to identify students who require targeted and intensive instructional support intervention.	4, 9	Mathematics Curriculum Coordinator, IT Systems Anaylst	Sign-In Sheets, Work Orders, MSTAR/ESTAR Campus Reports	◑	◑	◑	
7) Increase Algebra I End of Course scores for 1st time testers to 83% % for Spring 2016 STAAR Administration. The use of student performance data will be utilized to target individual class sections by teacher. In addition, performance will be monitored through data analysis to adjust instruction as needed.		Mathematics Curriculum Coordinator, Algebra I Teachers	Accountability Summary, 1st Time Testers Report, data analysis summary reports by section	◔	◑	◑	
8) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Students support systems	Maintenance &Support of TEAMS SIS; Maintenance &Support of Eduphoria, iStation, Think Through Math, Achieve 3000, Mstar/Estar; STEM Scopes, E-Texbooks;	◑	◑	◑	

Critical Success Factors CSF 1 CSF 4 CSF 5 9) Student Support Service: Compensatory Education Home Instruction (CEHI) will be provide to all pregnant teens for a minimum of six weeks postpartum.	9, 10	Supplemental Service Supervisor	CEHI Time Logs	◔	◔	◔	
Critical Success Factors CSF 1 CSF 4 10) Student Support Service: Provide tutoring, materials, supplies and equipment as necessary for students to achieve educational goals (i.e., calculators/laptops)	9, 10	Supplemental Service Supervisor	Purchase Orders	◔	◔	◔	
11) Provide support to District Alternative Educational program (DAEP) to ensure student success	3, 9	DAEP Coordinator/ Asst. Superintendent	student data	◔	◔	◔	
12) ALS: ALS will provide supplemental tutoring to all ELL Seniors to increase Graduation Rate	3, 9	ALS Director/ Title III Lead Teacher Two additional tutors have been assigned to CHS for 24 additional hours	Logs/ Sign-in sheets/ Scores and grades	◔	◔	◔	
✔ = Accomplished ◔ = Considerable ◔ = Some Progress ◯ = No Progress ✗ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 3: By May 2016 CISD ELL student scores on STAAR/EOC will be within 10% points of all student groups.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) ALS/Migrant:Tutorials in core content areas/or in Statewide Students Assessments will be provided during the regular school day, after school, or before school to enhance English and Spanish academic vocabulary necessary for all migrant students to succeed in school. Priority for Services students will be served first.	1, 3, 9	Migrant Coordinator ALS Director ALS has provided 10 academic tutors to serve all campuses in the core content areas. All tutoring sessions take place during the school day. They are in the classroom providing additional support during class time.	Student Report Cards STAAR scores PBMAS EOC scores	◑	◑	◑	
Funding Sources: 212-Title I-Part C Migrant - $70000.00							
Critical Success Factors CSF 2 2) ALS will Integrate the use of an ESPED data-based management system that identifies, monitors ELL, M1, M2 students and Parent Denials. The system will house all student data and reports in one centralized data management system for ELL students: (E-STAR LPAC System)	2, 6, 8, 9, 10	ALS Director, Title III Lead Teacher ALS Clerk ALS LPAC Aides School Principals Teachers	State and Federal compliance for ELLs, monthly generated reports, E-STAR LPAC data statistical usage reports, Purchase Orders Student data for all ELL students is updated by LPAC aides in campuses to ensure information is accurate and available during LPAC meetings. Internal audits conducted by ALS ensures all information is uploaded.	✓	✓	✓	
Funding Sources: 199-Local Funds - $8000.00							

Critical Success Factors	3, 9	ALS Director Title III Lead Teacher Early Childhood Coordinator	Purchase orders, sign-in sheets, checkout of materials lists, time cards, fieldtrip requests, fieldtrip transportation requests				
CSF 1 3) ALS will provide PK-K ELL students with Summer School support with instructional supplies/materials, training, and salaries for teachers and paraprofessionals, contracted services for summer school lesson planned activities, transportation for fieldtrips, registration fees for fieldtrips.			Schedules are being developed, training and consultant have been confirmed. Schedules have been developed, training has begun and consultants have been confirmed. Materials have been ordered.				
Funding Sources: 199-Local Funds - $38000.00, 199-Local Funds - $4500.00, 199-Local Funds - $3000.00, 199-Local Funds - $3000.00, 199-Local Funds - $2000.00, 199-Local Funds - $0.00							
Critical Success Factors	9	ALS Director Title III Lead Teacher	Purchase Orders, Time cards, Update of handbook and words, integration of grades 1 and 2 and creation of 3 categories (1 for K-2, 2 for 3rd-5th and 3 for 6-8).				
CSF 1 4) ALS will provide the opportunity for ELL students to participate in the District Spanish Spelling Bee and will be provided with supplemental instructional materials/supplies and will be supported with extra duty pay for a teacher who will assist in facilitating the District Spanish Spelling Bee.			Integration of all grade levels from K-8th will participate, met with all coordinators, update on study booklet, judges have been secured and campus and district dates have been confirmed. Study booklets have been ordered and will be delivered to the campuses on April 15, 16.				
Funding Sources: 199-Local Funds - $750.00, 199-Local Funds - $1000.00							
5) ALS will provide stipends for Teachers who serve ELL students.	3, 5	ALS Director	Monthly Printouts Stipend funds have been secured and funds will be dispersed at the end of the fall semester.				
Funding Sources: 199-Local Funds - $140000.00							
Critical Success Factors	1, 9	ALS Director	Time Cards, Weekly Activity Logs				
CSF 1 6) ALS will provide funds for salaries for Academic Tutors for instructional support.			All ALS Academic tutors have been scheduled and salaries secured since the spring semester. Tutoring will continue until the end of the year.				
Funding Sources: 263-Title III-Part A LEP - $70000.00							
Critical Success Factors	3, 9	ALS Director	Time Cards				
CSF 3 CSF 7 7) ALS will provide salaries for ALS Director, ALS Secretary, ALS Clerk, EL Facilitator, (4) LPAC Aides, Extra Duty Pay, Title III Lead Teacher.			All ALS staff have salaries to cover for their roles and responsibilities.				
Funding Sources: 199-Local Funds - $80000.00, 199-Local Funds, 199-Local Funds, 263-Title III-Part A LEP, 199-Local Funds, 199-Local Funds, 199-Local Funds, 199-Local Funds, 199-Local Funds							

Strategy		Title	Evidence of Implementation				
Critical Success Factors CSF 1 8) ALS willl provide support to campuses with supplemental instuctional supplies/materials/equipment/etc...to assist in ELL Students' education.	3, 9	Director ALS	Purchase Orders, Inventory Data, distribution of dictionaries, vocabulary development kids, listening stations and phonics kits and purchase of Reader's Theater and Estrellita materials have been distributed to campuses.	🟠	✓	✓	✓
Funding Sources: 199-Local Funds, 263-Title III-Part A LEP							
Critical Success Factors CSF 2 9) ALS will provide support to campuses with online Oral Langue Proficiency Test, [IDEA Proficiency Test (IPT)] & Norm Reference Test (NRT), STAR Reading Enterprise Test required for newcomer ELLs dentification and placement and measure of English language acquisition.	8, 9	ALS Director, LPAC Aides, LPAC Committee Members, Campus Administration	Purchase orders, online testing reports scores and implementation of Iowa Test ALS Director and Lead Teacher assisted campuses during testing dates. All new students are tested with the Oral Language Proficiency Test and the Iowa Norm Reference test within the 20 day time frame required by the state. Students are also LPACed to ensure proper placement and services are provided.	🟠	🟠	✓	✓
Funding Sources: 199-Local Funds - $5400.00							
Critical Success Factors CSF 1 10) ALS will purchase and implement online ESL ReadingSmart, I Lit and Achieve 3000 subscriptons to assist in the English language acquisition of ELLs.	8, 9	ALS Director Title III Lead Teacher	Purchase Orders, ELL Student Progress reports, ESL ReadingSmart reports. ALS purchased ESL Reading Smart for both middle schools and Achieve 3000 for Canutillo High School.	🟠	✓	✓	✓
Funding Sources: 263-Title III-Part A LEP - $2566.67							
Critical Success Factors CSF 3 11) ALS will provide office supplies, technology, equipment, furniture, software, postage, cell phone, refreshments for meetings, mileage, transcription of minutes, misc contrated services, etc...for function of department.		ALS Director	Purchase order, mileage reimbursement forms, receipts, inventory documentation, Temporary Services invoices ALS provided supplies and technology equipment (tablet and scanner) to all LPAC aides. In addition, mileage has been provided to ALS staff to monitor and assist all campuses and materials and refreshments have been provided during Professional development sessions.	🟠	🟠	✓	✓
Funding Sources: 199-Local Funds - $398.00, 199-Local Funds, 199-Local Funds - $1957.54, 199-Local Funds - $50.00, 199-Local Funds, 199-Local Funds - $263.00, 199-Local Funds - $192.50, 199-Local Funds							
12) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Students Support Systems	Maintenance &Support of TEAMS SIS; Maintenance &Support of Eduphoria, iStation, Think Through Math, Achieve 3000, Mstar/Estar; STEM Scopes, E-Texbooks;	🟠	🟠	🟠	

13) ALS: Department will facilitate ELPS online training process for all teachers that attended face to face ELPS	4	ALS Director/ Title III Lead Teacher	Score reports, certificates of completion and sign in sheets. In process of developing on-line modules for teachers to complete on-line.	🟠	🟠	🟠	
Critical Success Factors CSF 1 14) Migrant Education: School supplies and student's backpacks will be available for migrant students in need.		Migrant coordinator	Purchase orders, Receipts, Request forms Backpacks for all migrant students were distributed in the spring 15 semester.	🟠	🟠	✓	✓
			Funding Sources: 212-Title I-Part C Migrant - $10000.00				
Critical Success Factors CSF 1 15) Migrant Education: A retreat/workshop for migrant middle school students will be conducted to develop student ability to seek and secure timely attention and appropriate interventions regarding academic and nonacademic issues they may face. Priority for services will be served first.	9, 10	Migrant coordinator	Attendance sheet, evaluation forms Middle school migrant students attended the Migrant Retreat held in Spring 2015 at Region 19. Sessions included career options, violence prevention and improving self esteem to stay focused on school. On April 23, 205 Middle school will participate in Migrant Symposium at UTEP with the partnership of UTEP college of Education.	✓	✓	✓	✓
			Funding Sources: 212-Title I-Part C Migrant - $500.00				
Critical Success Factors CSF 1 CSF 4 16) Migrant Education: Technology equipment will be purchased for the appropriate and effective implementation of the local Migrant Education Program.	9	Migrant Coordinator	Purchase Requisitions Capital Assets binder Planning of	🟠	🟠	🟠	
			Funding Sources: 212-Title I-Part C Migrant				
17) Migrant Education: Office supplies and materials will be purchased as necessary for the appropriate and effective implementation of the local Migrant Education Program.	9	Migrant Coordinator	Purchase Requisitions Office supplies have been ordered through STAPLES	🟠	🟠	🟠	
			Funding Sources: 212-Title I-Part C Migrant - $1000.00				
Critical Success Factors CSF 1 18) Migrant Education: UT Austin Credit by Exam for high school credit accrual and recovery will be available to all 8-12 migrant students. Graphing calculator workshop. Priority for Services students will be served first	9, 10	Migrant Coordinator	UT Austin transcript, purchase order Current planning for Credit by exams for the summer is in process. Graphing calculator workshop was complete in January 2016.	🟠	🟠	🟠	
			Funding Sources: 212-Title I-Part C Migrant - $2250.00				

Critical Success Factors CSF 1 CSF 3 19) Migrant Education:Migrant students will participate in migrant specific events such as high school student symposium, Region 19 workshops and graduation summit. When necessary, students will be provided with school uniforms, shoes, lending graduation cap & gown. Priority for Services students will be served first.	Migrant Education	Purchase orders Sign in sheets Receipts Graduation Summit is scheduled for 4-22-16 at Region 19. Purchased 25 cap and gowns to lend to our graduating senior.			
	Funding Sources: 212-Title I-Part C Migrant - $6000.00, 212-Title I-Part C Migrant - $4300.00				

