

Canutillo Independent School District
Canutillo Elementary School
2015-2016 Campus Improvement Plan



Mission Statement

Canutillo Elementary School will provide a safe environment that will enhance the ability for quality learning in order to achieve success as a productive member of society.

Vision

Canutillo Elementary will strive to inspire all children to become life-long learners, responsible and respectful of our culturally diverse society.

Core Beliefs

Culture of Excellence

Student Centered

High Expectations

Accountability

Transparency

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	7
School Culture and Climate	9
Staff Quality, Recruitment, and Retention	11
Curriculum, Instruction, and Assessment	13
Family and Community Involvement	15
School Context and Organization	17
Technology	19
Comprehensive Needs Assessment Data Documentation	21
Goals	24
Goal 1: Provide a Safe & Secure Environment	24
Goal 2: Increase Student Academic Achievement	28
Goal 3: Enhance Student Character & Drive Towards a Career/Profession	41
Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education	48
Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders	52
State System Safeguard Strategies	57
Federal System Safeguard Strategies	58
State Compensatory	59
Budget for Canutillo Elementary School:	59
Personnel for Canutillo Elementary School:	61
Title I	62
Schoolwide Program Plan	62
Ten Schoolwide Components	62
Title I Personnel	65
2015-2016 Campus Improvement Committee	66

Comprehensive Needs Assessment

Demographics

Demographics Summary

Canutillo Elementary School Demographics

Due to the opening of a new elementary school within our district our enrollment has dropped about 50 students. The school continues to have the same demographic needs due to the ELL and At-Risk population. The information below is current to this school year.

Enrollment for 2015-16

EE	2
PK	59
K	82
1ST	85
2ND	98
3RD	91
4TH	98
5TH	99

614 Students- Grade Span PK-5

At-Risk 79%

Percent of Economically disadvantaged 88%

Percent of English language Learners 50.7 %

Migrant: 4%

Gifted and Talented:5%

SPED: 9%

Homeless Status Total: 1%

Mobility rate: 16%

Free Lunch Participation: 74%

Reduced Lunch Participation: 12%

Student Gender: Female 47% Male 52%

Ethnicity: Hispanic-Latino 96%

Race: White 2%, Black/African American count 1, American Indian- Alaskan Native count 1, Two or more count 3

Demographics Strengths

According to the 2013-14 Campus Profile from the Texas Academic Performance Report from TEA the following information describes Canutillo Elementary School.

Canutillo Elementary Schools' (CES) staff consists of 46.4 Professional Staff members. Teachers: 40.4, Professional Support: 4, and Campus Administration: 2. CES also has 14.2 educational Aides, for a total staff of 60.6. 75% of teaching staff is Hispanic, 22.3% White, and 2.5% of another race. CES has 35 female teachers and 5.4 male teachers. CES has 30% percent of the teaching staff with over 20 years of experience, 35% has 11- 20 years of experience, 11% has 6 to 10 years of experience, 22% less than 5%, and 2.5% are beginning teachers. The average classroom at CES has about has an average of 19 students per classroom. The average teacher salary is \$52,032, for professional staff \$55,255, and an average of \$74,766 for campus administration.

Canutillo Elementary School prides itself with having at least 33% of the teaching staff with master's degrees. A very low turn around. Teachers only leave if they retire or move out of town.

Demographics Needs

Canutillo Elementary School is in need of the following staff to attempt to increase student achievement by 3%.

Due to the square footage of our campus and after school activities we are in need of additional custodial staff. In addition, CES needs more food service support due to our high enrollment of over 600 students. CES houses 2 Special Education units where students have severe physical handicaps; therefore, and additional nurse would help. CES's special education population is at 10.2%. CES AT-Risk population is at 74% and requires additional educational teaching support in the area of reading specialist.

It was decided by the Campus Improvement Committee that the priorities for this campus are as follows:

Administration will attempt to staff CES appropriately to meet the needs of schools' population. This need is addressed in Goal 2 Increase Student Academic Achievement. CES in conjunction with the Special Education Department will hire an additional At-Risk Teacher with State Comp funds (185) addressed in Goal 2 Increase Student Academic Achievement.

Student Achievement

Student Achievement Summary

According to the data Canutillo Elementary School's needs are based on decreasing student achievement in Writing, Science, and Math. CES needs to enhance math and science instruction school-wide across all grade levels. Teachers will attend purposeful staff development in the areas of need to incorporate strategies within their lessons. Teachers will share with their colleagues strategies learned through PLCs. Teachers will also participate in a book study "The Leader in Me," by Covey to promote student leadership. Through parent liaison PAC meetings, CES will inform/teach parents how to assist their children at home. CES will promote academic excellence through student recognition such as AR reading recognition of meeting reading goals and semester dances for A/ A&B Honor Roll. CES will also create bulletin boards where students will be recognized for their reading efforts.

CES will continue to provide interventions within the school day through WINN (What I Need Now) time. Three times a week for 45 minutes students will receive interventions from academic tutors, classroom teachers, At-Risk reading teacher, or instructional aides.

Canutillo Elementary School Accountability Summary for school years 2013-14 & 2014-15.

Student Achievement Data Table for 2014

All Subjects: 77%

Reading: 80%

Writing: 82%

Math: 77%

Science: 64%

Index 1 score: 77

Student Achievement Data Table for 2015

All Subjects: 75%

Reading: 80%

Writing: 74%

Science: 60%

Index 1 score: 75

Student Achievement Strengths

Canutillo Elementary School uses State Comp (185) to fund academic tutors to assist within interventions within the school day so teaching and learning is maximized. Reading scores have either been at the state level or above in grade 3rd, 4th, & 5th. CES elementary has technology accessible for all students through 2 computer labs, another lab in the library, and mobile carts of laptops for check out. In addition, every classroom has 5 computers. We are in the process of installing and mounting overhead projectors in all classrooms. Arcelor Mittal has made a gracious donation of 10 iPads for 5th graders to enhance math instruction. Programs that have enhanced student achievement are Accelerated Reader, reading A to Z, and I-Station.

Student Achievement Needs

Canutillo Elementary School has identified several academic needs such as: math skills enhanced through multiplication facts recall, multiple step problem solving, and logical reasoning. CES feels that because the standards have changed so does the rigor in the instruction provided to students. Science is an area of need also because our data shows that students struggle with vocabulary concentrated in our English Language Learners. Science school-wide instruction has to increase through consistent daily teaching of science and academic vocabulary enhancement. CES has to educate parents how to assist their children at home. As a school we want to promote academic excellence through student recognition.

It was decided by the Campus Improvement Committee that the priorities for this campus are as follows:

Math and Science training through Curriculum & Instruction and Region 19, addressed in Goal 2 Academic Increase Student Academic Achievement that is purposeful. CES will use Instructional Leadership Team and teachers to train teachers, addressed in Goal 2 Academic Increase Student Academic Achievement. CES will use 255 Title 1 & 185 State Comp funds for staff development and substitutes, addressed in Goal 2 Academic Increase Student Academic Achievement.

School Culture and Climate

School Culture and Climate Summary

Canutillo Elementary School reviewed the following reports: 1. student discipline report indicated that student referrals decreased up to 50%. 2. Organization Health Index (OHI) profile is based on the results of continuous annual survey. The focus for 2015-2016 is to increase the levels of autonomy and adaptation reaching an independent level in accordance to the results of OHI. Strength is illustrated with 3 highest dimensions which is in morale, communication and optimal power equalization.

Canutillo Elementary will focus on enhancing No Place For Hate Activities to stress anti-bullying within our campus. CES will encourage more activities that focus on student recognition in all areas such as Honor Roll, attendance, and behavior. CES will have monthly ice cream celebrations for the grade level with the highest attendance percentage.

