

Canutillo Independent School District
District Improvement Plan
2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: A



Mission Statement

Canutillo ISD supports and embraces diversity in a multi-cultural society. Our school community thrives in a safe, engaging, inclusive learning environment. We provide equitable opportunities to ensure our future-ready students are inspired to explore, learn, grow and excel.

Vision

Canutillo ISD is the premier district. We lead today to positively impact tomorrow!

Canutillo Ethics

STUDENT CENTERED FOCUS

TRUSTWORTHINESS IN STEWARDSHIP

COMMITMENT TO SERVICE

EQUITY IN ATTITUDE

HONOR IN CONDUCT

INTEGRITY OF CHARACTER

Table of Contents

Goals 4

Goal 1: DISTRICT OPERATIONS WILL MEET CANUTILLO ISD NEEDS TO OPTIMIZE A FUNCTIONAL, SECURED AND ENGAGING LEARNING ENVIRONMENT. 4

Goal 2: CANUTILLO ISD STUDENTS WILL SHOW ANNUAL MEASURABLE GROWTH IN ALL SUBJECT AREAS. 9

Goal 3: CANUTILLO ISD STAFF AND STUDENTS WILL BE HIGHLY EFFECTIVE AND BE WELL SUPPORTED TO INCREASE TEACHER AND STUDENT PERFORMANCE. 22

Goal 4: CANUTILLO ISD FAMILIES WILL BE ENGAGED IN A MEANINGFUL PARENT PARTNERSHIP LINKED TO THEIR CHILD'S EDUCATION. 33

Goal 5: CANUTILLO ISD WILL CONVEY AND SHARE A POSITIVE IMAGE AND CULTURE. 41

Goals

Goal 1: DISTRICT OPERATIONS WILL MEET CANUTILLO ISD NEEDS TO OPTIMIZE A FUNCTIONAL, SECURED AND ENGAGING LEARNING ENVIRONMENT.

Performance Objective 1: (Lever 1: Safety & Security) Throughout the year of 22-23 the district will implement at least 3 key components by building a physical infrastructure to ensure safety, security and a positive learning environment that will effectively utilize technology by increasing by 30%.

Evaluation Data Sources: Completion of security cameras throughout the district.
 Technology available for all students
 PBIS reports on a positive intervention support
 Systemic Communication system in place

Strategy 1 Details	Reviews			
<p>Strategy 1: Student Support Services: Coordinate and monitor the implementation of the Anonymous Alerts violence and drugs reporting system.</p> <p>Strategy's Expected Result/Impact: Increase safety and security within all our campuses</p> <p>Staff Responsible for Monitoring: Prevention Specialist</p> <p>Funding Sources: Anonymous Alerts - 211-Title I-Part A - \$3,050</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Complete the camera security system throughout the district by identifying and prioritizing safety needs.</p> <p>Strategy's Expected Result/Impact: Ensure safety for all students and staff.</p> <p>Staff Responsible for Monitoring: Executive Director of Technology and Safety Security dept</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 1: DISTRICT OPERATIONS WILL MEET CANUTILLO ISD NEEDS TO OPTIMIZE A FUNCTIONAL, SECURED AND ENGAGING LEARNING ENVIRONMENT.

Performance Objective 2: (Lever 1: Safety & Security/ Technology) By June 2023 CISD will utilize stakeholder surveys to measure the implementation and efficacy of an updated safety plan that encompasses protocols, personnel trainings, compliance and progress.

Evaluation Data Sources: A comprehensive safety plan that is rigorous to meet all locations within Canutillo district addressing key components. Completion of state mandated trainings related to health and safety for all staff