✓ = Accomplished ◕ = Considerable ◔ = Some Progress ○ = No Progress ✗ = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 4: By May 2016 CISD students in Special Education taking the STAAR Accommodated test will meet state average.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Students Support Systems	Maintenance &Support of TEAMS SIS; Maintenance &Support of Eduphoria, iStation, Think Through Math, Achieve 3000, Mstar/Estar; STEM Scopes, E-Texbooks;	◕	◕	◕	
State System Safeguard Strategy **Federal System Safeguard Strategy** **Critical Success Factors** CSF 1 CSF 2 2) Provide training and support to campus administration, teachers, and instructional support staff through leadership meetings, PLC meetings, SST meetings, and the CISD RtI Manual.	2, 4, 8, 9	Special Education Department Staff, RtI Teachers, and School Administratiors	Successful Student Study Team Meetings. Appropriate RtI referrals Appropriate referrals for Special Education Evaluations. ARD Committee decisions and IEP documentation. RtI Manual on CISD website	◕	◕	✔	✔
✔ = Accomplished ◕ = Considerable ◑ = Some Progress ⚪ = No Progress ✖ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 5: By May 2016 CISD percentage of students reaching Level 3 Advanced in STAAR/EOC will increase in Reading to 18% from 15%, Writing to 6% from 4%, Social Studies to 12% from 9%, Science to 12% from 9%, Algebra I to 39% from 36%, Biology to 20% from 18%, US History to 25% from 23%, English I to 6% from 4%, English II to 6% from 4%.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Students Support Systems	Maintenance &Support of TEAMS SIS; Maintenance &Support of Eduphoria, iStation, Think Through Math, Achieve 3000, Mstar/Estar; STEM Scopes, E-Texbooks;	◐	◐	◐	
2) C & I: Train teachers through the National Math and Science Initiative training modules. Assist teachers with the implementation of NMSI strategies in AP and dual credit classes to ensure success in AP exams and credit retrieval	3, 4	Employee Development Coordinator; Social Studies/Advanced Academics Coordinator	Staff development certificates, sign-in sheets	◐	◔	◔	
3) CTE: Provide supplies, equipment and support for the CTE classroom.		CTE Director	1. Purchase Orders 2. Controlled Asset Inventory Sheets	◐	◐	◐	
Funding Sources: 244-Carl Perkins Voc-Ed Grant - $39221.00, 199-Local Funds - $51357.00, 244-Carl Perkins Voc-Ed Grant - $21357.00, 244-Carl Perkins Voc-Ed Grant - $2716.00							
✔ = Accomplished ◐ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 6: By May 2016 CISD will increase overall ACT scores to 21 to support College Readiness.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Students Support Systems	Maintenance &Support of Eduphoria; Support Testing Coordinator with data preparation	◕	◕	◕	
2) C&I will collaborate with advanced academics to ensure students have the opportunity to take the SAT's and ACT.		Executive Director/ Principals/ Advanced Academic coordinators	scores	◕	◕	✔	✔
3) C&I - Will bring Princeton Review to both high schools with a full-time teacher to prepare students for ACT and PSAT bootcamp.		Campus Principals Advanced Academics Coordinator	ACT Scores	◕	◕	✔	✔
4) Use ACTAspire data for targeted interventions for 10th & 11th graders.		Executive Director C&I, Advanced Academics Coordinator, Secondary Principals & Counselors.	Master Schedule.	◕	◕	✖	✖
✔ = Accomplished ◕ = Considerable ◕ = Some Progress ◯ = No Progress ✖ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 7: By the end of June 2016 all eligible 8,9 and 10th grade students will take the ACT Aspire and meet 2 of the 5 ACT College Readiness Benchmarks.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Students Support Systems	Maintenance &Support of Eduphoria; Support Testing Coordinator with data preparation	◗	◗	◗	
2) C&I: will coordinate Aspire testing to provide students the opportunity to track college readiness and provide results to teachers.		Executive Director/ Advanced Academics / Principals/ Counselors	Data Results	◖	◗	✗	✗
Funding Sources: 199-Local Funds - $24852.30							
3) Test all sophomores on the Texas Success Initiative (TSI) college placement exam		Campus Test Coordinator, Advanced Academics Coordinator	TSI placement test report	◗	◗	◗	
4) C & I: Train teachers through the National Math and Science Initiative training modules. Assist teachers with the implementation of NMSI strategies in AP and dual credit classes to ensure success in AP exams and credit retrieval	3, 4	Employee Development Coordinator; Social Studies/Advanced Academics Coordinator	Staff development certificates, sign-in sheets	◗	◖	◗	
5) C&I: will coordinate with secondary schools to assist with scheduling and testing.		Principals/ Counselors/ Executive Director/ Advanced Academic Coordinator	Schedules/	◗	◗	◗	
✔ = Accomplished ◗ = Considerable ◖ = Some Progress ● = No Progress ✗ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 8: By June 2016 all eligible graduation seniors will apply to one college or university and register for one college entrance exam.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CTE: Will provide field trip opportunities that support college and career readiness.		CTE Director	1. Transportation Work Order 2. CTE Vehicle Checkout Forms	◑	◕	◕	
Funding Sources: 199-Local Funds - $1500.00							
2) Provide interpretation of transcripts for out of the country new students to the district.		Associate Superintendent	Process/procedures	⚪	⚪	⚪	
3) Students will fill out the Apply Texas College Application.		Executive Director of C&I, high school principals, counselors and College Readiness Coordinator	Apply Texas reports	⚪	◕	◕	
4) Students will be given opportunity to take the ACT/SAT/ and TSI during their senior year.		Executive Director of C&I, high school principals, counselors and College Readiness Coordinator	Test Scores	⚪	◑	✔	✔
✔ = Accomplished ◕ = Considerable ◑ = Some Progress ⚪ = No Progress ✘ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 9: By June 2016 all eligible graduation seniors will earn a total of 5 million dollars in scholarships and financial aid.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Students Support Systems	Maintenance &Support of TEAMS Excessive Attendance Letters; Maintenance & Support of Parent Link, School Messenger	◔	◔	◔	
Critical Success Factors CSF 1 CSF 2 CSF 5 CSF 6 2) Student Support: Provide the SNAP Module - Professional Software for Nurses at each campus; Calibration of Audiometers	1, 6, 10	Student Support Director Campus Nurses IT Personnel	Purchase Orders Student Health Data Collection Reports	◯	✔	✔	✔
	Funding Sources: 199-Local Funds						
3) C&I: Will coordinate information sessions for students and parents through Financial Aid workshops and College fairs.	6	Executive Director/ Counselors/ Principals / Advanced Academics	sign in sheets/ schedules	◯	◔	✔	✔
✔ = Accomplished ◔ = Considerable ◯ = Some Progress ◯ = No Progress ✖ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 10: By January 2016, each campus will create a Transition Action Plan for 5th and 8th grade students.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 2 CSF 3 CSF 4 1) WAREHOUSE-Tag and deliver technology equipment to respective campuses on a timely schedule.		Director of Financial Services, Warehouse Coordinator	1. Asset Inventory Sheets 2. Emails on packing slips sent upon receiving equipment 3. Schedule of delivery reports 4. Warehouse process has been updated and has been in place for over an year. 5. Documentation is flowing, but need improvement on items not made known to us. Items shipped directly to campuses.				
2) C&I : Campuses will organize field trips for 5th and 8th graders to visit their next schools to include presentations.	7	Executive Director of C&I, campus principals.	Agendas				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 11: By May 2016 Curriculum and Instruction will create and upload Learning Goals and Proficiency Scales to the TEKS Resource System for all K-12 ELAR and Math content and the tested curriculum in Social Studies and Science to support the instructional framework.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) C&I: Hold trainings that support understanding of Learning Goals and Proficiency Scales		Curriculum and Instruction Team	Agenda	◔	✓	✓	✓
2) Focus Curriculum Writing on the creation of Learning Goals and Proficiency Scales for Reading/Math/Science and Social Studies contents.		Curriculum and Instruction Team	Learning Goals and Proficiency Scales uploaded into TEKS Resource System.	✓	✓	✓	✓
3) IT: Will allocate at least 30% of Technology Budget for staff development to include substitute pay	4	Technology Director, Technology Lead teacher, Executive Director of Curriculum	Purchase requests, substitutes, Teacher staff development as logged/ Sign in Attended: CoBIT Training PaloAlto Next Generation Firewall ITIL (Group 1) TCEA	◑	◑	◑	
4) IT: Will sustain and encourage district-wide "Best Technology Practices" at conferences and workshops to support campuses with their primary objectives	4	Technology Lead Teacher, Technology Director	Travel Request, Travel Reports, District Staff Development Calendar, Log in sheets and agendas ITIL and CoBIT Training Implementation of Change Management Processes Data Backup Audit Best Practices - Year one	◑	◑	◑	
✓ = Accomplished ◕ = Considerable ◔ = Some Progress ○ = No Progress ✗ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 12: By the end of Jan 2016, C&I will develop and begin to train teachers, administrators, and instructional support staff on a differentiated-tier support model and RTI process for all students.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 2 CSF 5 CSF 6 CSF 7 1) SPED: RTI, 504 and SPED are communicating, aligning and pooling resources to service the CISD at Risk population by utilizing the 3 TIER RTI model.	2, 3, 4, 6, 9	SPED Director SPED Department Campus Administration	eStar/eSped documentation system reports and data. Interdisciplinary meetings to align resources. increase of parent involvement and knowledge of the Sped/504/RtI processes. Reduction of parent complaints	◕	◕	◕	
Funding Sources: 199-Local Funds - $16870.00							
2) C&I: Will provide data and intervention strategies to ensure student achievement of state assessments through collaboration and other avenues.	9	Executive Director /Curriculum Coordinators/ Principals	Data/ scores	◕	◕	◕	
3) C&I provide support to secondary schools, counselors and students through personal graduation plans for students that struggling.		Counselors/ Executive Director/ Principals	PGP's	◕	◕	◔	
4) HR/Compliance Director: Will review and collaborate with campus focusing on campus improvement plans to ensure that intervention plans for at risk students are documented and implemented	7, 8, 9, 10	Compliance director/ Campus Administrators/ Executive Director of C&I	Sign in sheets/ campus improvement plans	◕	◕	◕	
Critical Success Factors CSF 3 CSF 5 CSF 7 5) Student Support Services- Provide professional development to Family Literacy Program's employees and academic tutors.	4, 6	Family Literacy Coordinator	Travel report, certificates, and sign-in-sheets	◕	◔	◕	
	Funding Sources: 211-Title I-Part A - $542.00, 199-Local Funds - $1200.00						
Critical Success Factors CSF 1 CSF 4 6) Student Support Services: provide supplies, equipment, and furniture for programs that support the Dropout Recovery Program, The Opportunity Academy.	2, 9	Student Support Services Director	Purchase Requisitions Graduation requirements met by students Total credits earned	◕	◕	◕	

✔ = Accomplished　◕ = Considerable　◔ = Some Progress　○ = No Progress　✖ = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 13: By May 2016, 100% of all special education students identified, will be screened and placed in programs that fit their academic, physical, emotional and behavior needs according to their ARD committee decision.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 2 1) SPED Department is continuing to utilize and monitor the use of the eStar documentation system in order to align all student "at risk" documentation in the same system to enable staff to have immediate access to student records.	1, 2	SPED Department-Director of SPED School Administration-Instructional Coaches	eStar reports, Federal and State compliance of IDEA, 504, and NCLB documentation expectations.	◕	◕	◕	
Funding Sources: 199-Local Funds - $16870.00							
Critical Success Factors CSF 2 2) SPED: Department will conduct "data check" and new sped referral meetings each Monday to monitor progress and communicate any upcoming compliance issues that require immediate attention.	2	Director of SPED; Lead Teachers; Diagnosticians, SLP's/ OT, PT and SEMS Clerk	Weekly reports; eSped notification system. Compliance with Federal, State, and NCLB regulations.	◕	◕	◕	
State System Safeguard Strategy **Federal System Safeguard Strategy**	2	Director of SPED	Students are receiving services and resources as indicated by ARD committee decisions.	◕	◕	◕	
Critical Success Factors CSF 2 3) SPED: Will maintain and monitor all contracted services to ensure student success. EX: Esped, Visually Impaired teacher, Hearing Impaired teacher, Temporary SLPs, Sign Language Interpreter, Summer School, Homebound Services and other areas of need. Will also monitor MOU with EPISD to service Hearing Impaired students who require more services as required by ARD. Second account - Psychologist.			Funding Sources: 199-Local Funds - $78375.00, 199-Local Funds - $24500.00, 199-Local Funds - $52000.00, 199-Local Funds - $17034.00, 199-Local Funds - $21114.00, 199-Local Funds - $10550.00, 225-IDEA-Part B Preschool - $100.00				
4) IT Students Support - Provide maintenance & support to Student Information Systems and student data analytic tools		IT Students Support Systems	IT Strategy - Maintenance &Support of TEAMS Scholarship tab; Maintenance & Support of Naviance	◕	◕	◕	
State System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 5 5) Meet weekly with Lead Teachers, Assessment staff (Diagnosticians and SLPs), and RtI Teachers to review and discuss referrals for special education.	6, 8, 9	SPED Director; Diagnosticians; Campus Administrators; Lead Teachers, Assistant Principals	Student are placed in apprpriate classroom settings to ensure their individual success.	◕	◕	◕	

✔ = Accomplished ◔ = Considerable ◔ = Some Progress ◯ = No Progress ✗ = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 14: By June 2016, 100% of teachers will be given professional development opportunities that support content, curriculum development, the instructional framework, and special populations in order to improve student achievement.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) C & I/SPED: Provide opportunities for local or out of town professional development to 100% of all teachers, administrators, and paraprofessionals. To include subs for teachers when attending staff development.	3, 4	Executive Director of Curriculum &Instruction; Curriculum Coordinators; Principals; SPED Director	Sign in sheets; agendas, professional development contracts; evaluations; certificates of participation	◕	◕	◕	
	Funding Sources: 211-Title I-Part A - $9163.00, 211-Title I-Part A - $4000.00, 211-Title I-Part A - $1422.00, 211-Title I-Part A - $500.00, 211-Title I-Part A - $79.00, 211-Title I-Part A - $250.00, 211-Title I-Part A - $250.00, 185-State Compensatory Education - $7923.00, 185-State Compensatory Education - $3000.00, 185-State Compensatory Education - $1500.00, 199-Local Funds - $1000.00, 199-Local Funds - $100.00, 255-Title II-Part A Teacher/Principal - $16900.00, 255-Title II-Part A Teacher/Principal - $13800.00, 255-Title II-Part A Teacher/Principal - $18286.00, 255-Title II-Part A Teacher/Principal - $45234.00, 255-Title II-Part A Teacher/Principal - $26495.00, 255-Title II-Part A Teacher/Principal - $8714.00, 255-Title II-Part A Teacher/Principal - $10000.00, 255-Title II-Part A Teacher/Principal - $600.00, 255-Title II-Part A Teacher/Principal - $409.00, 199-Local Funds - $6916.00						
2) C & I: Provide training materials, books, refreshments, substitutes, extra duty pay, for teachers, administrators and paraprofessionals etc... when attending professional development.	3, 4			◕	◕	◕	
	Funding Sources: 211-Title I-Part A - $434.00, 199-Local Funds - $6604.00, 199-Local Funds - $2443.00, 255-Title II-Part A Teacher/Principal - $4486.00, 255-Title II-Part A Teacher/Principal - $6009.95, 255-Title II-Part A Teacher/Principal - $2500.00, 255-Title II-Part A Teacher/Principal - $10886.00, 255-Title II-Part A Teacher/Principal - $26222.00, 255-Title II-Part A Teacher/Principal - $1171.59						
3) CTE: Teachers and Counselor will participate in professional development events.		CTE Director	1. Stipends 2. Supplemental Pay 3. Annual Participation Fee 4. Purchase Orders 5. Travel Arrangements 6. Substitutes	◕	◕	◕	
	Funding Sources: 199-Local Funds - $3440.00, 244-Carl Perkins Voc-Ed Grant - $3000.00, 244-Carl Perkins Voc-Ed Grant - $750.00, 199-Local Funds - $500.00, 244-Carl Perkins Voc-Ed Grant - $8575.00, 244-Carl Perkins Voc-Ed Grant - $375.00, 199-Local Funds - $3426.00, 244-Carl Perkins Voc-Ed Grant - $1250.00						
Critical Success Factors CSF 5 CSF 7 4) Student Support Services: Staff working with pregnant and teen parents will attend annual staff development.	6, 10	Supplemental Services Supervisor	Purchase orders, sign-in sheets	◕	◕	◕	

5) Special education Teachers, RtI Teachers, and At Risk Teachers will participate in local and our of town Professional Development opportunities and events to include refreshments and supplies.	2	Sped Director	Funds Spent for Training, Sign attendance Sheets, Certificates of Participation in PD. Documentation of program effectiveness by number of repeat trainings Sped department has to conduct.	Considerable	Considerable	Considerable	
			Funding Sources: 199-Local Funds - $9863.00, 199-Local Funds - $360.00, 199-Local Funds $2200.00, 199-Local Funds - $700.00, 199-Local Funds - $2000.00, 199-Local Funds - $300.00, 199-Local Funds - $175.00, 225-IDEA-Part B Preschool - $150.00, 185-State Compensatory Education - $12800.00, 185-State Compensatory Education - $1425.00				
Critical Success Factors CSF 1 CSF 3 CSF 5 6) Migrant Education: Migrant coordinator and paraprofessionals will attend migrant conference/staff development to stay current on Migrant Program guidelines and to better meet the specific needs of migrant students.	4, 10	ALS Director Migrant Coordinator	Travel requests Travel reports Migrant staff and Coordinator will be attending National Conference on 4-24-27	Considerable	Considerable	Considerable	
			Funding Sources: 212-Title I-Part C Migrant - $6000.00				
7) HR/Compliance Director:At Risk students will be identified in all campuses using the 13 at risk criteria in order to provide continuous, timely, and effective assistance. provide training's that will at risk population for all campuses	1, 3, 9, 10	Program Compliance Director Campus Principals Campus At Risk Teams	At Risk Folders- At Risk students will show success throughout the year and with STAAR. list of trainings	Considerable	Accomplished	Accomplished	Accomplished
8) HR/Compliance Director: All nine principals will be provided with a Title 1 notebook with the 10 required components for the purpose of keeping proper documentation of Title 1 funds and activities for the 2014-2015 school year.	1, 2, 9, 10	Program Compliance Director Campus Principal CIC Committees	Title 1 funds are properly used to supplement instruction.	Considerable	Considerable	Considerable	
9) HR/Compliance Director: Use of targeted Materials and technology, campuses will be supported through trainings, collaboration, scheduled meetings to ensure that campus improvement plans are addressed continuously throughout the year.	4	compliance director	sign in sheets/ campus improvement plan	Considerable	Considerable	Considerable	