The staff will participate in a book study, "The Leader in Me," by Covey, to promote student leadership.

School Culture and Climate Strengths

Canutillo Elementary school has established a safe environment by the following:

- A fence was installed to keep students safe during the day. The campus was open and located in a central area of Canutillo where the community felt free to cut across.
- After school activities such as Mother/daughter Father/son, Boys and Girls Club, and Chess Club provides students with opportunities to socialize in a structured setting with enriching activities geared towards leadership.
- CES participates in UIL competition that allows Kinder through 5th grade students to show their academic skills in areas such as story telling, music memory, computation, maps skills, etc..
- CES participates in a districtwide wellness program where 75% of the staff is part of.

School Culture and Climate Needs

Canutillo Elementary School has expressed school culture and climate needs based on student achievement and school environment through the following:

- CES students' need to become more responsible with school work.
- Through Positive Behavior Support Initiative we need to focus on school-wide and intrinsic motivation.

- Focus on those students that are doing well not only on those that misbehave.

It was decided through the collaboration of the Campus Improvement Committee that the priorities are as follows:

- Enhance No Place For Hate Activities. Addressed in Goal 3 Enhance Student Character.
- CES will increase activities that focus on student recognition in all areas such as Honor Roll, attendance, and behavior. Addressed in Goal 3 Enhance Student Character.
- Possibly revisit the schools mission and vision statements with student input. Addressed in Goal 3 Enhance student character.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Canutillo Elementary School will continue with schoolwide committees to enhance teaching and learning. Through PLCs teachers will collaborate and share best practices. Teachers will also attend purposeful and meaningful staff development across the curriculum. CES will work with C&I to promote Instructional Rounds and professional development through district initiatives such as The Art and Science of Teaching learning goals, academic vocabulary, and proficiency scales. CES will continue with dual language training through the Academic Language Services (ALS) department.

Staff Quality, Recruitment, and Retention Strengths

Canutillo Elementary School has established a professional environment where teachers are highly qualified. CES teachers collaborate weekly through PLCs, where they review data, lesson plan, and share best practices. CES staff attendance overall is 91% attendance per six weeks. Less than 9% absences due to sick leave and staff development. CES maintains their staff year after year with a low turn over. Teachers do not leave unless they retire or move away. CES staff consists for 14 paraprofessionals and academic tutors, whom are also highly qualified. Many have degrees and are certified teachers.

Staff Quality, Recruitment, and Retention Needs

Canutillo Elementary School has determined the following needs to improve the school organization. It has been determined that new staff need guidance. Allowing new staff to observe other teachers.

- More new teacher help orientation and provide a check list.
- Teachers going to observe teachers within the grade level.
- Meaningful and purposeful staff development such as Dual Language, Guided Reading, and creating learning goals.

It was decided through collaboration of the Campus Improvement Committee that the priorities are as follows:

- Assign new staff members a mentor, this need is addressed in Goal 5 Convey and Share a Positive Image to all CISD Stakeholders.
- Instructional Rounds and professional development, addressed in Goal 2 Increase Student Academic Achievement.

- Continue with dual language , proficiency scales, an academic vocabualry, addressed in Goal 2 Increase Student Academic Achievement.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Canutillo Elementary will re-evaluate WINN time (intervention cycle), to make it more effective and ensure the RTI process is taking place. CES will use their own staff as instructional leaders to facilitate Science and Math training across grade levels through PLCs. CES will look for differentiated instruction training within the region and ask Curriculum and Instruction for assistance in training and attend PLCs. CES will use the Instructional Leadership Team to training staff on current district initiatives such as academic vocabulary and proficiency scales by Marzano.

Curriculum, Instruction, and Assessment Strengths

Canutillo Elementary School has established the following:

- Teachers receives half a day of Extended Planning Time once every six weeks. This time allows teachers to ensure that they are up to par with lesson planning, grades, RTI process paperwork, and more importantly looking at data to drive instruction.
- Teachers are provided multiple sources for assessments. They are teacher created, district/benchmarks, common assessments from the TEKS resources website, and from multiple resources available.
- Teachers have the opportunity to use the team approach to intervention through various resources throughout the school and each other.

Curriculum, Instruction, and Assessment Needs

Canutillo Elementary School has determined the following as needs based on data and staff recommendations.

- CES has to re-evaluate WINN time to ensure we are maximizing instructional time.
- Science/Math training for all teachers to enhance student learning.
- Differentiated Instruction training is needed to ensure student needs are met.

It was decided through collaboration of the Campus Improvement Committee that the priorities are as follows:

- Re-evaluate WINN time (intervention cycle). CES will create a new schedule with teacher input, addressed in Goal 2 Increase Student Academic Achievement.

- CES staff with attend purposeful and meaningful Science/Math training, addressed in Goal 2 Increase Student Academic Achievement.
- CES staff needs clarification and training on differentiated instruction through the Special Education Department, addressed in Goal 2 Increase Student Academic Achievement.
- Collaborate with Curriculum and Instruction for assistance- Goal 2 Increase Student Academic Achievement.

Family and Community Involvement

Family and Community Involvement Summary

Canutillo Elementary School has a school wide Title 1 program consists of parent involvement activities: Canutillo Elementary School will continue to host parenting classes to assist parents with various topics to educate parents on ways to get involved in helping thier children at home. CES Parent Liaison will continue to recruit more parent volunteers. CES will attempt once again to create a functional PTO with existing parent volunteer members.

Our campus will continue to provide the following programs to maintain and increase our parental and community involvement:

- Math power night
- Reading power night
- Science power night
- Holiday evening events
- Art Showcasing
- College and Career Readiness events
- Science showcase
- GT extravanganza
- Father/son and mother /daughter program
- Grandparents day
- Open house
- Awards assemblies
- Parenting classes

Family and Community Involvement Strengths

Canutillo Elementary School has established the following:

- CES provides Parent Power nights in reading, math, science and technology twice a semester. Parents and their children participate in different hands on activities such as make and takes, math strategies, and ideas for science fair projects provided through UTEP students and teacher interns.
- CES houses Boys and Girls Club after school where students are given the opportunity to complete homework and receive assistance, STEM connection activities, and physical activity.
- CES students recieve recognition for attendance, being at school on time, and not leaving early. Students receive Eagle Dollars for attendance, ice cream at the of the month for the grade level with the highest attendance rate, and incentives from librarian when meeting reading goals.

Family and Community Involvement Needs

Canutillo Elementary School has determined the following as needs based on data and staff recommendations.

- CES administration will ask Boys and Girls Club director to provide more structure to the after school program.
- CES Parent Liaison will continue to recruit more parent involvement volunteers.
- Through the Parent Liaison we will provide basic computer training for parents and other parenting classes such as nutrition and behavior management.

It was decided through Campus Improvement Committee and staff recommendations that the priorities for this campus are as follows:

- Parent Liaison will continue with parenting classes, it is addressed in Goal 4 Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education.
- Parent Liaison will continue to recruit more parent volunteers, it is addressed in Goal 4 Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education.
- Parent Liaison will attempt to create a functional PTO, it is addressed in Goal 4 Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education.

School Context and Organization

School Context and Organization Summary

Canutillo Elementary School will revisit school wide expectations and consequences through PBIS. PBIS committee will brain storm and make adjustments to behavior expectations within the school environment. CES will restructure WINN expectations and establish how progress will be monitored. CES will explore other possibilities for PE schedule so that grade levels that attend PE in the PM can attend in the AM.