Strategy 1 Details	Reviews			
<p>Strategy 1: Review and revise protocols of Chapter 37 by informing administrators of all changes. Strategy's Expected Result/Impact: Provide effective support to all students Staff Responsible for Monitoring: Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Student Support Services: Coordinate the purchase of educational materials, supplies and fixed assets district wide for response to the health and safety needs of students and staff. Strategy's Expected Result/Impact: Campuses and auxiliary buildings will have staff that are prepared and equipped to respond to any health needs or health emergencies of staff and students. Staff Responsible for Monitoring: Campus principals, directors and nurse coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Student Support Services: Coordinate purchases of materials, supplies and assets addressing the completion of mandatory screenings for vision, hearing and other health problems. Strategy's Expected Result/Impact: Students who need to be referred for further health evaluation will be identified, resulting in the elimination or lessening of their impact on student learning. Staff Responsible for Monitoring: Nurse coordinator and campus nurses</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Student Support Services/Safety and Security: Through the Behavior Threat Assessment Core team (BTAC) and campus teams, all staff and faculties will be trained on the process of identifying and addressing behavioral health and threats.</p> <p>Strategy's Expected Result/Impact: Students and staff will be identified and referred to the campus or district Behavior Threat Assessment teams who will then conduct a threat assessment to determine support through prevention and intervention.</p> <p>Staff Responsible for Monitoring: Executive Director, Student Support Services, Director , Student Services and Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: DISTRICT OPERATIONS WILL MEET CANUTILLO ISD NEEDS TO OPTIMIZE A FUNCTIONAL, SECURED AND ENGAGING LEARNING ENVIRONMENT.

Performance Objective 3: (Lever 1: Business Services/HR/Academics) By June 2023 CISD will reinforce all standard protocols and procedures with consistency and common expectations in departmental practices.

Strategy 1 Details	Reviews			
<p>Strategy 1: Technology department continues to implement, refine and negotiate pricing in our technology purchasing standards. This allows for campuses to purchase technology equipment at best pricing and ensures purchased equipment integrates with CISD's technology environment. This document continues to evolve to best fit the needs of students and staff.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Human Resources will continue to assist administrators and supervisors in recruiting, hiring, and retaining the necessary highly-qualified personnel for their operations; assists district supervisors and managers in implementing district policy and procedures through timely training; assists in the development of employees' potential through educational opportunities provided by local, state and Title funds.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: The Financial Services department will continue to stay abreast of new and existing policies and laws affecting financial processes and reporting and provide on-going training and dissemination of information to ensure due diligence and compliance is exercised in the execution of processes and protocols.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Child Nutrition receives federal funding through United States Department of Agriculture (USDA) as a monthly reimbursement for each meal served based on daily participation. Purchases are strictly done through co-ops (Region 17 & Region 19) which ensures Child Nutrition stays within budget, receives the best price possible and discounts.</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: The Facilities Department will continue to manage its limited resources with complete transparency and strict adherence to all purchasing requirements related to goods and services needed to maintain the District's infrastructure.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: DISTRICT OPERATIONS WILL MEET CANUTILLO ISD NEEDS TO OPTIMIZE A FUNCTIONAL, SECURED AND ENGAGING LEARNING ENVIRONMENT.

Performance Objective 4: (Lever 1: Technology) CISD will continue to educate all stakeholders in the adoption, implementation, and staff use of technology across the learning community by 3%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Student Support Services: Stakeholder trainings and lessons will be held to continue to educate all stakeholders in Cyber Bullying across the learning community by 3%.</p> <p>Strategy's Expected Result/Impact: Students, staff and parents will be more knowledgeable of cyber bullying and how to help prevent it.</p> <p>Staff Responsible for Monitoring: Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: CANUTILLO ISD STUDENTS WILL SHOW ANNUAL MEASURABLE GROWTH IN ALL SUBJECT AREAS.

Performance Objective 1: (Lever 2: Reading) By June 2023, students in grade levels 3-10 will improve reading language arts (RLA) master level by 2%.