✔ = Accomplished   ◑ = Considerable   ◔ = Some Progress   ○ = No Progress   ✗ = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 15: By May 2016, all bilingual/ ESL teachers in Canutillo schools will participate in professional development on effective teaching strategies, improving reading comprehension and on curriculum alignment.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 7 1) ALS will provide staff development opportunities, In-Town and Out-of-Town, for Bil/ESL teachers, ALS staff and parents of ELL Students	3, 4, 6	ALS Director	Purchase Orders, Travel Requests, Travel Reports, Attendance lists of Texas Association of Bilingual Teachers, Sign-In Sheets of Sheltered, ELPS, Balanced Lit., and Dual Language Training. ALS has provided training on Estrellita Reading Program, RTI for ELL students, Sheltered training to all campuses, Dual Language training, and held over 11 parent forums on dual language. 60 parents attended the TABE parent institute and 30 teachers attended the TABE Conference on Bilingual Education. Drs. Collier and Thomas presented at the district on best practices for Dual Language programs.	◕	◕	◕	
Funding Sources: 199-Local Funds - $863.01, 199-Local Funds - $4790.32, 199-Local Funds, 199-Local Funds - $5310.00, 199-Local Funds - $280.00, 199-Local Funds, 263-Title III-Part A LEP, 263-Title III-Part A LEP, 263-Title III-Part A LEP, 199-Local Funds - $550.00, 199-Local Funds - $395.00, 263-Title III-Part A LEP - $2655.00							
State System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 5 CSF 7 2) ALS will provide district-wide (ELPS, Sheltered Instruction, ESL Certification, etc...) training on research based strategies for all district teachers, instructional coaches, paraprofessionals, tutors, and campus administrators throughout the school year. Instructional resource materials will be provided to all participants as needed to focus on closing achievement gap for ELL students.	1, 4	Executive Director of C&I, ALS Director, Title III Lead Teacher Campus administrators,	Purchase orders, professional services contracts, professional development agendas, sign-in sheets, powerpoint presentation, classroom observations, PLC planning sessions	◕	◕	✔	
Funding Sources: 199-Local Funds, 199-Local Funds, 199-Local Funds, 199-Local Funds							
Critical Success Factors CSF 1 3) ALS will provide funds for substitutes during non-required or specific professional development/training for CES DL K-1, Bil K-5, 6-12 Secondary teachers.	1, 4	ALS Director	Substitute Pay Authorization Request ALS has provided substitutes for teachers at both middle schools and High schools to attend the Sheltered training sessions. Substitutes have also been provided for teachers to attend the RTI training for ELLs.	◔	◕	✔	
Funding Sources: 199-Local Funds							

= Accomplished   = Considerable   = Some Progress   = No Progress   = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 16: By January 2016, the Academic Language Services will develop and implement a K-2 rubric to benchmark state proficiency standards for the dual language program.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) ALS: At the beginnning and end of 15 -16 School Year ELLs English language academic proficiency will be determined by IPT, Iowa Assessment, TELPAS and STAAR results.	3, 9	ALS Director Early Childhood Coordinator Testing Coordinator Title III Lead Teacher	IPT, Iowa, TELPAS and STAAR Test results All students have been tested in the IPT, Iowa and TELPAS. STAAR testing is in progress.	◑	◔	◔	
Critical Success Factors CSF 1 2) ALS: At the beginning of each month, ELLs and Non-ELLs in CISD Dual Program models will be assessed on ISIP (Istation Early Reading Assessment) in English and Spanish to measure phonetic awareness, alphabetic knowledge, vocabulary, reading comprehension, and test fuency. Oral reading fluency will be measured by WRAP (Writing & Reading Assessment Profile). Teachers will analyze the data to determine reading proficiency to address tier 1/2/3 intervention.	3, 9	ALS Director Early Childhood Coordinator Testing Coordinator Title III Lead Teacher	ISIP and WRAP monthly reports Students have been tested in each campus to determine their lexile level.	◑	◔	◑	
3) ALS: At the beginning and End of 15-16 school year, Non-ELLs will be assessed with the IDEA Proficiency Test (IPT) in Spanish to determine level of proficiency in L2 (Second Language) at CES K-1st grades only.	8	ALS Director Campus Principal LPAC Aide	Purchase Orders Online IPT Assessment Reports All ELL students have been tested in the IPT.	◑	◑	◑	
Funding Sources: 199-Local Funds							
Critical Success Factors CSF 1 4) ALS will provide training on research based strategies specifically tailored for CES K-1st grade DL teachers, Instructional coach, paraprofessional and campus administrators throughout the school year to support Board approved DL program. Resource materials will be provided to all participants as needed to focus on closing achievement gap for both ELL and Non-ELL students.	3, 4, 9	ALS Director Title III Lead Early Childhood Coordinator CES Principal	Purchase orders, professional services contracts, professional development agendas, sign-in sheets, powerpoint presentation, classroom observations, PLC planning sessions Professional development sessions have been provided in best practices in Dual Language, Sheltered Instruction, Balanced Literacy, English Language Proficiency Standards and Estrellita Reading Program. Books, materials and supplies have been provided for all training sessions.	◑	◑	◑	
Funding Sources: 199-Local Funds, 199-Local Funds, 199-Local Funds							

5) ALS will provide funds for substitutes CES DL K-1 grade teachers attending professional development/training.	3, 4, 9	ALS Director Title III Lead Early Childhood Coordinator CES Principal	Substitute Authorization Forms ALS has provided funds to cover for teachers attending the Sheltered Instruction and RTI for ELLs training sessions.	◔ ◔ ◔	
	Funding Sources: 199-Local Funds				
Critical Success Factors CSF 1 CSF 7 6) ALS will provide staff development opportunities, In-Town and Out-of-Town, for CES K-1st grade DL Teachers, Instructional Coach, Principal, ALS staff and parents of ELL and Non-ELL Students	3, 4, 6	ALS Director Title III Lead Early Childhood Coordinator CES Principal	Purchase Orders, Travel Requests, Travel Reports Professional development opportunities have been provided both in and out of town for bilingual and lead teachers. (ACET, Best Strategies for ELL Students and Border School Conferences)	◔ ◔ ◔	
	Funding Sources: 199-Local Funds, 199-Local Funds, 199-Local Funds, 199-Local Funds, 199-Local Funds, 199-Local Funds				

✔ = Accomplished   ◔ = Considerable   ◔ = Some Progress   ◯ = No Progress   ✖ = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 17: By the end of June 2016, second and first grade students will acquire the recommended fluency rate as indicated by the state. (1st 60-90 wpm, 2nd 80-120 wpm)

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Phonological Awarness and text fluency rates will be tested for students Pre-K through 2nd grade on istation or other approved assessment		Pre-K-2 teachers, Early Childhood Instructional Coordinator	istation assessment report, fluency checks	◔	◔	◔	
2) Oral Fluency rates for 2nd grade will be taken BOY, MOY and EOY, students will achieve a 120 word per minute level		Kinder-2nd grade teachers/Instructional Coach; Early Childhood Coordinator; principal	WRAP,DRA,Treasures or word list fluency rate documentation	◔	◔	◔	
3) Oral Fluency rates for 1st grade will be taken BOY, MOY and EOY, students will achieve a 90 word per minute level		1st grade teachers/Instructional Coach; Early Childhood Coordinator; principal	WRAP,DRA,Treasures or word list fluency rate documentation	◔	◔	◔	
✔ = Accomplished ◔ = Considerable ◕ = Some Progress ⬤ = No Progress ✗ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 18: By the end of 2016, all new teachers will have opportunities to participate in the new teacher induction program.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) 100% of new teachers (0-2 yrs) will be provided the opportunity to participate in the New Teacher Academy, "The Heart of Teaching" professional development, mentoring, observations and feedback.	3, 4	Employee Development Coordinator	Sign In sheets, professional development modules, agendas and evaluations	Considerable	Considerable	Considerable	
2) 100% of new teachers hired before the school year will receive extra duty pay for attending professional development during August on: Being a Professional; Legal Issues; Being an Effective Teacher; The First Days of School; Managing the Classroom; Eduphoria, TEAMS, TEKS Resources	3, 4	Employee Development Coordinator	Sign In sheets, professional development modules, agendas and evaluations	Accomplished	Accomplished	Accomplished	Accomplished
3) Purchase professional development supplies, books etc. for 100% of new teachers participating in the New Teacher Academy.	3, 4	Employee Development Coordinator	Sign In sheets, professional development modules, agendas and evaluations.	Considerable	Considerable	Considerable	
Funding Sources: 255-Title II-Part A Teacher/Principal - $328.41, 255-Title II-Part A Teacher/Principal - $990.05							
4) Conduct New Teacher Professional Development monthly (Aug-May) based on a New Teacher Academy Calendar of Events.	3, 4	Employee Development Coordinator	Sign In sheets, professional development modules, agendas and evaluations.	Considerable	Considerable	Considerable	Accomplished
5) The District mentor will observe 100% of new teachers and provide feedback for improvement once annually and as needed.	3, 4	Employee Development Coordinator	Sign In sheets, professional development modules, agendas and evaluations.	Some Progress	Some Progress	Some Progress	Considerable
6) 100% of all new teachers will be provided with a network of leadership & support from Central Office, campus administrators, instructional coaches and PLC members.	3, 4	Employee Development Coordinator; Central Office Administrators; Principals, Assistant Principals, PLC members and Instructional Coaches	Sign In sheets, professional development, modules, agendas and evaluations	Some Progress	Considerable	Considerable	Considerable
7) C &I: Maintain an active partnership with UTEP for Partner &Professional Development Schools; collaborate with UTEP regarding student teacher assignments, cohort students, background checks and orientation for student teachers.	5	Employee Development Coordinator	Student teacher placement lists; cohort student lists; student teacher orientation sign in sheets and evaluations.	Considerable	Considerable	Considerable	Some Progress

✓ = Accomplished   = Considerable   = Some Progress   = No Progress ✗ = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 19: By June 2016 CISD will increase attendance rate to 96.3% from 95.83%.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 CSF 5 1) Student Support: Prevention Facilitator and Truant Officer will monitor attendance district wide.	6	Truant Officer and or Prevention Facilitator.	TEAMS Attendance Reports.	◕	◕	◕	
2) Student Support Services: Truant Officer and Prevention Facilitator will run attendance reports to monitor district wide student attendance.		Truant Officer and or Prevention Facilitator.	TEAMS Attendance Reports.	◕	◔	◕	
3) Student Support Services: will educate students on grades 5th, 6th, 7th and 9th on the Texas Attendance Law.		Prevention Specialist, Prevention Facilitator.	Class Rosters and Prevention Class Schedules.	◕	◕	◕	
4) Student Support Services: Assistant principals and attendance clerks will receive training on the Texas Attendance Law on how to properly assess, classify and report attendance issues.		Truant Officer and or Prevention Facilitator.	Agendas and/or Signing Sheets.	◕	◕	◕	
5) Student Support Services: Parents of students with attendance issues will be educated on the Texas Attendance Law including requirements and consequences.		Truant Officer and or Prevention Facilitator.	Student Referrals, Home Visits, Parenting Classes and Court Referrals	◕	◕	◕	
Critical Success Factors CSF 1 6) Student Support Services: Provide transportation for all pregnant, teen parents and their children to daycare and school as needed.		Supplemental Services Supervisor	Transportation Request	◕	◕	◕	
7) Student Support Services: Provide supplemental services and home visits as needed		Supplemental Services Supervisor	Mileage Logs, Homevisit Logs	◕	◔	◕	
8) Student Support Services: Provide healthy snacks and drinks to pregnant students as needed while on campus to ensure academic success		Supplemental Services Supervisor	Purchase orders	◕	◕	◕	
9) Student Support Services: Equipment and furniture will be provided for staff working with pregnant and teen parents.		Supplemental Services Supervisor	Purchase orders	◕	◔	◕	
10) Student Support Services: Provide material and supplies for pregnant and teen parents.		Supplemental Services Supervisor	Purchase orders	◕	◕	◕	

Critical Success Factors CSF 1 CSF 4 11) Student Support Services: Facilitate meetings with attendance clerks and campus administrators to develop a standardized procedure for attendance and to ensure compliance as defined by Texas Attendance Law and HB 2398 Truancy Law.	1, 4	Director of Student Support Services, principals	SAM of trainings, meetings, District Truancy Prevention Plan			

= Accomplished = Considerable = Some Progress = No Progress = Discontinue

Goal 2: Increase Student Academic Achievement

Performance Objective 20: By May 2016, CISD will increase teacher attendance rate to 92% from 90%.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 1) Student Support: Every campus will have a paid stipend Wellness coordinator to improve the CSH goals and objectives.	3, 4, 10	K-12 Principals, Student Support Director, CSH facilitator	Coordinator contract (duties and responsibilities)	🟠	✔	✔	✔
	Funding Sources: 199-Local Funds, 199-Local Funds, 199-Local Funds, 199-Local Funds						
Critical Success Factors CSF 1 CSF 5 CSF 6 CSF 7 2) Student Support: Provide flu shot clinics in the fall by scheduling with area agencies. Ex. immunize El Paso, to decrease employee and student absenteeism.	6, 10	K-12 Principals, Student Support Director, CSH facilitator	Flu shot clinics district/campus schedules	✔	✔	✔	✔
	Funding Sources: 199-Local Funds, 199-Local Funds, 199-Local Funds, 199-Local Funds						
3) Campus Administrators will monitor teachers attendance every 6 weeks or more		Campus Administrators	TEAMS attendance Report	🟠	🟠	🟠	
✔ = Accomplished 🟠 = Considerable 🟠 = Some Progress ⚪ = No Progress ✖ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 21: By June 2016, CISD will conduct 2 career development and pathway sessions with employees inspiring to become teachers and/or administrators.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) HR will prepare information for employees that are continuing their education for a certification in teaching or as an administrator.	5	Executive Director for Human Resources	presentation materials				
2) HR will schedule 2 sessions for employees	5	Executive Director for Human Resources	Schedule				
✔ = Accomplished = Considerable = Some Progress = No Progress ✖ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 22: By June 2016, CISD will refine our performance management system linked to measuring learning outcomes by enhancing student success.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) HR- CISD will provide training to all instructional leadership to implement the TTESS and TPESS process for 2015-2016 refinement year	3, 4	Executive Director of Human Resources/ Associate Superintendent	Sign in Sheet and Certification online for TTESS	◑	✔	✔	✔
2) 2) HR will provide support to all teachers as CISD implements the new Evaluation Support System. Trainings will be provided to new teachers as needed throughout the year.	4	Executive Director of Human Resources- HR Department	Certifiates and /or sign in sheets/ TTESS handbook	◑	◑	◑	
✔ = Accomplished ◑ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 23: By January 2016, CISD will identify hard to fill positions in order to develop a plan to recruit, attract and retain these vacancies.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) HR- will collaborate with departments to determine which positions have been difficult to fill.		Executive Director of Human Resources	List of hard of fill vacancies	⬤	◑	◕	
2) HR will participate and /or share information of job fairs and advertisement for hard to fill positions.	3	Executive Director of Human Resources	Participation of fair and advertisements through various medias for hard to fill positions.	⬤	◑	◕	
✔ = Accomplished ◕ = Considerable ◑ = Some Progress ⬤ = No Progress ✖ = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 24: By June 2016 Northwest Early College High School will increase graduates to 80% from 55% with dual degrees.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) C&I will support NWECHS with Resources to assist Campus in meeting their objective with 80% students receiving dual degrees		Campus Administrator/ Executive Director of C&I	number and list of graduates with dual Degrees				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 25: By the end of 2016, CISD will increase the rubric standards to 64% from 44% in adherence to the Texas Association Gifted and Talented program guidelines.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Overall Goal is to sustain the Gifted and Talented District program throughout the 2015-2016 school year.		Advanced Academics Coordinator	Professsional development agendas, signature pages, attendance records	◔	◔	◔	
Funding Sources: 199-Local Funds - $1772.00							
2) C & I : Provide training opportunities for AP/Pre-AP and GT teachers to comply with GT guidilines, classes offered at Region 19 face to face or online and locally or out of town SD. AP Summer Institute at UTEP.		Executive Director of C&I and district coordinators	list of Professional Developments	◔	◔	◔	
Funding Sources: 199-Local Funds - $18147.00							
3) C & I :Advanced Academics facilitators and coordinator will attend the National Association of Gifted Children (NAGC), Texas Convention for the Gifted and Talented (TAGT), TCEA and accompany students to out of town competitions. Also, parents will attend TAGT and other Conferences.		Executive Director of C&I	PO's Documentation of attended conferences	◔	◔	◔	
Funding Sources: 199-Local Funds - $7081.00							
4) C & I - Advanced Academics students will attend field trips, competitions etc..				◔	◔	◔	
Funding Sources: 199-Local Funds - $900.00, 199-Local Funds - $1600.00							
5) C & I: Provide supplies, equipment, furniture, tests, technoloty etc...to assist GT students.				◔	◔	◔	
Funding Sources: 199-Local Funds - $768.00, 199-Local Funds - $1000.00, 199-Local Funds - $4400.00, 199-Local Funds - $23903.00, 199-Local Funds - $3784.00							
6) Increase the number of students enrolled in dual credit and advanced placement courses (The Academy) by 15% by the end of the 2015-2016 school year.		Social Studies/Advanced Academics Coordinator	Student enrollment numbers in dual credit courses	◔	◔	◔	
7) C &I: Provide supplemental pay to teachers for teaching Dual Credit classes according to the Stipend Schedule established by HR with Board approval; and reimburse teachers attending the university to work toward earning SACS accreditation to teacher Dual Credit classes.	3, 4, 5	Employee Development Coordinator; Human Resources	Stipend applications	◔	◔	◔	
Funding Sources: 255-Title II-Part A Teacher/Principal - $29386.00							
8) Provide supplemental pay to GT facilitators to complete student records.				◔	◔	✔	✔
9) Create and provide an Advanced Academics/College Readiness handbook which will include screening and identification procedures, program descriptions, AP and Dual Credit, graduation plans, community engagement and professional development plan.		Advanced Academics Coordinator, Executive Director C&I.	Signature of receipt from campus administrators/counselors.	◔	◔	◔	