School Context and Organization Strengths

Canutillo Elementary School has established the following:

- Canutillo Elementary School hires 5 academic tutors to assist with WINN intervention time within the school day using 185 & 211 funds. Academic tutors service Tier 2 students and document their progress based on teacher recommendation and IStation results.
- CES meets weekly with PLCs to address student data, best practices, and plan instruction based on student needs.
- CES students and staff receive attendance incentives such as ice cream, Eagle Dollars, and free dress.

School Context and Organization Needs

Canutillo Elementary School has determined the following as needs based on data and staff recommendations.

- PBIS will create a plan for repeated offenders there should be different approach to intervention.
- CES administration will revisit the WINN schedule and make adjustments to meet the needs of instructional times.
- CES will consider rotating P.E. times yearly (flip A.M. to P.M.).

It was decided through the Campus Improvement Plan and staff that the priorities for this campus are as follows:

- PBIS committee will create/ revisit school wide expectations and consequences.
- CES will restructure WINN expectations and establish how progress will be monitored.
- Explore other possibilities for PE schedule so that grade levels that attend PE in the PM can attend in the AM.

Technology

Technology Summary

Canutillo Elementary School will purchase additional projectors and mount them on the ceiling to improve direct instruction of At-Risk students. CES will use State Comp (185) to purchase additional resources from science book adoption such as STEM Scopes. CES will use technology committee and Instructional Leadership Team to give mini workshops on how to incorporate technology into daily lessons and other instructional initiatives.

Technology Strengths

Canutillo Elementary has established the following:

- CES has installed hallway printers, one per grade level. Teachers are to use these printers to print IStation reports, AR reports, fluency checks, books from Reading A to Z, and any other resources to enhance their teaching.
- Purchased the following web based programs to assist and enhance instruction:
 - Brain Pop
 - A-Z
 - E books
 - STEMScopes
- Purchased functional headphones and computers to facilitate web based programs and their daily use.

Technology Needs

Canutillo Elementary School has determined the following as needs based on data and staff recommendations.

- CES will secure funding to purchase and update laptops.
- Science book websites for lessons.
- Teachers will teach teachers through mini workshops training during PLC time.

It was decided through Campus Improvement Plan and staff that the priorities for this campus are as follows:

- Purchase additional projectors and mount them on the ceiling to improve direct instruction of At-Risk students, it is addressed in Goal 2 Increase Student Academic Achievement.

- Use State Comp to purchase additional resources from science book adoption, it is addressed in Goal 2 Increase Student Academic Achievement.
- Use technology committee and ILT team to give mini workshops on how to incorporate technology into daily lessons, it is addressed in Goal 5 Convey and Share a Positive Image to all CISD & Community Stakeholders.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

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
- Accountability Distinction Designations
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups

- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RTI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Professional Learning Communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Evaluation(s) of professional development implementation and impact
- Texas STaR Chart longitudinal data
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate

Support Systems and Other Data













- Processes and procedures for teaching and learning, including program implementation
- Communications data

- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

Goals

Goal 1: Provide a Safe & Secure Environment

Performance Objective 1: Canutillo Elementary will implement a comprehensive plan for safety and security for all students, to include technology, facilities, school staff and community by June 2016.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CES administration will work with central office to do walk-throughs to identify safety concerns.		Principal/ Safety Security Officer	Sign in sheet/ list of concerns- 2 per year				
2) Maintain a safety and security plan of action with objectives, desired changes, and time frame that addresses security audit report. Update the Emergency Operation Plan as needed.		Administration, EOP, PBIS committees.	Completed EOP- by Spring 2016				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Provide a Safe & Secure Environment

Performance Objective 2: Canutillo Elementary will increase positive discipline strategies to foster a positive school climate and decrease the number of bullying incidents by 5% during the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Celebrate drug and bullyfree week during the month of October 2015.	1, 2, 10	Counselor, teachers, and administration.	Red Ribbon week activities October 27 - October 31, 2014.				
2) Create an awareness of bully prevention through a campaign called "It's cool to be kind" in February 2016.	2, 9	Counselor, teachers, and administration.	"It's cool to be Kind" activities.- Spring semester				
3) Administration will address behavior and all referrals in a timely manner and do preventative interventions through incident reports.	9	Administration	Processed referrals in a timely manner.-on daily basis when needed				
4) Continue the implementation of School Wide Positive Behavior Intervention Support and reinforce school wide expectations. Be Safe Be Respectful Be Responsible	1, 2, 6, 9, 10	Administration	Number of recognition's/ decrease referral list- daily basis				
5) CES Assistant Principal will be trained to provide formal training to staff about Texas Anti-Bullying law.	1, 2	Campus Administrator/ Student Support Services	Sign in sheet/ training agenda- by Spring Semester				
6) 2nd through 5th grade students will receive lessons about online safety, such as cyber bullying and social networking.	2	Campus Administration/ Student Support Services	lesson plans/ sign in sheet- 1 per semester				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Provide a Safe & Secure Environment

Performance Objective 3: During the 2015-16 school year Canutillo Elementary will implement the district's employee opinion survey on safe environment.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) The student safe and secure survey will be conducted as district provides them in a timely turnaround.		Campus Administrators.	results of survey by February 2016				
2) Safety Security Officer and staff will conduct a safety audit of CES, grounds, and playground.		Safety ans Security Director	Audit report and correction plan- 1 per semester				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Provide a Safe & Secure Environment

Performance Objective 4: Canutillo Elementary will continue a Safety Patrol Program in order to create a heightened sense of security and promote citizenship among students throughout the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CES will recruit 4th and 5th grade students to serve as Safety Patrol with the intention of providing them opportunities to build good citizenship.		Campus Counselor	meetings/ sign in sheets- every 6 weeks				
2) Students will be trained and actively participate in different duties that help promote safety and leadership. NPFH student coalition.		Campus Administrator	Meetings/ Sign in sheet/ activities- every 6 weeks				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 1: Canutillo Elementary will increase scores on State Performance Index 1 (Student Achievement Overall) from 75 to 78, Index 2 (Student Progress) from 42 to 45, Index 3 (Closing Performance Gaps) from 40 to 43, and Index 4 (Post Secondary Readiness) from 25 to 28 by the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) PLCs will analyze gaps between instructional programs, gender, and by test objective in Reading, Math, Writing, and Science. Develop objectives and strategies to close these gaps and identify Power standards by providing purposeful professional staff development for teachers and administrators.	2, 4, 8	Teachers and Administrators Instructional Coach	Increase student achievement through benchmark testing.- Weekly				
Funding Sources: 211-Title I-Part A, 185-State Compensatory Education, 185-State Compensatory Education - \$985.00, 185-State Compensatory Education - \$372.66, 211-Title I-Part A - \$372.66							
State System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7	1, 2, 4, 5	Administration and Instructional Coach	Students meet state expectations in all areas.- as available throughout the year				
2) Provide ongoing purposeful professional development training for teachers in Reading, Math, Writing, and Science for all grade levels to provide quality instruction, high expectations, and instructional support for all students.	Funding Sources: 211-Title I-Part A - \$4076.00, 185-State Compensatory Education - \$6079.00, 211-Title I-Part A - \$1100.00, 211-Title I-Part A - \$255.00, 211-Title I-Part A - \$827.32, 211-Title I-Part A - \$2646.00						
3) Provide in-school tutoring and inclusion that differentiates and provides early and effective assistance for all students through the RTI process based upon achievement and need. Implementing WINN (What I Need Now). Academic Tutors will go into the classrooms during WINN time.	1, 9	Administration and Instructional Coach	Student making gains through progress monitoring and reviewing data.- weekly basis				
Funding Sources: 185-State Compensatory Education - \$39767.00, 211-Title I-Part A - \$30000.00							
State System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4	1, 9	Teachers and instructional aides.	Student making gains through progress monitoring.- daily basis				
4) Provide innovative accelerated instruction and effective support for critical need student populations such as English Language Learners and students receiving special education services.							
5) Provide Pre-Kinder through 2nd grade students with programs that build early foundations for learning success and eliminating achievement gaps before they occur.	1, 3, 7	Pre-Kinder- 2nd grade teachers and administration.	Successful transition. Provide tours and flyers to parents about CES.- 1 per semester				