HB3 Goal

Evaluation Data Sources: State Assessments results-or Benchmarks , common assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: C&I and SPED : Support the district initiatives through professional development, ongoing technical assistance by Curriculum Coordinators, Lead teachers, At- Risk teachers, and ICs, data dig meetings, quarterly PLCs.</p> <p>Strategy's Expected Result/Impact: Growth in student achievement outcomes by intervening early and providing support for "first teach" for instructors.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction SPED Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: C&I: All K-3 teachers and principals will demonstrate a comprehensive understanding of the Science of teaching Reading by completing the Reading Academies</p> <p>Strategy's Expected Result/Impact: Ensure all teachers and principals implement the reading academies effectively for student learning</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Curriculum Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Tutorials in core content areas/or in Statewide Students Assessments will be provided during the regular school day to enhance English and Spanish academic vocabulary necessary for all students to succeed in school.</p> <p>ALS and Academic tutors will provide support in Reading and Mathematics to all Emergent Bilingual students at all grade levels targeting students identified as per grades and teacher recommendations.</p> <p>Migrant Mentors will coordinate with campus staff to ensure Migrant students benefit from tutorials in core content areas/ or in State Assessments and enhance English and Spanish academic vocabulary necessary for students to succeed in school. Migrant Priority for Services students will be served first.</p> <p>Support in increasing vocabulary skills in both English and Spanish, spelling, word definition and correct use in sentences. Focus will be in improving Language Arts skills (Reading and Writing) and Mathematics.</p> <p>Strategy's Expected Result/Impact: Closing the gap Improved reading and math scores on state assessments Improved TELPAS scores by a minimum of one performance level in each domain (listening, speaking, reading and writing)</p> <p>Staff Responsible for Monitoring: ALS Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: C&I: Phonics curriculum using systematic direct instruction for K-3 and , integrated assessments with Reading academies will be practiced for K-2.</p> <p>Strategy's Expected Result/Impact: Increase reading performance for K-2</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: C&I: Horizontally align early childhood grades with common benchmarks and assessments.</p> <p>Strategy's Expected Result/Impact: Guarantee the continuity of state curriculum is written, taught, and tested.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Early Childhood Curriculum Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: C&I & SPED: Hold and plan district-wide grade level and special programs PLCs to review BOY, MOY, EOY data and develop plans for early intervention.</p> <p>Strategy's Expected Result/Impact: Decrease Tier 3 students beginning 3rd grade.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Early Childhood Curriculum Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<p>Strategy 7: C&I: Ongoing process of curriculum alignment and development through curriculum writing and Professional Development focused on critical content, standardizing a model for Balanced Literacy, centers.</p> <p>Strategy's Expected Result/Impact: Guarantee the state curriculum is written, taught, and tested.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Early Childhood Curriculum Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<p>Strategy 8: Programs-Will review and collaborate with campuses to target their school-wide plan so interventions and support are implemented for all at risk students.</p> <p>Strategy's Expected Result/Impact: Each campus and district will have a plan to monitor and complete by June 2023</p> <p>Staff Responsible for Monitoring: Program Compliance Director/ Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<p>Strategy 9: Programs: Will support all campuses through training and visits, to ensure that students will be appropriately identified using the 15 At Risk criteria in order to provide continuous, timely and interventive assistance to increase student performance.</p> <p>Strategy's Expected Result/Impact: To ensure continuous improvement for all campuses</p> <p>Staff Responsible for Monitoring: Program Compliance Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<p>Strategy 10: Programs: Will coordinate and plan with Intervention Specialist to establish and implement a SCE handbook and prepare "At Risk" training to all campuses.</p> <p>Strategy's Expected Result/Impact: All campuses are updated with process and procedures to ensure student success</p> <p>Staff Responsible for Monitoring: Program Compliance Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 11 Details	Reviews			
<p>Strategy 11: ALS: Provide opportunities for students to participate in authentic literacy that adapts to their reading level . Participate in a Reader's Theater activity to expose students to authentic stories, novels and genres and to watch the performance of the play they read. Newcomer students will participate in the summer newcomer program using interactive thematic units in science with the integration of the ELPS in the morning and summer campus at UTEP to improve listening and speaking in English.</p> <p>Strategy's Expected Result/Impact: Increase content knowledge in science and the acquisition of English as a second language. Emergent bilingual student participation in reading to increase exposure to English vocabulary use, comprehension skills and exposure to cultural events at the university, theater and museums. Expand word knowledge, meaning and speak and write in complete sentences.</p> <p>Staff Responsible for Monitoring: ALS Director, elementary and middle/high ALS Lead teachers. English and Language Arts teachers at all levels.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
<p>Strategy 12: ALS: Will support teachers by providing professional development opportunities in the integration of the English Language Proficiency Standards, Sheltered Instruction, Dual Language, Reading Comprehension and Spanish language support, Serving students that are double coded in bilingual and Sped and TELPAS. Teachers will also be able to attend conferences to improve the teaching of English language learners. Will conduct the Dual Language Study group to read and discuss research on best practices to both teachers and administrators.</p> <p>Strategy's Expected Result/Impact: Increase teacher's pedagogy and knowledge of research regarding services for English learners and the implementation of Dual Language programs.</p> <p>Staff Responsible for Monitoring: ALS Director, Title III Lead Teacher and the SLAR Lead Teacher</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<p>Strategy 13: C&I- Through various assessment CISD will identify areas of support to provide Reading/Math/Science services and intervention for students that are struggling to include students that slid due to pandemic raising student performance.</p> <p>Strategy's Expected Result/Impact: increased all student performance including students that fell behind</p> <p>Staff Responsible for Monitoring: C&I staff</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
<p>Strategy 14: SPED- Will provide professional development and tools to general and Elementary and Secondary Special Education teachers for effective implementation of dyslexia strategies to improve Reading and Writing skills .</p> <p>Strategy's Expected Result/Impact: Increase student performance in reading</p> <p>Staff Responsible for Monitoring: Teachers/ Sped lead teachers</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 15 Details	Reviews			
<p>Strategy 15: Provide students and teachers with CCR materials, training, testing etc.... We will provide students with multiple opportunities to take the Texas Success Initiative (TSIA). The TSIA is a college readiness standard (CCR) that determines if a student is college ready and allows high schools to take dual credit courses.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
<p>Strategy 16: C&I and SPED: Support campus RTI process by providing heat maps, instructional resources, time, and materials to support struggling students. Provide a safe and functional learning environment to support social emotional learning.</p> <p>Strategy's Expected Result/Impact: Closing the gaps for struggling students.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Special Education Director Campus Principal</p> <p>Results Driven Accountability</p> <p>Funding Sources: Reading Materials - 185-State Compensatory Education - 185.11.6329.35.918.30, General Supplies - 185-State Compensatory Education - 185.11.6399.35.918.30, RTI - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 17 Details	Reviews			
<p>Strategy 17: DAEP: Will provide opportunities for students to participate in authentic literacy. Students will participate in a Reader's Theater groups, novels, and various genres. The goal is to support authentic reading and building vocabulary to support core content and increasing performance.</p> <p>Strategy's Expected Result/Impact: Increase reading vocabulary and comprehension to promote growth in reading scores.</p> <p>Staff Responsible for Monitoring: DAEP Coordinator/Admin.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: CANUTILLO ISD STUDENTS WILL SHOW ANNUAL MEASURABLE GROWTH IN ALL SUBJECT AREAS.