10) Create a GT Parent Advisory Committee to review policies and procedures and to give input on program evaluation.	Advanced Academics Coordinator, Executive Director C&I, GT facilitators.	Sign-in sheets, parent surveys				

✓ = Accomplished	= Considerable	= Some Progress	= No Progress	✗ = Discontinue

Goal 3: Enhance Student Character & Drive Towards a Career/ Profession

Performance Objective 1: Using the American School Counseling (ASCA) model, all counselors and social worker will begin to develop the personal social domain of the comprehensive guidance and counseling program for pre-kindergarten to 12, to include character, etiquette, student communication and utilization of community agencies.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 4 CSF 6 1) Student Support Services: Conduct district level professional learning community sessions (PLCs) with all counselors and social worker with the focus on personal/social topics.	4	Director of Student Support Services	sign-in sheets, agendas, minutes developed curriculum, products and resources	◑	◑	◑	
Critical Success Factors CSF 4 CSF 6 2) Student Support Services: Conduct PLCs at the elementary level and the secondary level to address age appropriate needs and issues	4, 7	Director of Student Support Services	sign-in sheets, agendas, minutes (SAM) developed curriculum, products and resources	◔	◑	◑	
Critical Success Factors CSF 4 CSF 6 3) Student Support Services: Provide professional development in the areas of mental health, suicide, special education programs, counseling techniques and ASCA model.	4	Director of Student Support Services	SAM developed curriculum, products and resources	◔	◔	◔	
Critical Success Factors CSF 4 CSF 6 4) Student Support Services: Purchase resources, supplies and items related to personal/social counseling topics for professional growth and counseling	4	Director of Student Support Services	Purchase orders Inventory Curriculum and counseling lessons	○	◔	◔	
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 5) Student Support Services: provide assistance to families of students who are experimenting or using drugs/violence including referrals to CISD Social Worker.	6, 9, 10	Prevention Specialist, Prevention Facilitator.	Student Referrals.	◔	◔	◑	
Critical Success Factors CSF 6 6) Student Support Services: Review and revise character education counseling lessons to address current student needs during PLCs.	4	Director of Student Support Services	PLC SAMs, Character Education document and lessons	◔	◔	◔	

Critical Success Factors CSF 5	6, 10	District Social Worker	Community Resource Bank posted on the webpage.			
7) Student Support Services: Develop a community resources bank to be available for all CISD personnel. Bank will be posted on SSS department webpage. (developed 3/29/16)		Funding Sources: 185-State Compensatory Education				

✔ = Accomplished = Considerable = Some Progress = No Progress ✗ = Discontinue

Goal 3: Enhance Student Character & Drive Towards a Career/ Profession

Performance Objective 2: By June 2016, all campuses will maintain or increase 5% in each Positive Behavior Interventions and Supports (PBIS) Benchmarks of Quality.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 1) Student Support Services: Provide support and serve as liaison between Region IXX the District Leadership Team and the Campus PBIS Coaches.	1, 6, 9, 10	Prevention Specialist	Agendas/Signing Sheets.	◕	◕	◑	
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 2) Student Support Services: Provide trainings to Campus PBIS Coaches on generating and utilizing students' discipline data.	1, 4, 6, 9	Prevention Specialist.	Agendas/Signing Sheets.	◕	◕	◑	
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 3) Student Support Services: Provide support and serve as liaison between Campus PBIS Coaches and District's PBIS Leadership Team.	1, 6, 9, 10	Prevention Specialist.	Agendas/Signing Sheets.	◕	◕	◑	
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 4) Student Support Services: Provide feedback to campuses, utilizing the PBIS bench marks of quality, on their PBIS implementation status at the end of each the school year.	1, 4, 6, 9, 10	Prevention Specialist.	Agendas/Signing Sheets.	◕	◑	◑	
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 5) Student Support Services: Coordinate the District Wide Positive Behavior Interventions Support initiative.	1, 2, 4, 6, 9, 10	Prevention Specialist	Campus PBIS Coaches/PBIS Campus Teams.	◕	◕	◑	
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 6) Student Support Services: Provide quarterly discipline reports (TEAMS) to administrators and PBIS campus teams to effectively identify areas that need improvement and conduct timely interventions.	1, 2, 4, 6, 9	Prevention Specialist	Quarterly TEAMS Campus Discipline Reports	◕	◕	◑	
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 7) Student Support Services: Will provide training on Positive Behavior Interventions Support to bus drivers and bus monitors.	1, 2, 6, 9, 10	Prevention Specialist.	Agendas and/or Signing Sheets.	◕	◕	◑	

| Critical Success Factors
CSF 1 CSF 4 CSF 5 CSF 6

8) Student Support Services: Coordinate the implementation of the "No Place for Hate" initiative at all campuses. | 2, 6, 10 | Prevention Specialist | Campus Designation. | ◔ ◔ ◔ | | |

✔ = Accomplished ◔ = Considerable ◔ = Some Progress ◯ = No Progress ✘ = Discontinue

Goal 3: Enhance Student Character & Drive Towards a Career/ Profession

Performance Objective 3: By May 2016, three CTE endorsement Academies will be established at Canutillo High School with advisory boards that promote recruiting, retention, and job shadowing/internship opportunities.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CTE: Academies will identify a spokesperson, student ambassador and Advisory Board members.		CTE Director CTE Teachers	1. Sign in sheets 2. Agendas 3. Minutes 4. Purchase Orders	◔	◔	◔	
Funding Sources: 199-Local Funds - $775.00							
✔ = Accomplished ◔ = Considerable ◖ = Some Progress ● = No Progress ✘ = Discontinue							

Goal 3: Enhance Student Character & Drive Towards a Career/ Profession

Performance Objective 4: By the end of May 2016, 100% of the campuses will have established a Coordinated School Health Team to address the eight components and benchmark data utilizing the quarterly reports.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Student Support Services: Provide information/presentations to secondary campuses about healthy relationships, respect, empowerment, etc. to address the health, counseling and wellness components of CSH.	3, 4, 10	Coordinated School Health (CSH) Facilitator CSH Campus Teams	Student participation Student/Staff feedback/survey	◑	◑	◑	
Funding Sources: 199-Local Funds - $1000.00							
Critical Success Factors CSF 1 CSF 5 CSF 6 CSF 7 2) Student Support: Coordinated school health (CSH) team action plans/calendar, district wide presentations and campus health fairs. Provide prevention educational materials, supplies and fixed assets.	4, 6, 10	Campus Principals, K-8 CSH teams, CSH Facilitator	Agendas, Signing Sheets, district CSH calendar, health fair schedules/flyers, Purchase Orders.	◔	◑	◑	
Funding Sources: 199-Local Funds							
Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7 3) Student Support: collaboration with health related agencies and the CSH teams.	10	Campus Principals, K-8 CSH teams, CSH Facilitator	Contracted services contract	◑	◑	◑	
Funding Sources: 199-Local Funds							
Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7 4) Student Support: Physical Education (PE) teachers will assess, examine and work on closing the gaps between students who achieved and did not achieve the healthy fitness zones.	3	K-12 Principals, PE teachers, CSH teams, CSH facilitator	FITNESSGRAM reports, Waiver days professional development for Physical Education teachers	◑	◔	◑	
Funding Sources: 199-Local Funds							
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 5 CSF 6 CSF 7 5) Student Support: Develop and implement goals with objectives for physical education/activity programs after evaluating data collected through fitness assessments and other evaluation methods.	3, 10	K-12 Principals, PE teachers, CSH teams, CSH facilitator	CSH language in campus improvement plans FITNESSGRAM reports, Physical Education goals in SHAC minutes, Waiver day professional development for Physical Education Teachers	◔	◑	◑	
Funding Sources: 199-Local Funds							
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7 6) Student Support: Provide curriculum materials and/or local, regional and national professional development for PE teachers for improving and evaluating current programs. The training will assist PE teachers to implement the latest research and best practices to improve the overall fitness level of all students.	3, 4, 5, 6, 10	K-12 Principals, PE teachers, CSH teams, CSH facilitator	Purchase Orders, travel request forms, Waiver day professional development for Physical Education teachers	◑	◑	◔	
Funding Sources: 199-Local Funds							

Critical Success Factors						
Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7 7) Student Support: Physical Education and Health curriculum review.	3, 4, 10	Student Support Director, K-12 Principals, PE teachers, CSH teams, CSH facilitator, Curriculum and Instruction director, Health teachers	Agendas, minutes, waiver day professional development for Physical Education teachers	◑	◑	◑
Funding Sources: 199-Local Funds						
Critical Success Factors CSF 5 CSF 6 CSF 7 8) Student Support: Assist campuses in the spring to increase immunization awareness for parents, students, and community regarding Texas immunization requirements.	6	K-12 Principals, Student Support Director, CSH facilitator	Wellness coordinators creating awareness	◑	◑	◑
Funding Sources: 199-Local Funds						
Critical Success Factors CSF 1 CSF 5 CSF 6 CSF 7 9) Student Support: Provide flu shot clinics in the fall by scheduling with area agencies. Ex. immunize El Paso, to decrease employee and student absenteeism.	6, 10	K-12 Principals, Student Support Director, CSH facilitator	Flu shot clinics district/campus schedules	◑	✓	✓ ✓
Funding Sources: 199-Local Funds						
Critical Success Factors CSF 6 CSF 7 10) Student Support: Provide UDCA training (according to HB 984 for school employees)	3, 10	Student Support Division, CSH Facilitator	Sign in sheets, certificate of attendance	◑	◑	◑
Funding Sources: 199-Local Funds						
Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 11) Student Support: Every campus will have a paid stipend Wellness coordinator to improve the CSH goals and objectives.	3, 4, 10	K-12 Principals, Student Support Director, CSH facilitator	Coordinator contract (duties and responsibilities)	◑	✓	✓ ✓
Funding Sources: 199-Local Funds						
Critical Success Factors CSF 1 CSF 2 CSF 5 CSF 7 12) Student Support: SHAC and standing committee meetings will require the latest technology and provide daycare services to ensure parental involvement.	6	CSH facilitator	Purchase orders, Extra-duty authorization forms for employees providing daycare services	◑	◑	◑
Funding Sources: 199-Local Funds						
Critical Success Factors CSF 2 CSF 5 CSF 6 CSF 7 13) Student Support: The SHAC will make recommendations to the Board of Trustees that enhance the health, well-being, and safety of all students and employees.	6, 10	CSH Facilitator, SHAC Chair	Agenda, minutes, Board reports	◑	◑	◑
Funding Sources: 199-Local Funds						

Critical Success Factors	6, 10	Student Support Director, CSH facilitator, SHAC members	Agendas, minutes, travel request forms				
CSF 1 CSF 5 CSF 6 CSF 7 14) SHAC members will receive materials and trainings (local, regional, national) to learn about implementing best practices, policies, and/or programs that will benefit the students academically and physically.							
	Funding Sources: 199-Local Funds						
Critical Success Factors CSF 4 CSF 6 15) Student Support Services: Provide nurses the opportunities to develop the district nurse/health services procedures and protocol to be used and followed district-wide.	1, 4	Director of Student Support Services, all CISD nurses	SAM of curriculum writing, the district document of the procedures and protocol				

✔ = Accomplished   = Considerable   = Some Progress   = No Progress   ✖ = Discontinue

Goal 3: Enhance Student Character & Drive Towards a Career/ Profession

Performance Objective 5: By Fall 2015 all campuses will provide the opportunity for students to participate in programs, field trips and events supporting character, education, social skills development and behavior management.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CTE: Provide opportunities for students to attend competitive events.		CTE Director CTE Teacher	1. Travel Request and Arrangements 2. Student Competition Results 3. Substitutes	◔	◔	◔	
Funding Sources: 199-Local Funds - $89800.00, 199-Local Funds - $20000.00, 199-Local Funds - $200.00, 199-Local Funds - $5000.00, 244-Carl Perkins Voc-Ed Grant - $4000.00, 199-Local Funds - $8809.00							
2) CTE: Provide fieldtrip opportunities that enhance classroom instruction for social skills development.		CTE Director CTE Teachers	1. Transportation request 2. Permission Slips 3. Lesson Plans	◔	◑	◑	
Funding Sources: 199-Local Funds - $500.00							
Critical Success Factors CSF 1 CSF 5 CSF 6 3) Student Support Services: Provide a mother daughter/father son campus coordinator at all elementary campuses.	6, 9, 10	Prevention Facilitator.	Program Records, Signing Sheets. Funding Sources: 199-Local Funds - $12000.00	✔	✔	✔	✔
Critical Success Factors CSF 1 CSF 5 CSF 6 4) Student Support Services: Provide supplies, materials, equipment, snacks, registration fees and transportation to mother daughter/father son program's activities and events.	6, 9, 10	Prevention Facilitator.	Program Records, Purchase Orders. Funding Sources: 196- High School Allotment - $7500.00	◔	◑	◑	
Critical Success Factors CSF 1 CSF 5 CSF 6 5) Student Support Services: Coordinate and supervise the implementation of the mother daughter/father son program.	6, 9, 10	Prevention Facilitator.	Program Records.	◔	◑	◑	
Critical Success Factors CSF 1 CSF 5 CSF 6 6) Student Support Services: Provide Canutillo High School program coordinators for the Military Student Program.	6, 9, 10	Prevention Facilitator.	Program Records, Signing Sheets. Funding Sources: 211-Title I-Part A - $1400.00	✔	✔	✔	✔
Critical Success Factors CSF 1 CSF 5 CSF 6 7) Student Support Services: Provide supplies, materials, equipment, snacks and transportation for district wide Military Student Program's activities.	6, 9, 10	Prevention Facilitator.	Program Records, Purchase Orders. Funding Sources: 211-Title I-Part A - $2000.00	◔	◑	◑	