<p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 4 CSF 7</p> <p>6) Provide students highly qualified teachers to enhance student success through optimal job performances. Teachers who are trained to teach using a rigorous curriculum for all four content areas and a diversified group of students such as English Learners, Migrant, 504, Gifted/Talented and Special Education.</p>	2, 3, 5	Administration, Teachers, Instructional Coach, and Instructional Aides.	HQ status for teachers and Professional Development(list of training's)- available trainings throughout the year				
7) Provide teachers with planning time within the school day once every six weeks for reviewing data and planning for interventions.	2, 3, 4, 8	Administration.	Data driven instruction, evidence of progress monitoring.- every 6 weeks				
8) Waiver days will be used for vertical curriculum alignment and district initiatives of instructional framework such as learning goals,proficiency scales, and vocabulary.	2, 4, 8	Administration.	Posted learning goals, evident rituals and routines.- scheduled trainings				
9) SSI (Student Success Initiative) for 5th graders. Summer School 2016.	5, 9	Campus Administration	list of students for Summer school and SSI meetings- Spring Semester				
Funding Sources: 185-State Compensatory Education - \$10000.00							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 2: Canutillo Elementary will increase overall student achievement scores in Reading from 80 to 83 reflective in the STAAR scores provided by the state at the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide materials and supplementary resources such as journals, workbooks, lined paper, and other resources necessary to provide Balanced Literacy.	1, 10	Teachers	Student success in state mandated curriculum. I-Station- weekly basis				
Funding Sources: 211-Title I-Part A - \$1438.50, 185-State Compensatory Education - \$2544.74							
2) Display of Academic word walls by all grade level teachers and keep reading journals for each child that will include reflections and vocabulary.	1, 2	Teachers, Academic Tutors, Instructional Coach, and Instructional Aides.	Completed Reading journals.- monitoring on weekly basis				
3) Kinder- 2nd Grade teachers will monitor student fluency rates to meet projected outcomes according to grade level.	1, 2, 3	Teachers Instructional Coach Administration	By the end of the school year: Kinder- 25 WPM (Words per minute) 1st grade: 60 WPM 2nd grade: 90 WPM				
Funding Sources: 211-Title I-Part A - \$9770.00							
4) Reading supplemental materials such as Reading A to Z and Mentoring Minds resources will be purchased to provide K- 2nd grade teachers with reading, and writing interventions resources. In addition teachers will use I-Station and Texas Treasures leveled readers as supplementals.	1, 2, 10	Kinder- 2nd grade teachers.	Students achievement through progress monitoring. weekly basis				
Funding Sources: 185-State Compensatory Education - \$3199.00, 185-State Compensatory Education - \$4293.00							
State System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7	1, 2, 3, 4, 5	SPED Department	Student success in STAAR Alt. by spring semester				
5) Provide ongoing opportunities for purposeful staff development in SPED teachers in Reading STAAR testing preparation such as STAAR Alt, how to read an IEP, and provide necessary resources.							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 3: Canutillo Elementary will meet overall student achievement scores in Math at 75% reflective in the STAAR scores provided by state at the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide materials and supplementary resources such as Mentoring Minds workbooks to increase student success.	1	Teachers, Academic Tutors, Instructional Coach, and Instructional Aides.	Student success in state mandated curriculum.- Fall semester				
2) Display of Academic vocabulary word walls by every classroom and keep math journals for each child that will include reflections and vocabulary.	1, 2	Teachers	Completed Math journals. monitor on weekly basis				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 4: Canutillo Elementary will increase overall student achievement scores in Writing from 74 to 77 reflective in the 4th Grade STAAR scores provided by the state at the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Teachers in grades K-5 will receive Empowering Writer's professional development to address the writing process needs to create vertical alignment across all grade levels.	2, 4, 5	Administration and Curriculum & Instruction Department	Kinder through 2nd grade teacher attendance and implementation of strategies within classroom instruction. by spring semester 2016				
2) Display of Academic vocabulary word walls by all grade levels and keep ongoing writing journals that will include reflections and vocabulary.	1, 2	Teachers	Completed writing journals.- monitor on weekly basis				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 5: Canutillo Elementary School will increase overall student achievement in Science from 60 to 70 reflective in the 5th Grade STAAR scores provided by the state at the end of 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) Close gaps between ELL and English Monolingual students in STAAR science by offering deliberate methods and techniques to target deficiencies such as vocabulary and target Power Standards. Give students the opportunity to test in their academic language. Stemsscopes</p>	1, 2, 9	Administration, Instructional Coach, and Teachers	Student success in state mandated curriculum. weekly basis				
	Funding Sources: 185-State Compensatory Education - \$1438.00						
<p>2) All students will have the opportunity to participate in hands-on science lab experiments.</p>	9	Teachers and Science instructional aide.	Participation and attendance to science lab on a weekly basis. Lab schedule				
	Funding Sources: 211-Title I-Part A						
<p>3) Science journals to support Science vocabulary in grades K-5th.</p>		Teachers and Science instructional aide.	Completion of science journal and regular attendance of science lab. monitor weekly basis				
<p>4) Display of Academic Vocabulary word walls by all classrooms and keep science journals for each child that will include reflections and vocabulary.</p>	9	Teachers	Completed science journals and word walls. monitor weekly basis				
<p>5) Students will have the opportunity to participate in a school wide Science Fair in January 2016.</p>	6	Science Fair Coordinator	Number of participants in Science fair				
<p>State System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>6) Provide teachers opportunities for ongoing purposeful professional development in science. Target ELLs in all grade levels to provide quality instruction for all students.</p>	1, 2, 3, 4, 5	Administration and SPED Dept.	list of professional development/ implementation in classrooms through observations- availability of scheduled trainings throughout the year				
	Funding Sources: 211-Title I-Part A - \$3167.87						
<p> = Accomplished = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 2: Increase Student Academic Achievement