Performance Objective 2: (Lever 2: Math) By June 2023, students in grade levels 3-9 will improve math and algebra master level by 2%.

HB3 Goal

Evaluation Data Sources: STAAR results or Benchmarks and common assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: 1) C&I:ALS/Sped/RtI/At Risk: Support campus initiatives to increase student performance. Strategy's Expected Result/Impact: Increase student achievement- Teachers are utilizing and implementing all strategies acquired from training. Staff Responsible for Monitoring: Executive Director and Math Coordinator Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: ALS: Utilize Project SMART when providing summer supplemental services in mathematics to migrant students. Coordinate/provide summer supplemental services in mathematics to migrant students who are performing below grade level, including Programming & STEM opportunities for students 9-11 during the summer. Strategy's Expected Result/Impact: Increase student performance in mathematics. Staff Responsible for Monitoring: ALS Director</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: C&I: Will provide math intervention for struggling students to include students that slid due to COVID-19 pandemic. Strategy's Expected Result/Impact: Increase Math scores and performance from k-12 Staff Responsible for Monitoring: Executive Director and Math Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: C&I: Increase Algebra readiness for students in grade 2-4 as measured through ESTAR Strategy's Expected Result/Impact: Increase students performance utilizing ESTAR consistently. Staff Responsible for Monitoring: Executive Director and Math coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 2: CANUTILLO ISD STUDENTS WILL SHOW ANNUAL MEASURABLE GROWTH IN ALL SUBJECT AREAS.

Performance Objective 3: (Lever 2: CCMR) By June 2023, seniors will be graduating College, Career, and Military Ready increasing the component score from 63 to 67.

Evaluation Data Sources: Lists/Numbers of certifications received.