Critical Success Factors CSF 3 CSF 5 CSF 6	4, 10	Prevention Facilitator.	Program Records, Purchase Orders.	◕	◕	◕	
8) Student Support Services: Provide military child education coalition membership, entry, travel and professional development fees.	Funding Sources: 211-Title I-Part A - $2750.00						
Critical Success Factors CSF 1 CSF 5 CSF 6	6, 9, 10	Prevention Facilitator.	Program Records.	◕	◕	◕	
9) Student Support Services: Provide a peer to peer students basketball program for positive behavior and academic success at Deanna Davenport Elementary.							
Critical Success Factors CSF 1 CSF 5 CSF 6	4, 9, 10	Prevention Facilitator.	Training Signing Sheets and Agendas.	◕	◕	◕	
10) Student Support: Supervise district's compliance with federal and state requirements related to students in foster care.							
11) Student Support: Supervise district's compliance with federal and state requirements related to military connected families.	4, 6, 9, 10	Prevention Facilitator.	Training Signing Sheets and Agendas.	◕	◕	◕	
Critical Success Factors CSF 5	3, 6, 9	District Social Worker	Lesson plans, presentations, Sign-in sheets			⚪	
12) Student Support Services: Develop family, student and staff lessons to address social and personal development to include coping techniques, decision-making skills, handling crises, problem-solving, etc. (developed 3/29/16)	Funding Sources: 185-State Compensatory Education						
Critical Success Factors CSF 5	6, 9	District Social Worker	Therapy lessons, sign-in sheets, agendas, handouts			⚪	
13) Student Support Services: Purchase instructional supplies, equipment, pamphlets, books, resources, and materials for individual, family and group therapy sessions, social worker office and Family Resource Center at the Lone Star Building. (developed 3/29/16)	Funding Sources: 185-State Compensatory Education						

✔ = Accomplished ◕ = Considerable ◕ = Some Progress ⚪ = No Progress ✖ = Discontinue

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 1: By June 2016, all campuses will provide a minimum of one parent academic information night.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) HR will provide customer service and information to any individuals asking for guidance or information.This may be disseminated during Parent Academic Nights throughout the campuses during the year		Executive Director of Human Resources	Documented Concerns	◕	◕	◕	
2) CTE: will provide information about the CTE areas of endorsement - Business and Industry, Public Service, and STEM.		CTE Director CTE Counselor CTE Teachers	1. Purchase Orders 2. Course Catalogue 3. Brochures	◕	◕	◕	
Funding Sources: 199-Local Funds - $4000.00							
Critical Success Factors CSF 5 3) Student Support Services: Provide the campuses with Spring 2015 District and individual campus parent survey results to drive decisions made on academic nights.	6	Director of Student Support Services, Parent Liaisons	Parent Survey results and data analysis, SAMs for academic nights	◔	◔	◔	
Critical Success Factors CSF 5 CSF 6	6, 10	District Social Worker	Agendas, Sign-in sheets, presentation handouts			◔	
4) Student Support Services: Provide parents and community educational presentations provided by community agencies, such as, Emergence Health Network, El Paso Behavioral Health Center, Federal Bureau of Investigations, etc. (developed 3/29/16)	Funding Sources: 185-State Compensatory Education						
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✘ = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 2: By June 2016, 100% of the campuses will promote parent engagement and continue collecting data on parent participation.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) PIO: Create avenues to celebrate the accomplishments of CISD employees.				◑	◑	◑	
Critical Success Factors CSF 1 CSF 5 2) Student Support Services: Recruit district parents and community members to attend Adult Literacy classes.	6	Family Literacy Coordinator	Flyers, attendance sign-in-sheets	◑	✔	✔	
Critical Success Factors CSF 1 CSF 4 CSF 5 3) Student Support Services: Provide Early Childhood education to children whose parents participate in the Family Literacy Program.	6, 7	Child Care Providers and Family Literacy Coodinator	Attendance sign-in-sheets	✔	✔	✔	
Critical Success Factors CSF 3 CSF 5 4) Student Support Services: Coordinate and manage daily activities, supervise employees, monitor literacy classes and the implementation of lesson plans as well as monitor the learning process of the Adult Literacy participants.	6	Family Literacy Coordinator	Test score records, attendance sign-in-sheets, and lesson plans	◑	◑	◑	
Funding Sources: 199-Local Funds							
Critical Success Factors CSF 1 CSF 5 5) Student Support Services: Provide evening ESL and GED classes to accommodate and increase parental involvement.	6	Family Literacy Coordinator	Attendance sign-in-sheets	◑	✔	✔	
Funding Sources: 211-Title I-Part A - $25572.00							
Critical Success Factors CSF 1 6) Student Support Services: Provide material supplies, textbooks, and assessments.	6	Family Literacy Coordinator	Purchase orders	◑	◑	◑	
Funding Sources: 199-Local Funds - $600.00							
Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 7) Student Support Services: Provide supplies, informational materials, and snacks/refreshments to recruit and increase parental involvement of district parents while attending Title I District and Regional Parent scheduled meetings and Conferences.	6, 10	Director of Student Support Services, Campus Principals, Parent Liaisons	Parent meeting sign-in sheets Purchase Orders Meeting agendas	◑	◑	◑	

Critical Success Factors							
Critical Success Factors CSF 1 CSF 5 CSF 6 8) Student Support: Provide ongoing parenting classes to improve attendance, students' behaviors and academic success.	6	Prevention Facilitator.	Class Schedule and Signing Sheets.	◕	◔	◔	
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 9) Student Support: Provide ongoing parenting substance abuse and violence prevention educational nights to improve attendance, students' behaviors and academic success.	6, 9, 10	Prevention Specialist.	Signing Sheets.	◕	◔	◔	
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 10) Student Support: Provide ongoing parenting presentations as requested by campuses to improve attendance, students' behaviors and academic success.	6, 9, 10	Prevention Specialist, Prevention Facilitator.	Agenda and or Signing Sheets.	◔	◔	◔	
Critical Success Factors CSF 5 11) Student Support Services: Provide professional development for Parent Liaisons and Director of SSS to include strategies for parental involvement, parental engagement and parent empowerment. Professional development will include parent involvement conferences, PLCs, regional sessions and trainings.	6	Director of Student Support Services	Purchase Orders, SAMs of PLCs, travel reports, SAMs of parent meetings/trainings/events	◔	◕	◔	
Critical Success Factors CSF 1 CSF 5 CSF 6 12) Student Support Services: Provide training to parent liaisons, campus leadership, teachers and District Parent Leadership Team on the development and revision of the School-Parent Compact.	6	Director of Student Support Services, Parent Liaisons	SAMS of trainings and meetings, School-Parent Compacts	◔	◕	◔	
Critical Success Factors CSF 5 13) Student Support Services: Provide or offer childcare during parent meetings and/or acquire partnership with a childcare provider for parent meetings.	6	Director of Student support Services, Parent Liaisons	Sign-in sheets, agreements	○	○	○	
Critical Success Factors CSF 5 14) Student Support Services: Develop a district Title I parent leadership team to address Title I compliance requirements (review parent involvement policies, entitlement review, academic program reviews, school-parent compact, parent survey, etc.)	6	Director of Student Support Services, Parent Liaisons	SAM Development and revisions of documents and policies	◕	◔	✔	✔

Critical Success Factors CSF 5 15) Student Support Services: Recruit at least one parent/community member to sit on all campus committees that require parent presence and participation. (CIC, PBIS, PAC, CNA, LPAC, SHAC, etc.)	6	Parent Liaisons, Director of Student Support Services	Sign-in sheets Committee rosters	◕	◕	◕	
Critical Success Factors CSF 1 CSF 5 16) Student Support Services: recruit and partner with the Parent as Teachers Program to directly work with our parents through home visits and classes at the Lone Star building	6, 7	Director of Student Support Services, Parent Liaisons	Memorandum of Understanding/Agreement Sign-in sheets List of parent participants	◯	◕	◕	
Critical Success Factors CSF 5 CSF 6 17) Student Support Services: Review and revise the registration process and paperwork to continue to improve the process and make it more parent-friendly.	6, 7	Director of Student Support Services, Secondary Registrars, Elementary Attendance/Registrar Clerks	SAM registration paperwork, schedule and campus process	◕	◕	◕	
Critical Success Factors CSF 5 18) Student Support Services: Provide trainings to parent liaisons and Director of SSS on the McKenny Vento Act. Provide adequate documentation on the services provided for our homeless.	4, 6	Director of Student Support Services, parent liaisons	SAM parent database	◕	◕	◕	

Critical Success Factors CSF 5 19) Migrant Education: Childcare will be offered during parent involvement and PAC Meetings.	6	Migrant Coordinator	Purchase Orders, Attendance Sheets 2-11-16 PAC meeting, child care was provided	◕	◕	◕	
Funding Sources: 212-Title I-Part C Migrant - $1000.00						

Critical Success Factors CSF 5 20) Migrant Education: Transportation to and from Parent Involvement and PAC Meetings will be provided.	4, 6	Migrant Coordinator	Transportation Requests, Sign in Sheets Transportation was provided to parents to participate in the TABE Conference and Parental Involvement	✔	✔	✔	
Funding Sources: 212-Title I-Part C Migrant - $300.00						

Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 21) Migrant Education: Light snacks will be available to encourage participation or attendance by parents at parent involvement and PAC Meetings.	6, 10	Migrant Coordinator	Purchase Orders, Attendance Sheets	◕	◕	◕	
Funding Sources: 212-Title I-Part C Migrant - $1000.00						

Critical Success Factors CSF 5 22) Migrant Education: Registration fees for parents to attend local conferences and parenting sessions. Hygiene bags will be available for parents in need.	4, 6	Migrant Coordinator	Attendance Sheets, Purchase Orders	◕	◕	◕	
Funding Sources: 212-Title I-Part C Migrant - $525.00, 212-Title I-Part C Migrant - $6000.00						

23) Migrant Education: Gas and other fuels for migrant vehicle will be available for migrant program operation.	6	Migrant Coordinator	Gas card log Mileage log Purchase orders	Considerable	Considerable	Considerable
Funding Sources: 212-Title I-Part C Migrant - $1000.00						
24) Migrant Education: Parents will be notified via standard mail of Migrant Program events and activities	6	Migrant Coordinator	Budget report	Considerable	Considerable	Considerable
Funding Sources: 212-Title I-Part C Migrant - $500.00						
25) Migrant Education: Maintenance, supplies and service for migrant vehicle will be provided as necessary	6	Migrant Coordinator	Purchase orders	Considerable	Considerable	Considerable
Funding Sources: 212-Title I-Part C Migrant - $500.00						
26) Food Services will conduct a Student Quality and Student Satisfaction Survey to evaluate menu acceptability and customer service satisfaction. Increase acceptability of menus by 2% and customer service by 2%		Food Services Director	Survey Document Results	Accomplished		
Critical Success Factors CSF 5 27) Student Support Services: Develop a Family Resource Center at the Lone Star Building to assist families and community members with personal, familial, emotional, social and psychosocial stressors and problems. (developed 3/29/16)	6, 10	District Social Worker	Sign-in sheets, agendas, lessons			Some Progress
	Funding Sources: 185-State Compensatory Education					
Critical Success Factors CSF 5 28) Student Support - Collaborate with EPISD/San Jacinto Adult Learning Center to provide adult literacy classes through TANF and Adult Education.	6	Family Literacy Coordinator	Attendance sign-in-sheets	Considerable	Considerable	Accomplished
Critical Success Factors CSF 5 29) Student Support - Collaborate with El Paso Community College in offering GED classes to parents and community members.	6	Family Literacy Coordinator	Attendance sign-in-sheets	Considerable	Considerable	Accomplished

✓ = Accomplished = Considerable = Some Progress = No Progress ✗ = Discontinue

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 3: By June 2016, Professional Learning Communities will be developed for all office and support staff members to focus on customer service and creating family-orientated schools.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 5 CSF 6 1) Student Support Services: Assist with providing mini-trainings using the F.I.S.H. Philosophy as the foundation for customer service.	6	Director of Student Support Services	SAM Feedback on parent surveys	🟠	🟠	🟠	
✔ = Accomplished 🟠 = Considerable 🔘 = Some Progress ⚪ = No Progress ✖ = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 4: By June 2015 all campuses will have at least 3 performances showcasing students Music, Visual and Performing Arts. The High School Performing Arts programs will expand by clearly defining its annual targets.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) School of Music: By Jan 6th, 2016 will develop a preliminary draft plan for an Orchestra Program at CISD	3	Director of Music	CISD Orchestra Draft Proposal to focus primarily on the cost of the program. This is to include: instruments, music, FTE, orchestra rooms, etc.	◕	◕	✔	
2) School of Music: Will create a the first draft for a new 3 to 5 year plan for the School of Music (plan for 2017-2018)		Director of Music	Draft for 3 to 5 year plan	◕	◕	◕	
3) Develop an assessment protocol draft for all music programs at CISD.		Director of Music	1. Curriculum requirements. 2. List of UIL Requirements. 3. TMEA TEKS alignment 4. Draft of potential tests for various grade levels. 5. Research on other assessment proposals for other schools in Texas.	◕	◕	◕	

4) A. School of Music: Strategy for Band recruitment and vertically aligning middle and high school music program. 1. Students in program		Director of Music	Number of students signing up for band: electives fairs and recruitment tours; councilors placing students in band. Middle School band Night at Nov. 6th football game. High School band leadership traveling to middle schools to meet and greet. High school band traveling to both middle schools, once per semester, to perform and recruit. A document, approved by central office admin and school board that will create the following alignment for 20167-2017: 1. Middle School band directors assisting at the high school at least every other day. 2. High school band director assisting at the middle schools and elementary schools.		
5) B. School of Music: Strategy for Band recruitment and vertically aligning middle and high school music program. 2. HB 5 Endorsement to be promoted and placed on equal footing by CISD as all other endorsement areas.		Director of Music	1. Develop promotional materials for endorsement. 2. Develop clear communication with councilors, and leadership teams of all campuses where Humanities Endorsement is explained through an in service presentation from CISD School or Music director. 3. Creating a CISD School of Music Website containing the listing of the benefits of the endorsement. 4. High School band director traveling to each middle school at least twice per semester to work with Honor Bands.		
6) School of Music: Seek FTE's for: 1. High school band assistant 2. Middle school band assistants. 3. Elementary early childhood music experts.	6	Director of Music	1. Presentation to board in January about the need of FTE's to a robust and growing program. 2. FTE's granted.		
7) Goal of 100 band students enrolled in marching band for 2016-2017 year.		Band Director	1.Direct report from band director to school board with numbers of enrolled students. 2. Overcome misinformation about: band/sports; band/CTE; Humanities endorsement value. 3. All secondary admin teams and councilors on board with student placement. 4. Ability for students to manipulate schedules and class offerings to ensure band enrollment.		