Performance Objective 6: By the end of the 2015-16 school year Canutillo Elementary will increase its attendance rate from 96.3% to 97 % through Positive Behavior Interventions and Strategies.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Recognized classes at each grade level for perfect attendance through school announcements and pop corn incentive for every time they spell Perfect Attendance.	1, 2	Administration, Counselor, and teachers.	Classes will receive pop corn celebrations for spelling Perfect Attendance and Eagle dollars for weekly attendance.				
2) Maintain Mother/Daughter and Father/Son programs to encourage students to pursue post high school education and campaign for high attendance rate at our campus.		Mother/Daughter and Father/Son teacher sponsors	Participate in all UTEP workshops and field trips to post high education.- by Spring semester				
3) Incorporate programs that are geared to develop healthy minds and bodies and prevent violence and drug use among our students.		Physical Education and Wellness Coordinators, Teachers, and Administrators.	Wellness activities- weekly basis				
4) Eagle Dollars earned for attendance will be used at an Eagle Dollar Carnival at the end of each semester. Students earn prizes for games played.	1, 2	Administration and PBSI Committee	The amount of Eagle Dollars spent at the carnival.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 7: Canutillo Elementary will meet the district's benchmark to maintain high-quality instruction by monitoring staff absences by the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CES staff will follow district policy on attendance requirements.		Administration	Attendance monitoring on daily basis/ Attendance Review Committee-1 per semester or as needed				
2) Increase teacher attendance to 92% from 90%.		Campus Administrator	Attendance rate measured every 6 weeks and closely monitored on a weekly basis.				
3) T-TESS (Teacher Evaluation and Support System) Teachers will self manage and achieve career objectives through professional growth.	3	Teachers and administrators	through TTESS documents- monthly				
4) Through the Instructional Leadership Team, teachers will build leadership skills to enhance student success.	2	Campus Administrator	ILT meetings/ sign in / agendas- monthly				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 8: By the end of the 2015-16 school year, 100% of CES teachers will integrate innovative technology and project based learning to align with 21st century learning skills to provide high quality instruction.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Conduct a needs assessment for teachers in the area of technology and offer ongoing staff development for teachers on the use of technology using an integrated approach across the curriculum.	1, 2, 3, 4	Administration and Instructional Coach	Needs assessment planning through CIC.- 1 per semester				
2) Implement and integrate technology into two core subjects in grades K-5.	8	Teachers	The use of technology implemented throughout the state mandated curriculum.- monthly				
3) School tutoring program: supplementary instructional materials, media services, and assistance from the librarian to ensure media services and materials support student mastery of the TEKS.	1, 2, 9	Librarian, Administration, and Instructional Coach.	Implement and monitor state mandated curriculum.- weekly				
4) Library will increase accessibility to students and staff. Provide resources and technology for student use that includes Brain Pop.	10	Librarian	Availability before and after school. monitor on daily basis				
Funding Sources: 211-Title I-Part A - \$20735.00, 185-State Compensatory Education - \$2295.00, 185-State Compensatory Education - \$913.00							
5) Purchase and install overhead projectors for Kinder through 2nd grade classes.	1, 10	Administration	number of projectors installed- by Spring 2016				
Funding Sources: 185-State Compensatory Education - \$28261.62							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement

Performance Objective 9: Canutillo Elementary will increase awareness in college readiness and career exploration process with a strategic approach focusing on 100 % of students Pre-K-5 participating during the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Coordinate a transition visit to AMS for all 5th grade students to familiarize students with the campus and campus procedures and classes.	7, 9	Counselor	Visit AMS in Spring of 2016				
2) Plan in November 2015 Generation Texas Week and have presenters throughout the year for students in Pre-kinder through fifth grade to promote and encourage students to pursue a post high school education.	1, 2, 5	Counselor, Administration, and Teachers.	Generation Texas activities the week of November 2015 to promote college readiness and awareness.				
3) Plan a Career Fair where different presenters will come to our campus and talk to our Pre-Kinder thru 5th grade students about different job opportunities in this area and throughout the United States.	5	Counselor	Career Fair in Spring of 2016.				
4) Special Education teachers will provide students the necessary life skills strategies in order for them to become independent citizens in our community with programs that fit their academic, physical, emotional, and behavioral needs according to the ARD decisions.		Special Education Teachers	Implementation of state mandated curriculum and IEPs.- monitored number ARD's				
5) Incentives are given to students throughout the year whose names are announced for where they want to attend college.	5	Counselor	Weekly drawings for incentives				
6) Fifth Grade Students of CES will visit the CATE program at CHS	5, 7	Counselor and 5th Grade Teachers	Field trip to CHS on May 2016.				
7) Fourth Grade Students of CES will visit UTEP campus.	7	Counselor and 4th Grade Teachers.	Field trip to UTEP in Spring of 2016.				
8) Fifth Grade Students of CES will visit NMSU campus.	7	Counselor and 5th Grade Teachers	Field trip to NMSU in November 2015				
9) Students will participate in UIL competition to promote reading skills, math skills, social studies skills, fine arts, etc.		Teachers Administrators	UIL Regional Competition- Spring 2016				
10) Pre-K students and parents will be provided with information in order for their children to transition successfully into Kindergarten. Informational transition meetings will be provided by Region 19 Headstart during the Fall of 2015 and in the Spring of 2016 an informational tour for transition will be held at CES.	7	Teacher and counselor.	Sign in sheets/ agenda- 2 per year				

11) Pre-K Teachers attend monthly district wide PLC's to enhance student learning through collaborative innovative strategies.	4, 7	Administration (School & District Level)	Student Progress measured through Circle assessment. Fall and Spring semester				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							









Goal 2: Increase Student Academic Achievement

Performance Objective 10: Canutillo Elementary will develop academic proficiency benchmarks to meet state proficiency standards in the K-2 Dual Language Program for all of dual language participants by the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Students will demonstrate one years growth in English language Proficiency in Reading, Writing, and Speaking. (TELPAS)		LPAC Aide	TELPAS- scores in Spring of 2016				
2) Students participating in dual language will be screened for growth in both English and Spanish.	2	Teachers	Results of I-Station reports- monthly				
3) Bilingual teachers will participate in professional development on effective teaching strategies to improve reading comprehension and curriculum alignment. Such as TABE and Sheltered Instruction.	2, 4	Campus Administrators	List of Professional Development and implementation of strategies as indicated through observations- monitor monthly basis				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase Student Academic Achievement






Performance Objective 11: Canutillo Elementary will monitor through lesson plans that all Social Studies TEKS are being taught as required by the state in Pre-K through 5th grade by the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Teachers will include Social Studies TEKS in their lesson plan and teach the subject daily.		Administration.	Lesson plans monthly checks				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

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

Performance Objective 1: Throughout the 2015-16 school year, a positive climate will be implemented through an integrated program of character education, social-skill development, behavior management, and relationship building that involves students, staff, families and community members. (ASCA)

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Counselor will be available to our students in order to provide guidance in academic and behavioral choices that affect their educational career.		Counselor	Guidance lessons to all grade levels throughout the school year.- weekly basis				
2) The Counselor will purchase reading and other materials to be used during group or individualized counseling sessions to promote social and emotional health in children.	9	Counselor	Individual counseling with students experiencing crisis.- weekly basis				
3) Maintain enrichment programs after school that engage our group of students who are At-Risk of failure in order to provide them with opportunities to engage in activities that promote positive role models and physical activities. Chess Club and No Place For Hate	1, 9	Instructional Coach, Teachers, and Administration.	Progress monitoring of At-Risk students on weekly basis				
4) CES 3rd-5th grade students will have the opportunity to join the El Paso Boys and Girls Club after school at our campus in order to learn leadership skills and get help from an adult with homework.	1, 9	Boys and Girls Coordinator and staff	Active participation of students on weekly basis				
5) CES students will have the opportunity to go on field trips that will support learning in the classroom.		Administration and Teachers.	Field trips- every grade level by Spring semester				
6) Recognition of "Eagle" of the six weeks as designated by pillar of Character Counts.		Counselor and Administration	Student pictures will be displayed with the statement of action that demonstrates good character. 6 weeks				
7) Counselor will attend annual Texas Counselors' Conference in the Spring semester and the ASCA National Conference in the summer in order to stay current on the latest research, best practices, and strategies to help students build resiliency.		Counselor and Administration	The implementation of one new idea program, or strategy to enhance character and resiliency. by Spring 2016				
8) The 7 Habits of Happy Kids will continue to be utilized in each classroom to reinforce the Leader In Me strategies.		Campus Administrator	classroom visits/ observations- weekly				
9) Using the American School Counseling (ASCA) model, the counselor will continue to develop the personal/social domain of the comprehensive guidance and counseling program for PK-5, to include character,etiquette, student communication, and utilization of community agencies.		Campus Counselor	lessons- by Spring 2016				
10) By May 2016, the Coordinated School Health Team will address the eight components and benchmark data utilizing the quarterly reports.		Campus Administrator/ Student Support Services	meetings/ sign in- meetings every 6 weeks- the benchmark data results takes place in Spring 2016				

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

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

Performance Objective 2: Canutillo Elementary will promote positive morale among staff and faculty through team building and overall wellness with a minimum of 5 activities by the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Our faculty and staff will participate in activities such as but not limited to, appreciation breakfast, ice breakers, new employee reception, stress reducing activities, small incentives, etc.	5	Administration, Wellness Committee, and Campus Improvement Team	Positive feedback on annual employee survey by Spring 2016				
2) Staff will be rewarded for attendance through after school socials, early release passes, and free jean days.	5	Administration	assemblies/ recognition events/ schedules- every 6 weeks				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

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

Performance Objective 3: Canutillo Elementary will have a minimum of 5 events to celebrate and recognize all students' for their successes by the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Students will receive recognition for earning points for Accelerated Reader.		Teachers	number of students with list of books- receive data from library monitor on daily basis				
2) Students will receive restaurant passes for A & A/B Honor Roll. Honor Roll Dance end of Fall.	6	Campus Administrator	grades/ list of students in honor roll every 6 weeks				
3) Free Dress days will be included for Perfect Attendance with the use of Eagle Dollars.		Campus Administrator	Teams for student attendance data- every 6 weeks				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							









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

Performance Objective 4: Positive Behavior Intervention and Supports (PBIS) programs that currently exist will maintain or increase by 5% in each Benchmark of Quality by the end of 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) The Positive Behavior Intervention and Supports (PBIS) Team will be provided with professional development throughout the 2015-2016 school year.		Campus Administrator	members of PBIS team and agendas/sign in-Monthly meetings trainings by Spring Semester				
2) Counselor will give various classroom presentation on anti-bullying and harassment to students and staff	10	Counselor	Completed guidance lessons throughout the school year. 1 per semester				
3) Through monthly meetings PBIS will look at data for needs assessment, identify areas of concerns, and implement school wide expected behaviors.	1, 2, 6, 8, 9	Administration	sign in sheets/ agendas/ data				
4) PBIS team will attend a minimum of 3 local trainings per year and one regional conference.	5, 10	Campus Administrator	Professional Development- by Spring Semester				
5) Three scheduled activities during the school year will support the implementation of No Place for Hate to promote a safe and violence free environment conducive to learning for all students.	1, 2	Administration, Teachers, and PBSI Committee.	Less number of referrals for bullying.				
6) School Wide "Caught Doing Good" Program that rewards students for following the school wide expectations.		Administration, Teachers, Staff, Counselor, and PBSI Committee.	Coins are given for good behavior. Amount of coins given to students/ list of students caught being good-weekly basis				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							















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

Performance Objective 5: At CES every student will have equitable access to counseling, social work and other support services by using data informed decision making to determine the type and amount of support services that will be provided in school throughout the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Counselor will create schedules and ensure availability to all students in need of guidance and/ or support.		Counselor	list of activities/ sign in sheets- on weekly basis				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

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

Performance Objective 6: At least 50% of Canutillo Elementary students will score in the Healthy Fitness Zone in the Texas State fitness test, FitnessGram, by the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Physical Education department will enhance instruction by implementing diverse fitness activities to increase student performance and motivation.		Physical Education Teachers	lesson plans/ list of events throughout the year-monthly basis				
2) Physical education department will recognize student fitness achievements.		Physical Education Teachers	Assemblies- fall and spring semester				
3) Establish a Coordinated School Health Team to address the eight components and benchmark data utilizing the quarterly reports.		Campus Administrator	List of committee members/ meetings/ agendas by Spring semester				
 = 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: Canutillo Elementary educators and parents will share partnership information such as students strengths and learning preferences to become involved in the academic achievement of our students during the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Parent and/or Grandparents will be invited to volunteer at our campus in order for them to be seen as positive role models and to serve as a link to our community.	6	Parent Liaison and Administration.	Sign in sheets, flyers, monthly meetings, and volunteer credited hours.				
	Funding Sources: 211-Title I-Part A						
2) Provide information to parents on how to best assist their children in reading, science, mathematics, and language development by offering them strategies on how to help their child at home. (Power nights)	6	Parent Liaison	Sign in sheets and documentation of specific trainings and parent sessions. By spring semester				
	Funding Sources: 211-Title I-Part A						
3) Parents will be invited to attend meetings at our campus to inform them of the one way and two way bilingual program that our district has implemented this school year.	6	Academic Language Services Department.	Sign in sheet and meeting agenda.- Fall and Spring Semester				
	Funding Sources: 211-Title I-Part A - \$0.00						
4) Parent Liaison will attend a Parent Involvement Conference.		Parent Liaison	completion of attendance for Conference by Spring Semester				
	Funding Sources: 211-Title I-Part A - \$0.00						
= 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 2: CES will provide to all parents course expectations and offerings, student placement, school activities, students services, and optimal programs throughout the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Resources and participation in LPAC, ARDs, 504 meetings, after school programs and tutoring.		Campus Administrator	agendas / sign in sheets- monitor on monthly basis				
2) Professional Learning Communities will be developed for all office and support staff members to focus on customer service and creating family-oriented schools.		Campus Administrators	PLC sign in sheets/ agendas by spring semester				
= 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: Canutillo Elementary will offer workshops for all parents to assist in understanding how students can improve skills, get help when needed, meet class expectations, and perform well on assessments throughout the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CES staff along with Parent Liaison will provide workshops to parents to assist students needs and academic expectations.	6	Campus administrators/ Parent Liaison	Schedules/ sign in sheets by Spring semester				
2) Educate parents on Think Through Math, I-Station, AR, and Parent Portal.	6	Campus Administrator/ Parent Liaison	Sign in sheets/ agendas- by spring semester				
= 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: Canutillo Elementary will identify parent groups to identify and respond to matters of interest to parents throughout the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Recruit parents to volunteer and attempt to start a PTO.	6	Campus Administrator	Sign in sheets/ scheduled meetings- monthly meetings				
2) Hold CIC, LPAC, PAC meetings in which parents and community members can provide input on students/campus needs, including Title I, other Entitlements, and safety needs.	6	Administration, Teachers, and Parent Liaison.	Sign in sheets, agendas, flyers, scheduled monthly meetings, and minutes.				
3) Veterans of the Community will be invited to visit CES to celebrate our honored heroes during the month of November.		Administration, Parent Liaison, and Teachers/Staff.	Veteran's Day Parade, breakfast, and sign in sheet on November 11, 2015.				
4) Parents participate in promoting literacy in supporting early reading skills and leisure reading.	6	Campus Administrator/ Parent Liaison	flyers/ instructional materials for parents/ parent workshop				
5) Showcase student success through music and visual & performing arts.	6	Campus Administrator	school performances/ district performing arts by Spring semester				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