8) Assess choir program at the high school.		School of Music Director	1. Student enrollment. 2. UIL Solo and Ensemble participation and ratings. 3. UIL Concert and Sight Reading Contest participation. 4. Usage of the 8 hour rule allowed by UIL for student benefit.				
9) Assess mariachi program at CHS/CISD and develop a growth strategy.		School of Music Director	1. Positive recruitment and growth. 2. Performances 3. Begin developing middle school program plan.				
10) Primary and Secondary Music Programs will have at least 4 public performances.		School of Music Director	Winter concerts; pep rallies, football games, UIL contests, Spring and end of year concerts, in town and out of town music festivals, Touring around the district.				
11) Visual Arts CHS: students will display their work in community settings, school settings, and competitions.	6	Director CISD Fine Arts PLC	1. Home coming decorations. 2. Chalk the Block participation twice a year. 3. Vans shoes competition 4. Local art exhibits 5. Fine Arts Showcase display				

12) Visual Arts AMS: students will display their work in community settings, school settings, and competitions.	6	Director CISD Fine Arts PLC	1. Create centerpieces for TBAE conferences.				
			2. Build homecoming float for AMS and School board.				
			3. Compete at EPCC K-12 Art Competition.				
			4. Decorate campus halls for school spirit promotion.				
			5. School Board Recognition project.				
			6. Display art at Fine Arts Showcase.				
			7. Design No Place for Hate Tile for PBIS.				
			8. UIL Poster competition.				
			9. Various other local art contests.				
			10. Offer enriched high school credit Art 1				
13) Visual Arts CMS: students will display their work in community settings, school settings, and competitions.	6	Director CISD Fine Arts PLC	1. Design and build float for CMS.				
			2. Lion's Club "Peace Poster" contest.				
			3. Design presentation for CMS Winter Fine Arts Program.				
			4. UIL Poster Competition.				
			5. Student Art to be displayed at Fine Arts Showcase.				
			6. Wall Mural design and execution with UTEP art ed and parents.				
✔ = Accomplished ◔ = Considerable ◕ = Some Progress ⚪ = No Progress ✖ = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 5: By May 2016, Academic Languages Services will continue to provide a 120 hours summer program for all English Language learning Pre-K and K students to familiarize parents and students to the educational system and provide Pre-reading and Pre-writing strategies.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Student Support Services: Provide a mother daughter/father son campus coordinator at all elementary campuses with student support services to coordinate and supervise the implementation of the program.	6	Prevention Facilitator	Program Records, Signing Sheets	✓	✓	✓	✓
2) Student Support Services: Provide supplies, materials, equipment, snacks, registration fees and transportation to mother daughter/father son program's activities and events.		Prevention Facilitator	Purchase Orders and Program Records.	◕	◕	◕	
3) Student Support Services: Provide Canutillo High School program coordinators for the Military Student Program.		Prevention Facilitator.	Program Records.	◕	✓	✓	✓
4) Student Support Services: Provide supplies, materials, equipment, snacks and transportation for district wide Military Student Program's activities.		Prevention Facilitator	Program Records and Purchase Orders.	◕	◕	◕	
5) Student Support Services: Provide military child education coalition membership, entry, travel and professional development fees.		Prevention Facilitator	Program Records, Purchase Orders and Travel Request Records.	◕	◕	◕	
6) Student Support Services: Provide a peer to peer students basketball program for positive behavior and academic success at Deanna Davenport Elementary.		Prevention Facilitator	Program Records.	◕	◕	◕	
Critical Success Factors CSF 5 7) Student Support Services: provide notary services, supplies, equipment, and furniture for programs that promote community participation within the department's services.	2, 6	Student Support Services Director	Purchase Requisitions	◕	◕	◕	
8) Food Services will conduct and participating with student and community activities: Nutrition Education, Health Fairs, Parent Teacher Conference, Food Tastings, Summer Program Activities, Advisory committees.	6	Food Services Director	Program Binders, Flyers, Pictures	◕	◔	◕	
Critical Success Factors CSF 1	10	Migrant coordinator	Summer school rosters	◕	◕	◕	
9) Migrant Education: Migrant Instructional Assistants will coordinate with appropriate staff to ensure that all migrant students who have failed any subject area of the Statewide Student Assessments have access to local, intrastate, or interstate summer school opportunities.		Funding Sources: 212-Title I-Part C Migrant - $0.00					

Critical Success Factors CSF 1 CSF 4	7, 9, 10	Migrant coordinator	Purchase orders, receipts				
10) Migrant Education: Instructional supplies will be purchased to support the implementation of the Migrant Summer School Program. Priority for services students will be served first.		Funding Sources: 212-Title I-Part C Migrant - $2000.00				
Critical Success Factors CSF 1	9, 10	Migrant coordinator	Migrant summer school rosters, Math Matters Pre and Post tests.				
11) Migrant Education: A migrant summer school program supplemental to the district's summer program will be offered to all eligible migrant students. Priority for services students will be served first.		Funding Sources: 212-Title I-Part C Migrant - $20200.00				
Critical Success Factors CSF 1 CSF 4	9, 10	Migrant coordinator	Transportation requests, transportation invoices				
12) Migrant Education:Transportation will be provided to migrant students attending Migrant Summer School Program.		Funding Sources: 212-Title I-Part C Migrant - $5000.00				
13) Migrant Education: 5 migrant high school students will participate in Close Up Program experience in Democracy in Washington, DC	9	Migrant coordinator	Travel requests				
		Funding Sources: 212-Title I-Part C Migrant - $20000.00				

✔ = Accomplished ◔ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 6: By May 2016, Special Education department will continue to provide Extended School Year programs for qualifying special education students to ensure a minimal regression during the summer mon

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide services and support to limit academic and social regression with disabled students who require extended time to retain information.	9	Director of Sped Department	Enrollment for Summer Services				

✔ = Accomplished = Considerable = Some Progress = No Progress ✖ = Discontinue

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 1: By January 2016, all campus logos will be updated.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Hire and train a new graphic designer and collaborate with principals to solicit their creative input and secure their buy in. The only campuses that require an update logo are as follows: DDE, JDE, BCE, CES, GES.		Public Information Officer	Final logo designed and implemented within each campus.	◑	◑	◑	
✔ = Accomplished ◑ = Considerable ◔ = Some Progress ⬤ = No Progress ✕ = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 2: By June 2016, all campuses will be trained how to effectively utilize website content management system, school messenger, and Canutillo APP.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Develop standardized communications processes and procedures handbook that explains all district and campus communications vehicles to ensure consistency and responsiveness among campus personnel.		Public Information Officer	Campus Communication Handbook	◕	◕	◕	
2) Utilize the Campus Communication Handbook to provide communications training and support to key campus personnel.		Public Information Officer	Training Log and sign in sheets	◕	◕	◕	
Critical Success Factors CSF 5 3) Student Support Services: Provide all parent liaisons training on these communication systems so that they can also recruit, train and expose parents to how they can receive information from the district.	4, 6	Director of Student Support Services	SAM of trainings, SAM of parent meetings	◕	◕	◕	
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ◯ = No Progress ✘ = Discontinue							

Performance Objective 3: By June 2016, Canutillo ISD will have 4 outreach events to promote our students, staff, programs, and community.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) HR: Human Resources will run an absence report from all campuses to monitor and share information with Campus Administration	3	Executive Director of Human Resources	Absence Reports	Considerable	Considerable	Considerable	
2) HR: Human Resources will recruit and ensure that all faculty and staff are highly qualified.	3	Executive Director of Human Resources	HQ report	Considerable	Accomplished	Accomplished	Accomplished
3) HR: Meetings and professional development opportunities will be provided to maintain and keep abreast of local, and state wide legal issues to ensure best practices to support and share information to district and/or campus personnel.	3	Executive Director of Human Resources	Registrations, sign-in	Considerable	Considerable	Considerable	
4) IT HR Support - Provide maintenance & support to Business Applications		IT-Finance Support Systems IT-HR Support Systems	Time Cards workflows reconfiguration to improve staff absence monitoring in place Support in the implementation of new 1098 Form	Considerable	Considerable	Accomplished	Accomplished
5) SPED: Special Education, RTI,504 and the Legal Framework handbooks for resources and alignment will be available on district website	6	SPED Director; Leader Teachers	District Website	Some Progress	Accomplished	Accomplished	Accomplished
6) HR: Will provide monthly or as needed orientation with handouts and employee handbooks for new employees, substitutes and academic tutors addressing the following: FLSA, Harassment, Standard of conduct, Safety, Benefits, Travel, Fundraising, Payroll, TEAMS, recognizing and reporting Child Maltreatment	4	Executive Director of Human Resources	Sign in sheets and acknowledgement signed	Considerable	Considerable	Accomplished	Accomplished
7) Coordinate special events that receive media coverage and enable CISD to interact directly with key stakeholders including community leaders, realtors, developers, and mortgage and loan officers.		Public Information Officer	Ribbon Cutting of CHS Auxiliary Gym 7-8-15 GoCanutillo Tour of CISD with GEPCC 8-12-15 Ribbon Cutting of Reyes Elementary School 8-13-15 CHS Homecoming Parade 9-30-15 Cimmarron Fall Festival 10-17-15 DDE Soccer Field Ribbon Cutting 10-22-15 CISD-SISD Charity Football Game 11-19-15 Grand Opening of Northwest ECHS Multi-Purpose Building 11-20-15	Accomplished	Accomplished	Considerable	

✓ = Accomplished	= Considerable	= Some Progress	= No Progress	✗ = Discontinue

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 4: By June 2016 develop internal and external communication and promotional strategies to enhance the public's awareness of Canutillo's students, staff, programs and community.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) HR: Human resources will have personnel committee meetings as needed to meet district demands.		Executive Director of Human Resources	Sign in sheets	◕	◕	◕	
2) HR: Campuses will update student enrollment through the leadership file to monitor teacher/student ratios.	1	Director of Human Resources; Campus Administrators	Leadership file- with enrollment counts.	◕	◕	◕	
State System Safeguard Strategy 3) SPED: Professional Development for effective use on the EStar system to provide support for all campuses to target the following: Best Practices Differentiated learning Compliance to Federal and State laws.		SPED Director; Lead Teachers	sign in sheets, Utilizing ESTAR	◕	◕	◕	
State System Safeguard Strategy 4) SPED: Through a variety of resources (Physicians, preschools, family, etc..) referrals will be accepted after a child turns 3 years of age to comply 100% on Child Find	7	Director of SPED; School Administrators	MOU with Head Start programs	◕	◕	◕	
State System Safeguard Strategy 5) SPED: Provide support to all campuses / students to target best practices, differentiated learning, compliance to Federal and State laws		SPED Director; lead teachers	PO Lists	◕	◕	◕	
6) IT - HR Systems		IT - HR Systems	Implement position and vacancy request module in TEAMS	◕	◕	◕	
7) IT - HR Systems		IT - HR Systems	Implement job posting module in TEAMS	◕	◕	◕	
8) HR: Certification Specialist will utilize the web-based TEAMS system to assist in creating master schedules, track HQ status and insure time employee transactions.	3	Executive Director of Human Resources	reports	◕	◕	◕	
9) Student Support Services: Provide Pregnancy,Education and Parenting (PEP) program information and helpful links on district website.		Supplemental Services Supervisor	District website	◕	◕	◕	
Funding Sources: 185-State Compensatory Education							
10) Student Support Services: Provide and distribute information to parents, pregnant and teen parent students about PEP program.		Supplemental Services Supervisor	PEP program informational packet	◕	◕	◕	
Funding Sources: 185-State Compensatory Education							

| 11) Utilize the Strategic Communications Plan to identify key factors that impact CISD's organizational reputation and coordinate monthly speaking sessions with key stakeholders including businesses, city reps, county commissioners, and regional non-profits. | | Public Information Office/Government Relations Coord. | Speakers log | | | | | |

✔ = Accomplished ◕ = Considerable ◑ = Some Progress ⬤ = No Progress ✘ = Discontinue

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 5: Ten weekly posts to social media and other media outlets that promote our students, staff, programs, and community.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) IT - Monitor all incoming work orders to determine submission patterns		IT Service Desk	6.1.1. Allow end users to become more self-sufficient, thus leading to a reduction of work orders submitted 6.1.2. Define ongoing issues in which collaboration with Tier 2 can lead to permanent solutions. 6.1.3. Implement version 1 of a district wide Service Level Agreement that specifies maximum time allotted for work order completion depending on the type of incident" per incident in a reasonable time frame for both the district and the technician	◑	◑	◑	
2) IT - New iBoss Webfilter upgrade		IT Operations	6.2.1.Maintain software updates 6.2.2.Continued monitoring of activity 6.2.3.Continued administration and changes as needed	◑	✓	✓	✓
3) IT Operations - New Wireless Infrastructure Upgrade District-wide		IT Operations	6.3.1. Close wireless upgrade project 6.3.2. Increased end-device connections per Access Point(Density) 6.3.3. Generate monthly reports and make them available to campus administration 6.3.4. Train campuses in the use of the new wireless technology	◑	✓	✓	✓
4) IT Operations - New IP Telephony System Implementation		IT Operations	6.4.1. Remove old PBX equipment and reduce power consumption 6.4.2. Enable softphone features to administration 6.4.3. Evaluate the implementation of IPT-to-the-classroom	◑	◑	◑	
5) IT Operations - Internet Port Upgrade to 500Mbps		IT Operations	6.5.1. Increased bandwidth for web-based applications at campuses 6.5.2. Increased bandwidth for web-based applications at Central Office 6.5.3. Internet access availability at 99.997%	✓	✓	✓	✓
6) IT Operations - Support Services Building Re-cabling		IT Operations	6.6.1. Standardize and document the new voice and data drops 6.6.2. Reduce Telephony and Network related issues 6.6.3. Meet CISD Structured Cabling Standards for that location	✓	✓	✓	✓

7) IT HR Support Systems - Provide maintenance & support to HR support systems		IT HR Support Systems	6.11. Support Implementation of Google Apps 6.12. Support Implementation for TEAMS Position Request Module, 6.13. Support Implementation for TEAMS Job Posting Module, 6.14. Maintenance & Support for TEAMS HR Application, Hiring, Benefits, Substitute modules, 6.15. Maintenance & Support for other HR related functions in TEAMS.	◕	◕	◕	
8) Ensure at least 10 posts to CISD Facebook page each week to drive engagement and "likes."		Public Information Office	Facebook reports in weekly Board Packet.	◕	◕	◕	
9) Post at least one message to Canutillo App per week.		Public Information Office	Canutillo App log in weekly board packet.	◕	◕	◕	
10) Triple the number of Canutillo App downloads to smartphone devices.		Public Information Office	Canutillo App Report. Goal = 2,979 downloads. Current status as of 11-12-15 = 2,409	◕	◕	◕	
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ◯ = No Progress ✗ = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 6: Ensure weekly updates to Canutillo and campus websites.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) The Facilities, Transportation, Safety and Security Department will continue to expand system infrastructure thereby adding additional levels of detail that will increase speed by which work orders and service orders are accomplished.		Executive Director of Facilities & Transportation, Facilities Manager	1. Work Order Reports	◕	◕	◯	
2) The Department will continue to expand upon its warehouse inventory as to increase the efficiency and speed by which work orders and service orders are completed.		Executive Director of Facilities & Transportation, Facilities Manager	1. Total assets dollar amount increase 2. Work Order Reports	◕	◕	◯	
3) The Department will implement processes by which Service Orders and Work Orders will be completed as to segregate repair and improvements costs as to set parameters for facilities expenses.		Executive Director of Facilities & Transportation, Facilities Manager	1. Campus Improvement Allocation funding 2. Update Facilities Wish Listing	◕	◕	◯	
4) The Department will create and implement Preventative Maintenance programs district-wide.		Executive Director of Facilities & Transportation, Facilities Manager	1. SchoolDude Preventative Maintenance Listing	◕	◕	◕	
5) Update CISD website weekly: events, banners, news items, and copy updates. Review campus websites each Friday and assist them in updating their websites upon request or as needed.		Public Information Office	Website update log.	◕	◕	◕	
Critical Success Factors CSF 5 6) Student Support Services: Update program information for all programs in the SSS department on the district website to ensure current information and data is made available to the community.	6, 10	Director of Student Support Services, SSS program coordinators and facilitators	Revised website with updated information	◕	◕	◯	
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ◯ = No Progress ✖ = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 7: By January 2016, develop key data documents of Canutillo to ensure uniform understanding of the District's history demographics, students achievement data, staff data, financial data.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) The Department will present the listing to Cabinet for review and comment. Modifications to the plan will then be incorporated into the final version of the listing.		Executive Director of Facilities & Transportation, Construction Project Manager, Cabinet	1. Cabinet Agenda 2. Updated Procedures & Processes Listing	◔	◯	◯	✗
2) The Department will present the listing to the Board of Trustees for review and comment.		Executive Director of Facilities & Transportation, Construction Project Manager, Board of Trustees	1. Board meeting agenda	◔	◯	◯	
3) The Department will work with CISD Legal to draft boilerplate construction contracts for use within future construction projects.		Executive Director of Facilities & Transportation, Construction Project Manager, CISD Legal	1. Contract CPM Schedule of Activities	◔	◯	◔	
4) Create and maintain key data documents to hand out and upload to CISD website for public accessibility.		Public Information Office	"Key Facts and Figures" Document "About CISD" Presentation Partners In Education documents	✓	✓	✓	✓
✓ = Accomplished ◔ = Considerable ◯ = Some Progress ◯ = No Progress ✗ = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 8: By June 2016, all campuses will have a minimum of two new partnerships.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Facilitate the involvement of partners from a district level at the campus level and document partner involvement.		Public Information Office/Government Relations Coord.	Partner In Education log.				