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









Performance Objective 1: Canutillo Elementary will meet 95% expenditure requirements for: Special Education, Gifted and Talented, Bilingual Education and Compensatory Education as listed in the TEA 2015-2016 Summary of Finances in order to meet academic goals.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Utilize research based programs in special education classes such as Failure Free Reading, Lexia, and Solo to provide the least restrictive environment for our Special Education students, such as Inclusion in the regular classroom.	1	Teachers, Reading Interventionist, and Instructional Aides.	Student access across the state mandated curriculum. monitor weekly basis				
2) Provide Advanced Academics to students with differentiated instruction that will challenge them with a rigorous curriculum such as extension activities, advanced assignments integrated with critical thinking, technology, and autonomous learning.		Advanced Academic Teacher and Teachers.	Student success in mandated Texas Standards dispalyed through projects according to grade appropriate standard.-monitor weekly basis				
Federal System Safeguard Strategy Critical Success Factors CSF 4	1, 3, 8, 9, 10	Teachers, Academic tutors, at risk paraprofessionals.	Assessments- monthly basis				
3) Provide at risk students with differentiated instruction, before and after school tutoring to close achievement gaps.							
4) Coordinate with Public Information Office and webmaster to design updated logo.		Administrative staff, teachers,webmaster and Public Information Office.	New uploaded logo- by spring semester				
5) Coordinate times an places to ensure substitutes available for teachers to attend website training.	1, 4	Administrative staff	Number of teacher websites uploaded to web page- by spring semester				
6) By June 2016 CES will conduct four (4) outreach events to promote students, staff, programs and community		Administrative staff and faculty	Sign In sheets and outreach calendar of events				
7) By June 2016, develop internal and external communcation and promotional strategies to enhance the public's awareness of Canutillo Elementary students, staff, programs, and community.		Administrative staff and faculty	Website postings				
8) Ten weekly posts by teachers and administrators to social media and other media outlets that promote. CES students, staff, programs and community		Administrative staff and faculty	Website postings				
9) Ensure weekly updates to CES websites.		Administrative staff and faculty					
10) By June 2016, CES will have two new partnerships.		Administrative Staff and Faculty	Recognition events for partners				

11) By June 2016 the Partners In Education program will conduct fundraising activities to support the campus needs.		Administrative Staff and Faculty	Calendar of fundraising activities				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

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

Performance Objective 2: Canutillo Elementary will spend 85% of federal allocated budgets in order to accomplish CISD goals and comply with federal guidelines by the end of the 2015-16 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Review budgets on a timely basis to stay within allotted budget spending to avoid negative balances and utilize budget efficiently and effectively as planned for the 2015-2016 school year.		Administration and CIC Committee.	Budget reports - monthly basis				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

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

Performance Objective 3: Canutillo Elementary will build and maintain two current Partners in Education Program in a meaningful and cooperative manner throughout the 2015-16 school year in conjunction with our Parent Liaison community outreach.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Canutillo Elementary School will host at least one Community Health Fair during the 2015-2016 school year.	6	Wellness Committee, Parent Liaison, and Physical Education Department.	Health Fair was hosted during Parent/Teacher Conferences. Sign in sheets.				
2) CES will continue partnership with Arcelor Mittal in acceptance of their generous funding of Kids Excel and participation of outreach community events.		Administration, teachers, and staff.	Kids Excel performance and community outreach participation. by Spring semester				
3) CES will continue to build relationships with community donors for coats, schools supplies, and food/clothing.		Parent Liaison	Approval forms for acceptance of donations by school board. By spring semester				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

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

Performance Objective 4: Canutillo Elementary will provide effective and timely customer service to all stakeholders, including students, parents, taxpayers and community members throughout the 2015-16 school year as demonstrated in yearly CISD survey.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CES will keep all stakeholders informed as provided from district level information through flyers, web page, phone master, and social media in English and Spanish.		Administration and web page clerk	Flyers and posting on-line. weekly basis or more if needed				
2) CES will enhance and increase student clothing closet to assist families in need of uniform assistance. Start an exchange and donation process among students and community.		Parent Liaison	inventory list- monitor monthly basis				
3) CES will invite the students, parents, and community stakeholders to participate in beautifying the school through clean up days through after school programs.	6	Students, teachers, and community	schedule of event/ sign in sheet by spring semester				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
2	1	2	Provide ongoing purposeful professional development training for teachers in Reading, Math, Writing, and Science for all grade levels to provide quality instruction, high expectations, and instructional support for all students.
2	1	4	Provide innovative accelerated instruction and effective support for critical need student populations such as English Language Learners and students receiving special education services.
2	1	6	Provide students highly qualified teachers to enhance student success through optimal job performances. Teachers who are trained to teach using a rigorous curriculum for all four content areas and a diversified group of students such as English Learners, Migrant, 504, Gifted/Talented and Special Education.
2	2	5	Provide ongoing opportunities for purposeful staff development in SPED teachers in Reading STAAR testing preparation such as STAAR Alt, how to read an IEP, and provide necessary resources.
2	5	6	Provide teachers opportunities for ongoing purposeful professional development in science. Target ELLs in all grade levels to provide quality instruction for all students.

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
5	1	3	Provide at risk students with differentiated instruction, before and after school tutoring to close achievement gaps.

State Compensatory

Budget for Canutillo Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
185.11.6112.13.101.30	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$2,979.00
185.11.6118.05.101.30	6118 Extra Duty Stipend - Locally Defined	\$35,062.00
185.11.6119.35.101.30	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$56,439.00
185.11.6126.03.101.30	6126 Part Time Support Personnel - Locally Defined	\$29,805.00
185.11.6129.00.101.30	6129 Salaries or Wages for Support Personnel	\$37,996.00
185.11.6141.00.101.30	6141 Social Security/Medicare	\$551.00
185.11.6141.03.101.30	6141 Social Security/Medicare	\$433.00
185.11.6141.05.101.30	6141 Social Security/Medicare	\$509.00
185.11.6141.13.101.30	6141 Social Security/Medicare	\$44.00
185.11.6141.35.101.30	6141 Social Security/Medicare	\$818.00
185.11.6142.00.101.30	6142 Group Health and Life Insurance	\$11,038.00
185.11.6142.35.101.30	6142 Group Health and Life Insurance	\$5,519.00
185.11.6143.00.101.30	6143 Workers' Compensation	\$1,645.00
185.11.6143.03.101.30	6143 Workers' Compensation	\$173.00
185.11.6143.05.101.30	6143 Workers' Compensation	\$204.00
185.11.6143.13.101.30	6143 Workers' Compensation	\$18.00
185.11.6143.35.101.30	6143 Workers' Compensation	\$282.00
185.11.6145.00.101.30	6145 Unemployment Compensation	\$44.00
185.11.6145.03.101.30	6145 Unemployment Compensation	\$35.00
185.11.6145.05.101.30	6145 Unemployment Compensation	\$41.00
185.11.6145.13.101.30	6145 Unemployment Compensation	\$4.00
185.11.6145.35.101.30	6145 Unemployment Compensation	\$66.00

185.11.6146.00.101.30	6146 Teacher Retirement/TRS Care	\$209.00
185.11.6146.05.101.30	6146 Teacher Retirement/TRS Care	\$193.00
185.11.6146.35.101.30	6146 Teacher Retirement/TRS Care	\$720.00
185.11.6149.00.101.30	6149 Employee Benefits	\$570.00
185.11.6149.05.101.30	6149 Employee Benefits	\$526.00
185.11.6149.35.101.30	6149 Employee Benefits	\$756.00
6100 Subtotal:		\$186,679.00
6200 Professional and Contracted Services		
185.11.6299.00.101.30	6299 Miscellaneous Contracted Services	\$6,089.00
6200 Subtotal:		\$6,089.00
6300 Supplies and Services		
185.11.6329.00.101.30	6329 Reading Materials	\$913.00
185.11.6398.00.101.30	6398 Computer Supplies/Software - Locally Defined	\$27,402.00
185.11.6399.00.101.30	6399 General Supplies	\$5,587.00
6300 Subtotal:		\$33,902.00
6400 Other Operating Costs		
185.13.6411.00.101.30	6411 Employee Travel	\$1,522.00
6400 Subtotal:		\$1,522.00