✔ = Accomplished   = Considerable   = Some Progress   = No Progress   ✗ = Discontinue

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 9: By June 2016, will develop a speaker bureau to have an initial minimum membership of 20 speakers who will represent a broad array of employment fields.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Identify speakers from the CISD Partner In Education list and invite them to speak during campus career days and read to students during literacy promotion events.		Public Information Office/Government Relations Coord.	Speaker's Bureau List.				

= Accomplished ◕ = Considerable ◔ = Some Progress ◯ = No Progress ✖ = Discontinue

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 10: By June 2016, Partners in Education will be established and begin to solicit funds and conduct fundraising activities to build a body of funds that may be used for campus and district purposes.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Create bylaws for Canutillo Education Foundation, appoint board, identify campus-level needs, establish fund-distribution processes and procedures, appoint/hire fundraising individual.		Public Information Office/Government Relations Coord.	Canutillo Education Foundation bylaws and approved plan.	◐	◐	◐	

✔ = Accomplished   ◓ = Considerable   ◓ = Some Progress   ⬤ = No Progress   ✖ = Discontinue

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 11: By June 2016 CISD will communicate monthly with Board of Trustees, CBAC and the community regarding the current status of Bond Projects, to include financial status, budget analysis, construction status; close-out and occupancy status.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) PIO: Disseminate information to public through monthly stakeholder meetings, press releases and ceremonies when bond-funded projects are complete and include information in quarterly newsletter, CISD Facebook, website and Canutillo App.		PIO/ Facilities	Event log, media coverage and posts/newsletters.	◑	◑	◑	
2) Facilities: Will communicate with Board members on a monthly basis to keep upbreast on all progress		Facilities	sign-in sheets and minutes of meetings	◑	◑	◑	
3) The Facilities, Transportation, Safety and Security Department will work to to identify, define and list all procedures and processes that are currently implemented to oversee bond construction projects.		Executive Director of Facilities & Transportation, Construction Project Manager	1. Procedures & Processes Listing	◐	◑	◑	
✔ = Accomplished ◑ = Considerable ◐ = Some Progress ⬤ = No Progress ✖ = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 12: By June 2016 CISD will spend at a minimum 85% of federal allocated budgets in order to accomplish CISD goals and comply with federal guidelines. The remaining 15% will roll forward to the next fiscal year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) C & I: Monitor Title II expenditures to ensure effective and efficient use of funds.		Employee Development Coordinator; External Funding Coordinator	Monthly budget expenditure reports from TEAMS	🟠	🟠	🟠	
2) FINANCE/COMPLIANCE-Provide opportunities for district personnel to attend training on compliance requirements of No Child Left Behind and other Federal Entitlements		Director of Financial Services, External Funding Coordinator, Director of Program Compliance	1. Workshop Training and Conference Agendas (CTE, ACET, TASBO, Region 19) 2. Travel Expense Reports	🟠	🟠	🟠	
Funding Sources: 185-State Compensatory Education, 211-Title I-Part A							
3) FINANCE/COMPLIANCE-Provide training, resources, and reports for district personnel on the Federal Entitlement Program Guidelines and spending.		Director of Financial Services, External Funding Director, Program Compliance Director	1. Workshop Agendas 2. Meeting sign-in sheets 3. Monthly budget reports	🟠	🟠	🟠	
✔ = Accomplished 🟠 = Considerable 🟠 = Some Progress ⚪ = No Progress ✖ = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 13: By May 2016 CISD will meet the minimum expenditure requirements for the Special Education, Career and Technology, Compensatory Education, Bilingual Education, Gifted and Talented programs as listed in the TEA 2014-2015 Summary of Finances in order to meet our students academic goals.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) FINANCE/COMPLIANCE-Provide opportunities for district personnel to attend training on compliance requirements of State Mandated programs		Director of Financial Services, External Funding Coordinator, Program Compliance Director (SCE)	1. Workshop Training and Conference Agendas (CTE, ACET, TASBO, Region 19) 2. Travel Expense Reports	◑	◑	◑	
Funding Sources: 185-State Compensatory Education, 199-Local Funds							
2) FINANCE/COMPLIANCE-Provide training, resources, and reports for district personnel on the State Mandated Programs	1, 4, 10	Director of Financial Services, External Funding Coordinator, Program Compliance Director (SCE)	1. Workshop Agendas 2. Meeting sign-in sheets 3. Monthly budget reports	◑	◑	◑	
3) HR/Compliance Director: Will utilize timelines tol provide support, opportunities, materials through various trainings and/ or meetings to ensure that all spending requirements are followed aligned to the campus improvement plan.	1, 4	Compliance Director	Financial data/ sign in sheets Plan4learning	◑	◑	◑	
4) Food Services will use federal funds allocated to achieve program objectives utilizing budget allocations that are necessary and reasonable at 98%. The remaining 2% will be used to plan capital assets, upgrading and replacements of aged equipment for all school sites.		Food Services Director	Finance Records	✔	✔	✔	✔
5) Food Services will provide a variety of nutritious meals to increase meal participation in breakfast 5 % and school lunch by 1 %.		Food Services Director	Meal Participation Records	◔	◑	◑	
✔ = Accomplished ◑ = Considerable ◔ = Some Progress ○ = No Progress ✗ = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 14: By January 2016, major central office department will develop scorecards that measures efficiency, alignment, and performance.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Cab:Will meet with Directors/ Executive Directors to create scorecards for reflection by June 2016		Program Compliance Director	Scorecards	🟠	🟠	🟠	
2) Will create department scorecards that is aligned to expected performance.		Program Compliance Director	Completed Score Cards	🟠	🟠	✅	✅
✅ = Accomplished 🟠 = Considerable 🟠 = Some Progress ⚪ = No Progress ❌ = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 15: By June 2016 CISD stakeholders will champion the district as a premier educational system, employer and community by showcasing our history, stories, activities, and events.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CISD accomplishes all objectives listed above.		Everyone.	News stories, positive comments, employee surveys, student surveys, parents surveys.	◑	◑	⚪	
✔ = Accomplished ◑ = Considerable ◑ = Some Progress ⚪ = No Progress ✖ = Discontinue							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
2	4	2	Provide training and support to campus administration, teachers, and instructional support staff through leadership meetings, PLC meetings, SST meetings, and the CISD RtI Manual.
2	13	3	SPED: Will maintain and monitor all contracted services to ensure student success. EX: Esped, Visually Impaired teacher, Hearing Impaired teacher, Temporary SLPs, Sign Language Interpreter, Summer School, Homebound Services and other areas of need. Will also monitor MOU with EPISD to service Hearing Impaired students who require more services as required by ARD. Second account - Psychologist.
2	13	5	Meet weekly with Lead Teachers, Assessment staff (Diagnosticians and SLPs), and RtI Teachers to review and discuss referrals for special education.
2	15	2	ALS will provide district-wide (ELPS, Sheltered Instruction, ESL Certification, etc...) training on research based strategies for all district teachers, instructional coaches, paraprofessionals, tutors, and campus administrators throughout the school year. Instructional resource materials will be provided to all participants as needed to focus on closing achievement gap for ELL students.
5	4	3	SPED: Professional Development for effective use on the EStar system to provide support for all campuses to target the following: Best Practices Differentiated learning Compliance to Federal and State laws.
5	4	4	SPED: Through a variety of resources (Physicians, preschools, family, etc..) referrals will be accepted after a child turns 3 years of age to comply 100% on Child Find
5	4	5	SPED: Provide support to all campuses / students to target best practices, differentiated learning, compliance to Federal and State laws

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
2	4	2	Provide training and support to campus administration, teachers, and instructional support staff through leadership meetings, PLC meetings, SST meetings, and the CISD RtI Manual.
2	13	3	SPED: Will maintain and monitor all contracted services to ensure student success. EX: Esped, Visually Impaired teacher, Hearing Impaired teacher, Temporary SLPs, Sign Language Interpreter, Summer School, Homebound Services and other areas of need. Will also monitor MOU with EPISD to service Hearing Impaired students who require more services as required by ARD. Second account - Psychologist.

State Compensatory

Budget for District Improvement Plan:

Account Code	Account Title	Budget
6100 Payroll Costs		
185.11.6112.00.923.28	6112 Salaries or Wages for Substitute Teachers or Other Professionals	$2,500.00
185.11.6112.13.912.30	6112 Salaries or Wages for Substitute Teachers or Other Professionals	$2,543.00
185.11.6112.13.920.30	6112 Salaries or Wages for Substitute Teachers or Other Professionals	$488.00
185.11.6112.96.916.30	6112 Salaries or Wages for Substitute Teachers or Other Professionals	$3,500.00
185.11.6118.05.920.30	6118 Extra Duty Stipend - Locally Defined	$478.00
185.11.6118.05.923.28	6118 Extra Duty Stipend - Locally Defined	$1,820.00
185.11.6119.00.923.28	6119 Salaries or Wages - Teachers and Other Professional Personnel	$256,531.00
185.11.6119.32.920.30	6119 Salaries or Wages - Teachers and Other Professional Personnel	$55,394.00
185.11.6119.35.918.24	6119 Salaries or Wages - Teachers and Other Professional Personnel	$203,067.00
185.13.6119.00.916.24	6119 Salaries or Wages - Teachers and Other Professional Personnel	$21,332.00
185.21.6119.00.916.24	6119 Salaries or Wages - Teachers and Other Professional Personnel	$39,616.00
185.31.6119.00.923.28	6119 Salaries or Wages - Teachers and Other Professional Personnel	$58,118.00
185.32.6119.00.920.24	6119 Salaries or Wages - Teachers and Other Professional Personnel	$63,627.00
185.11.6126.03.923.28	6126 Part Time Support Personnel - Locally Defined	$5,872.00
185.11.6129.00.920.26	6129 Salaries or Wages for Support Personnel	$30,259.00
185.11.6129.00.923.28	6129 Salaries or Wages for Support Personnel	$34,376.00
185.11.6141.05.920.30	6141 Social Security/Medicare	$7.00
185.11.6141.05.923.28	6141 Social Security/Medicare	$27.00
185.11.6141.13.912.30	6141 Social Security/Medicare	$37.00
185.11.6141.13.920.30	6141 Social Security/Medicare	$8.00
185.11.6141.32.920.30	6141 Social Security/Medicare	$803.00
185.11.6141.35.918.24	6141 Social Security/Medicare	$2,944.00

185.11.6141.96.916.30	6141 Social Security/Medicare	$51.00
185.13.6141.00.916.24	6141 Social Security/Medicare	$309.00
185.21.6141.00.916.24	6141 Social Security/Medicare	$574.00
185.31.6141.00.923.28	6141 Social Security/Medicare	$843.00
185.32.6141.00.920.24	6141 Social Security/Medicare	$923.00
185.11.6141.00.920.26	6141 Social Security/Medicare	$439.00
185.11.6141.00.923.28	6141 Social Security/Medicare	$4,218.00
185.11.6141.03.923.28	6141 Social Security/Medicare	$86.00
185.21.6142.00.916.24	6142 Group Health and Life Insurance	$3,587.00
185.31.6142.00.923.28	6142 Group Health and Life Insurance	$5,519.00
185.32.6142.00.920.24	6142 Group Health and Life Insurance	$5,519.00
185.11.6142.00.920.26	6142 Group Health and Life Insurance	$5,519.00
185.11.6142.00.923.28	6142 Group Health and Life Insurance	$38,633.00
185.11.6142.32.920.30	6142 Group Health and Life Insurance	$5,519.00
185.11.6142.35.918.24	6142 Group Health and Life Insurance	$22,076.00
185.13.6142.00.916.24	6142 Group Health and Life Insurance	$1,932.00
185.11.6143.00.920.26	6143 Workers' Compensation	$1,310.00
185.11.6143.00.923.28	6143 Workers' Compensation	$2,282.00
185.11.6143.03.923.28	6143 Workers' Compensation	$35.00
185.11.6143.05.920.30	6143 Workers' Compensation	$3.00
185.11.6143.05.923.28	6143 Workers' Compensation	$11.00
185.11.6143.13.912.30	6143 Workers' Compensation	$15.00
185.11.6143.13.920.30	6143 Workers' Compensation	$3.00
185.11.6143.32.920.30	6143 Workers' Compensation	$277.00
185.11.6143.96.916.30	6143 Workers' Compensation	$21.00
185.13.6143.00.916.24	6143 Workers' Compensation	$107.00
185.21.6143.00.916.24	6143 Workers' Compensation	$198.00
185.31.6143.00.923.28	6143 Workers' Compensation	$291.00

185.11.6145.13.920.30	6145 Unemployment Compensation	$1.00
185.11.6145.32.920.30	6145 Unemployment Compensation	$64.00
185.13.6145.00.916.24	6145 Unemployment Compensation	$25.00
185.21.6145.00.916.24	6145 Unemployment Compensation	$46.00
185.31.6145.00.923.28	6145 Unemployment Compensation	$68.00
185.11.6145.00.920.26	6145 Unemployment Compensation	$35.00
185.11.6145.00.923.28	6145 Unemployment Compensation	$225.00
185.11.6145.03.923.28	6145 Unemployment Compensation	$7.00
185.11.6145.05.920.30	6145 Unemployment Compensation	$1.00
185.11.6145.05.923.28	6145 Unemployment Compensation	$3.00
185.11.6146.00.923.28	6146 Teacher Retirement/TRS Care	$7,151.00
185.11.6146.05.920.30	6146 Teacher Retirement/TRS Care	$3.00
185.11.6146.05.923.28	6146 Teacher Retirement/TRS Care	$11.00
185.11.6146.32.920.30	6146 Teacher Retirement/TRS Care	$1,442.00
185.11.6146.35.918.24	6146 Teacher Retirement/TRS Care	$5,148.00
185.13.6146.00.916.24	6146 Teacher Retirement/TRS Care	$117.00
185.21.6146.00.916.24	6146 Teacher Retirement/TRS Care	$218.00
185.31.6146.00.923.28	6146 Teacher Retirement/TRS Care	$1,084.00
185.32.6146.00.920.24	6146 Teacher Retirement/TRS Care	$1,807.00
185.11.6146.00.920.26	6146 Teacher Retirement/TRS Care	$166.00
185.11.6149.00.920.26	6149 Employee Benefits	$715.00
185.11.6149.00.923.28	6149 Employee Benefits	$3,139.00
185.11.6149.05.920.30	6149 Employee Benefits	$8.00
185.11.6149.05.923.28	6149 Employee Benefits	$28.00
185.11.6149.32.920.30	6149 Employee Benefits	$580.00
185.11.6149.35.918.24	6149 Employee Benefits	$2,157.00
185.13.6149.00.916.24	6149 Employee Benefits	$320.00
185.21.6149.00.916.24	6149 Employee Benefits	$594.00