Personnel for Canutillo Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Gretchen Hincapie	At-Risk Teacher	Interventionist	1.0
Rosie Morales	At- Risk Aide	Intervention	1.0
Sandra Morayma Carrasco	Pre-K Aide	Pre-Kinder	1.0
Trinidad Lucero	At-Risk Aide	Intervention	1.0

Title I

Schoolwide Program Plan

Canutillo Elementary School is a Title 1 schoolwide campus due to 88% economically disadvantaged population, 79% At-Risk, and 50% English Language Learners. Through Campus Improvement Committee (CIC) schoolwide needs assessments (CNA) are addressed in the Spring. Title 1 and State Comp funding is allocated as needed based on schoolwide needs to promote students success through staff development of research based practices, supplemental resources, and staff. Campus Improvement Plan is closely monitored and needs assessments are addressed at different focal times throughout the year. Assessments/ TAPR report /accountability reports are analyzed and a plan of action is developed with teachers and staff. Our campus has various committees to support our students/ staff and community. Committees include the following:

Positive Behavior Interventions Support (PBIS) team- Emergency Operational Plan (EOP) Committee- Coordinated School Health (CSH) committee- Technology committee- Campus Improvement Committee(CIC)- Instructional Leadership Team (ILT)-Parent Volunteers- Parent Advisory Committee (PAC). We are in the process of creating a Parent Teacher Organization (PTO).

Professional Development is a key component to ensure success for our teachers and students. Through the completion of a needs assessment using varied sources of data, the campus analyzes progress or barriers to determine a plan of action to ensure that all paraprofessionals and teachers receive trainings anchored on best practices that are research based providing support to employees assuring high quality instruction for our students.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

Canutillo Elementary School has an established Campus Improvement Committee (CIC) that participates in schoolwide decision making. CIC meets on a monthly basis to discuss current events that need to be addressed as well as celebrated. CIC led in a needs assessment (CNA) effort that involved all staff, ten parents, and ten students. Different sources of data are considered such as the TAPR report, Student Achievement Data Table, Accountability Summary, attendance reports, Index 1: Student Calculation Report, comparison group tables, discipline reports, staff attendance reports, and student and parent surveys. Data is also desegregated through ongoing PLCs to focus on closing achievement gaps and ensuring quality education for all.

2: Schoolwide Reform Strategies

Canutillo Elementary School implements WINN (What I Need Now) intervention block within the school day. During this 45 minute block student's academic needs are being addressed in a systematic approach. Through weekly assessments, progress monitoring is taking place. Through collaboration and staff development best practices will be provided in the following areas:

- PBIS training for bully prevention and positive reinforcements to include No Place for Hate activities.
- Response to Intervention (RTI) to ensure proper processes and procedures following with best intervention strategies to ensure student success.
- PLC's -horizontal and vertical alignment, reviewing data for planning and interventions.
- Core content areas to support all students including ELL, SPED Migrant, and college/career readiness.

3: Instruction by highly qualified professional teachers

All certified staff at Canutillo Elementary School is highly qualified. Teacher certifications vary to include: Bilingual Education, ESL certified, Special Education, Physical Education, Music, EC-4, GT certified, and Generalist. Teacher and staff receive meaningful and purposeful staff development throughout the school year.

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

Canutillo Elementary School participates with all district initiatives through Curriculum and Instruction to support student achievement. Canutillo Elementary School holds monthly PAC (Parental Advisory Committee) meetings to educate and inform parents of current events and provide input on topics at hand. Teachers meet in weekly PLCs, grade level planning, and are part of the Instructional Leadership Team. Teachers participate in schoolwide committees that hold Parent Power Nights to educate parents on ideas that would best help their children succeed. Teachers participate in district wide waiver days to receive training on district initiatives such as Learning Goals, Proficiency Scales, and Academic Vocabulary. Teachers will have the opportunity to attend the CAST (science) Conference in Dallas and the CMAT (math) conference in Houston.

5: Strategies to attract highly qualified teachers

Canutillo Elementary School follows all policies and procedures as set forth through Human Resources to hire and retain highly qualified teachers. We will continue to provide professional development for high quality instruction to all our students. Targeted Professional development will provide research based strategies to support our ELL students. The following events/activities demonstrate a goal focused campus for student higher education and opportunities for student success by participating in the following events:

- Career fair
- Canutillo High School visit of Career and Technology Education (CATE)
- Fourth Grade college visit to UTEP
- Fifth Grade college visit to NMSU
- Generation Texas/ College awareness month
- Staff attendance incentives
- Staff socials/ celebrations
- Staff Wellness

6: Strategies to increase parental involvement

Canutillo Elementary School has a full time Parent Liaison that assists parents with various needs. The parent liaison holds monthly meetings, parent workshops, makes home visits, and serves as a resource to aid parents in time of need. Monthly calendars are sent home through parent liaison and other information that might benefit parents.

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

Canutillo Elementary School has a relationship with the Region 19 Headstart program where our Pre-Kindergarten students participate in a dual enrollment program. Headstart students and parents visit our campus in the Spring to help with the transition process to Kindergarten. Headstart holds parental meetings where CES participates in providing information and attending such events. Headstart students participate in a school visit that serves as an orientation in the Spring. Parents are encouraged to join their children for this event. Visitations are provided to ensure a smooth transition from Elementary to Middle School and opportunities to explore a higher education program.

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

Canutillo Elementary School teachers participate in weekly Professional Learning Communities (PLC) meetings. Teachers are also given half a day once a six weeks to plan and create assessments. Teachers also receives mini workshops through PLCs in the core subjects and technology where teachers learn different strategies from each other. Data is reviewed to close achievement gaps and provide differentiated instruction. Data is assessed to reteach and provide interventions.

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

Teachers are encouraged to identify students in need of academic assistance and go through the Response to Intervention (RTI) process. Students at Canutillo Elementary have various opportunities to participate in intervention and enrichment programs such as: individual teacher tutoring, WINN time, academic tutors, GT, Rising Stars, Boys and Girls Club, Kids Excel, and Sylvan tutoring.

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

Canutillo Elementary School's Local funding, State Comp, and Title 1 funding are allocated in unison to provide a research based education for all students based on schoolwide needs.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Isabel M. Escobar	Library Aide Educational	Library	1.0
Laura Lopez	Parent Liaison	Campus Parent Liaison/ Student Support S	1.0
Veronica Cossio	Instructional Coach	Campus IC	1.0

2015-2016 Campus Improvement Committee

Committee Role	Name	Position
Administrator	Julie Melendez	Principal
Administrator	Maria Alarcon	Assistant Principal
Administrator	Veronica Cossio	Insructional Coach
Administrator	Diane Ramirez	Counselor
Classroom Teacher	Yvonne Carrillo	Physical Education Teacher
Classroom Teacher	Martha Castillo	First Grade Teacher
Classroom Teacher	Mirna Gallegos	Fourth Grade Teacher
Classroom Teacher	Lilia Maldonado	DAC Rep Regular
Classroom Teacher	Elizabeth Perez	Second Grade Teacher
Classroom Teacher	Isabel Ruiz	Third Grade Teacher
Classroom Teacher	Cecilia Schmitz	Kinder Teacher
Classroom Teacher	Betty Vargas	Fifth Grade Teacher
District-level Professional	Judy Jimenez	Curriculum and Instruction
Non-classroom Professional	Dora Rodriguez	DAC Rep Non-teaching
Paraprofessional	Daphne Navarro	SPED Aide
Parent	Cesar Hernandez	Parent
Parent	Monica Ramirez	Parent
Special programs Teacher	Norma Mendias	DAC Rep Specialists