185.31.6149.00.923.28	6149 Employee Benefits	$703.00
185.32.6149.00.920.24	6149 Employee Benefits	$633.00
	6100 Subtotal:	**$910,146.00**

6200 Professional and Contracted Services

185.11.6249.00.923.28	6249 Contracted Maintenance & Repair	$500.00
185.11.6299.00.916.30	6299 Miscellaneous Contracted Services	$35,000.00
	6200 Subtotal:	**$35,500.00**

6300 Supplies and Services

185.11.6329.00.923.28	6329 Reading Materials	$500.00
185.11.6329.32.920.30	6329 Reading Materials	$700.00
185.11.6329.35.918.30	6329 Reading Materials	$1,000.00
185.11.6339.00.923.28	6339 Testing Materials	$500.00
185.11.6339.35.918.30	6339 Testing Materials	$1,000.00
185.11.6397.00.923.28	6397 Other Equipment - Locally Defined	$1,500.00
185.11.6398.32.920.30	6398 Computer Supplies/Software - Locally Defined	$4,600.00
185.11.6398.35.918.30	6398 Computer Supplies/Software - Locally Defined	$3,000.00
185.11.6398.00.923.28	6398 Computer Supplies/Software - Locally Defined	$600.00
185.11.6399.00.912.30	6399 General Supplies	$4,345.00
185.11.6399.00.916.30	6399 General Supplies	$25,000.00
185.11.6399.00.923.28	6399 General Supplies	$5,000.00
185.11.6399.32.920.30	6399 General Supplies	$2,000.00
185.11.6399.35.918.30	6399 General Supplies	$9,000.00
185.21.6399.00.912.24	6399 General Supplies	$2,000.00
185.31.6149.00.923.28	6399 General Supplies	$200.00
	6300 Subtotal:	**$60,945.00**

6400 Other Operating Costs		
185.11.6411.89.920.30	6411 Employee Travel	$700.00
185.13.6411.00.916.30	6411 Employee Travel	$10,923.00
185.13.6411.32.920.30	6411 Employee Travel	$1,400.00
185.13.6411.35.918.30	6411 Employee Travel	$7,000.00
185.13.6499.35.918.30	6411 Employee Travel	$1,000.00
185.21.6411.00.912.24	6411 Employee Travel	$11,057.00
185.21.6411.00.916.24	6411 Employee Travel	$1,500.00
185.21.6411.32.920.30	6411 Employee Travel	$2,800.00
185.21.6411.35.918.24	6411 Employee Travel	$3,000.00
185.11.6494.00.923.28	6494 Reclassified Transportation Expenses	$2,000.00
185.11.6494.32.920.30	6494 Reclassified Transportation Expenses	$500.00
185.11.6499.00.923.28	6499 Miscellaneous Operating Costs	$800.00
185.31.6499.00.923.28	6499 Miscellaneous Operating Costs	$500.00
	6400 Subtotal:	**$43,180.00**

Personnel for District Improvement Plan:

Name	Position	Program	FTE
Annette Gonzalez	RTI Teacher	RTI	1.0
Colleen Lydon	DAEP Coordinator	DAEP	1.0
Giselle Ricci	DAEP Teacher	DAEP	1.0
Jessica Aramburu	RTI Teacher	RTI	1.0
Knerl, Antoinette Biggers	Secondary Social Studies Composite 6-12	DAEP	1.0
Laura Ann Rodriguez	RTI Teacher	RTI	1.0
Lorenzo Antonio Melchor	DAEP teacher	DAEP	1.0
Lucero Duarte-Hernandez	Counselor	DAEP	1.0
Marcela Cereceres	Supplemental Services Edcuator	Student Support Services	1.0
Monica Bishop Lane	RTI Teacher	RTI	1.0
Natalie Faith Spalloni	ELAR Instructional Intervention Coordina	Curriculum & Instruction	1.0
Omar Carrillo	Campus Supplemental Services Instructor	Student Support Services	1.0
Patricia Anne Franklin	English/LA/Reading 6-12	DAEP	1.0
Sara E. Pugh	DAEP Teacher	DAEP	1.0
Tomas Zavala	DAEP Assistant	DAEP	1.0
Veronica Andujo	Social Worker	Student Support Services	1.0

Title I

Schoolwide Program Plan

Canutillo Independent School School currently holds approximately 6,000 students. The district contains the following schools;

Canutillo Elementary School- Prek-5th

Bill Childress Elementary School- Prek- 5th

Deanna Davenport Elementary- Prek- 5th

Garcia Elementary Prek- 5th

Jose Damian Elementary PreK-5th

Reyes Elementary Prek- 5th

Canutillo Middle School 6th-8th

Jose Alderete Middle School 6th-8th

Canutillo High School 9th-12th

Northwest Early College 9th-12th

Nine of the ten campuses currently are identified for Title 1 and provide school wide plans through the guidance of NCLB. Reyes Elementary is a targeted assistance campus but follow the 10 schoolwide components to ensure student success.

District's and campus goals/objectives:

1. Students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics

- Instructional Coordinators collaborate and analyze data from all campuses to provide support in content areas based on campus needs
- PLC's and training are constantly monitored addressing instructional plans that are specific to reading/language and mathematics based on students benchmarks, reports, and common assessments

2. All limited English proficienct students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

- ALS department will meet with all campuses to provide training supporting teachers across the district that work with LEP students
- Trainings are as follows: ELPS/ SIOP/ TABE / NABE for instructional strategies that are best practices for student learning

3. All students will be taught by highly qualified teachers

- Human Resources department ensures that all employees meet the Highly qualified status

4. All students will be educatied in learnining environments that are safe, drug-free, and conducive to learning

- Student support services colloborate and present to students providing resources and guidance taking a proactive role to support all students in CISD

5. All students will graduate from high school.

- Various actiivities and opportunities throughout the educational process (pre-k-12) students are provided with opportunities on a higher education and/or career paths that will motivate and bring forth to students at opportunities.
- graduation plans are provided with counselors taking lead on assisting and providing support to all eligible graduates.

All campuses and district level form a planning team (CIC/DAC) to develop a school wide plan, a comprehensive needs assessment is conducted involving all 8 components of the Needs Assessments. An improvement plan is developed and revised with the team and are linked to all funding sources that are Federal, State and Local. The Improvement plan is implemented and monitored throughout the year using Plan4Learning to create discussions and dialogue among the team members, campus and district wide by evaluating the plan. Formative and Summative will measure and evaluate the Improvement plan linking back to the Comprehensive Needs Assessments.

Canutillo District Improvement Plan is addressed in accordance with requirements of Chapter 11, Subchapter F, of the Texas Education Code, specifically 11.251 and 11.252. These requirements are also contained in CISD policies BQ (legal) and BQA (Legal).

Our District Improvement Plan is developed, evaluated and revised annually. Our plan guides the district and campus staff to improve student performance for all student groups in order to attain state standards.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

Canutillo ISD followed up with a District Needs Assessments using data from all campuses. Committees were based on representation from a variety of roles: Committees included directors, Administrators, teachers, counselors, community members, students, and parents. District Advisory Council served as

part of District Needs Assessment.

PLC's are established and are continued to be refined for an effective PLC's by analyzing data and creating an action plan using best strategies and effective support services to ensure student success.

A variety of targeted sources will be analyzed for effectiveness and adapt to meet students needs.

All 8 components were addressed with district outcomes in their strengths, weakness and/or priorities for 2014-2015 school year.

8 components for Needs Assessments:

Demographics

- Strengths- That all campuses are addressing the needs of at risk students through a clear process and procedures as defined in the handbook and through training, District is consistent on addressing teacher student ratio and is monitored throughout the year.
- Priorities- Resources are needed for parent involvement to disseminate information effectively and increase participation in various events throughout the district. Awareness for parents of graduation plan, ELL expectations and providing strategies to support students at home. Address Bilingual program for all students.

Student Achievement

- Strengths- Reading, Science and Social Studies are comparable to the state and region.
- Priorities- Addressing Writing and Math for 4th and 8th grade(M) - 7th writing 9th/10th and focus on 3,4,5th grade Math. EOC results lag to state and region.

School Culture and Climate

- Strengths-Teamwork on campuses where teachers are held to high professional standards and collaboration, focused on Academics increaseing communication of student progress. Teachers /staff have recognition activities and events .
- Priorities- Enhance the communication from all departments and campuses to ensure high functioning for PLC's across the district.

Staff, Quality, recruitment and retention

- Strengths-Teachers are dedicated and have a high level of retention in Elementary and Middle Schools.- Highly Qualified teachers of 100% is throughout the districtS
- Priorities- Mentoring program for new teachers- Professional Development to ensure that all teachers use best practices within their classrooms and utilizing technolgy embedded into their instruction.

 Curriculum, instruction and assessment

- Strengths- Utilization of TEKS Resources and establishing coherent Instructional framework throughout the district. Common Assessments are utilized throughout the district that were established by our teachers. DOK and Kagan training has been beneficial for our teachers and students.
- Priorities- Establish a system or process in place to address RTI and opportunities for Principal PLC's. Expanded Professional Development for RTI and Bilingual program. Training for effective incusion setting and strategies to be used for student success.

School Context and organization

- Strengths- PLC's have been established in all campuses
- Priorities- Re-evaluate the process of scheduling for classes / student programs and after school programs to ensure that all students recieve opportunities for participation and/or success.

Family and Community Involvement

- Strengths- School and home communication has been more effective due to a variety modes of communication. Parental Involvement is beginning to rise with opportunities that have been available for parents to partake: Academic nights/ literacy nights/ open house/ Science projects/ assemblies/ performance nights and other events throughout the year.
- Priorities- Continue to increase parent participation at academic functions/ extra curricular events and trainings for parents

Technology

- Strengths- Campuses and district have access to technology, we have created a strong network connections. Classroom desktops computers have been updated around campuses and programs are becoming accessible from home.
- Priorities- Ensure that Professional Development is followed with purchase of technology that can be used as we integrate it with instruction in the classroom.

2: Schoolwide Reform Strategies

The district supports all campuses to create each campus profiles through various support systems and Professional Development .

* Istation

*Plato

*Renaissance/ STAR Spanish Rdg

*TEKS Resource

*Gale Resources

*ESPED data-based management system

*ESTAR LPAC system

*Curriculum writing

*Eduphoria

*Technological software- ex: Achieve 3000, Istation, ESTAR/MSTAR, Think through Math

*Princeton Review

Reveiw of programs and disaggregating data by sub- groups are documented through PLC's to determine its effectiveness. District assists and supports campuses through collaboration.

Extended learning time are reviewed through campus visits and determine it effectiveness.

3: Instruction by highly qualified professional teachers

Professional development provided to faculty/ staff and administrators to ensure that all teachers are highly qualified for positions that they currently hold.

Human Resources department researches and keeps abreast on all professionals that are highly qualified. CISD contains 100% of the faculty and paraprofessionals to be highly qualified for their current positions.

Time and support is provided to teachers to gain professional development in their areas of needs and /or expertise.

Mentoring for new teachers are available on campus to provide the opportunity of time to collaborate and support new teachers. Classes are provided district wide for all new teachers covering essential content to be a successful teacher. Ex. Classroom and time management, instructional strategies....Dialogue and conversations with administrators, Instructional coaches and Central Office personnel is common practice.

Instructional Rounds are created to support not only for novice teachers but all teachers creating dialogue for best practices across core content areas.

 Frequent walk throughs are expected as well during PLC's for collaboration of data .

Staff Attendance is a focus to ensure that all students continuously

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services

personnel, parents, and other staff

It is of high priority to provide professional development and learning opportunities to increase academic achievement for all students.

Professional development for teachers, paraprofessionals and staff is a necessity to ensure student success and through follow meetings will assist with implementation of new research based instruction for English Language Learners, Response to Intervention, Special Education and other core content areas to provide instructional support.

Parent trainings, power nights will assist parents to bridge home and school by providing strategies, materials to be followed up with home support.

Opportunities are in place to support all teachers with professional development to strengthen their core contents and implement in their classrooms with support of administration and district.

5: Strategies to attract highly qualified teachers

District and campuses participate in various activities to advertise where appropriate to recruit or retain highly qualified teachers throughout the entire district.

Attend job fairs, community events, creating partnerships to retain high performance teachers. Career informational sessions will be provided to district staff supporting their teaching career path through guidance from Human Resources department.

Public Information Office promotes CISD vision and mission through various social media that targets every campus within the district and what it has to offerr

6: Strategies to increase parental involvement

CISD uses various options to communicate with parents on school events and activities.
Each campus sponsors PAC meetings on a monthly basis and public meeting to provide meetings.

Increasing Parental engagement is a district priority that will support campuses through various programs.

- Parent Academic nights will occur at all campuses
- Parent trainings to support their children utilizing various strategies at home
- PTO/PAC and/or volunteers to welcome our parents and provide their input for campus and district projects
- Parent participations with various committees throughout the district and campuses.
- Develop family resource center to assist students and family members

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

Professional development between Preschool and kinder teachers occurs throughout the year providing time for collaboration and aligning their instruction.

Transitioning programs and plan of action is utilized through different grade levels in the district that includes

5th to 6th grade

8th to 9th grade

DAEP to their home campuses.

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

District supports all campuses on utilizing the TEKs Resource System effectively through professional development and Professional Learning Communities that are practiced through every campus. PLC's are scheduled throughout the year district wide and campus level for targeted planning when analyzing student data through various reports: Benchmarks, Istation, Achieve 3000, ESTAR/MSTAR, and other exams/screenings that support students who are identified ELL, SPED, pr any student struggling through core content areas.

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

Utilization of PLC's at campus level and district reports meet on regular basis that will provide a plan of action to assist students within a timely manner making student gains through use of early intervention process.

10: Coordination and integration of federal, state and local services and programs

Canutillo continues to focus on prevention classes and activities that will assist and support students to complete their education and encourage higher education through various opportunities. Trainings and events are provided throughout the district for Prevention programs for parents and students. Student Support Services is a key component to provide the following to our community and students:

- Prevention classes and events
- Family Literacy

Title I Personnel

Name	Position	Program	FTE
ELIA MARGARITA GONZALEZ	EARLY CHILDHOOD CARE PROVIDER	EARLY CHILDHOOD	1.0
ELIZABETH RAMIREZ	EARLY CHILDHOOD CARE PROVIDER	EARLY CHILDHOOD	1.0
ELVIA MORENO	PROGRAM COMPLIANCE DIRECTOR	HUMAN RESOURCES	.60
JESUS JIMENEZ	PREVENTION SPECIALIST	STUDENT SUPPORT SERVICES	1.0
MARLENA ZIMMERMAN	SCIENCE CURRICULUM COORDINATOR	CURRICULUM AND INSTRUCTION	1.0
MONICA REYES	DIRECTOR OF STUDENT SUPPORT	STUDENT SUPPORT SERVICES	1.0
NIDIA AVILA	MATHEMATICS CURRICULUM COORDINATOR	CURRICULUM AND INSTRUCTION	1.0
SANDRA CARRILLO	EARLY CHILDHOOD COORDINATOR	CURRICULUM AND INSTRUCTION	1.0