Strategy 1 Details	Reviews			
<p>Strategy 1: CTE: Will increase the number of students receiving certifications in Career & Technical Education by 15% and increase the diversity of industry certifications by 1%. CTE: Will provide necessary equipment, supplies and materials to all CTE classrooms to assist in the improvement, expansion and quality of CTE programs. CTE: Will provide opportunities for CTE teachers to attend professional development Strategy's Expected Result/Impact: increase industry-based certifications earned, increased enrollment #s in CTE programs and CTE completers/concentrators, travel packets (teachers) Staff Responsible for Monitoring: CTE Director/CTE Coordinator</p> <p>Funding Sources: 3D printer, Taser/canister, tactical vests, drunk buster supplies, BioMedical supplies, Engineering/Robotics, warranty, iPad, PLTW Fees, PD - 244-Carl Perkins Voc-Ed Grant</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: CTE: Will provide staff development for CTE Teachers that addresses best instructional strategies for Special Education and ELL students. Provide training on the integration of ELPS into daily activities and support to monitor progress of ELS. Strategy's Expected Result/Impact: EOC results, PBMAS, PD sign-in sheets & meeting agendas Staff Responsible for Monitoring: CTE Director, SPED Director, ALS Director, Executive Director of C&I Funding Sources: PLTW Professional Development - 263-Title III-Part A LEP</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: CTE: Provide current and updated CTE program information, House Bill 5 Endorsements, and showcase CTE student participation to parents and community through digital, interactive monitors. Strategy's Expected Result/Impact: Central Office Interactive Monitors, CTE Website, Counseling website Staff Responsible for Monitoring: CTE Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: ALS: Coordinate/provide migrant student graduation support and advocacy. Priority for Services students will be served first.</p> <p>A Migrant Mentor will coordinate with high school counselors to provide support services to students 9-12. Provide transportation to and from any migrant education events. Priority for Services students will be served first.</p> <p>Strategy's Expected Result/Impact: Increase on-time graduation for migrant students.</p> <p>Staff Responsible for Monitoring: Migrant Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: CANUTILLO ISD STUDENTS WILL SHOW ANNUAL MEASURABLE GROWTH IN ALL SUBJECT AREAS.

Performance Objective 4: (Lever 2: CCMR) SSS: Graduation rate will increase from 93% in 2021-22 to 95% for school year 2022-2023.

HB3 Goal

Evaluation Data Sources: Graduation rate per cohort, failure rate, at risk count, DAEP enrollment, TLC and TOA credit recovery.

Strategy 1 Details	Reviews			
<p>Strategy 1: DAEP- Provide effective tutoring and small group support to ensure student growth and retain to attend school. Strategy's Expected Result/Impact: Increase attendance and academic growth Staff Responsible for Monitoring: DAEP Coordinator/ Admin</p> <p>Funding Sources: DAEP resources for at risk - add'l res. 2084.59 - 185-State Compensatory Education, DAEP resources for instruction - 185-State Compensatory Education, DAEP instructional Personnel - 185-State Compensatory Education, EAI Education - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: DAEP- Staff will protect and ensure the quality care for digital devices in order to maintain adequate and creative lessons, along with any other duties related to the success of students. Strategy's Expected Result/Impact: Maintain engagement and academic growth Staff Responsible for Monitoring: DAEP Coordinator/ Admin</p> <p>Funding Sources: Resources for technology support - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Student Support Services: Will extend The Opportunity Academy hours to coincide with high school credit recovery to include summer session. Strategy's Expected Result/Impact: The Opportunity Academy will assist students deficient in credits and states assessments to ensure successful and timely completion of all graduation requirements with integrity and fidelity. Staff Responsible for Monitoring: At Risk Case Manager</p> <p>Funding Sources: - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Student Support Services: The Opportunity Academy (TOA) will purchase supplies, materials, equipment, and software for the operation of the program to increase the students academic success.</p> <p>Strategy's Expected Result/Impact: The Opportunity Academy will assist students deficient in credits and states assessments to ensure successful and timely completion of all graduation requirements with integrity and fidelity.</p> <p>Staff Responsible for Monitoring: At Risk Case Manager</p> <p>Funding Sources: Interactive board TOA - 185-State Compensatory Education, Monitors/ TOA- ssd for desktops 1,248.00- headsets- 211.16 - 185-State Compensatory Education, Technology laptops TOA macbooks 996.50 - 185-State Compensatory Education, TOA Desktops - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: DAEP: Will support all students in their academic success. We will achieve this by working in unison and parallel to the secondary home campus of the students. This will allow for seamless continuation of course work and reduce loss of credits.</p> <p>Strategy's Expected Result/Impact: Retain students, improve attendance, and minimize drop outs from our program.</p> <p>Staff Responsible for Monitoring: DAEP Coordinator/Admin</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 2: CANUTILLO ISD STUDENTS WILL SHOW ANNUAL MEASURABLE GROWTH IN ALL SUBJECT AREAS.

Performance Objective 5: (Lever 2: RDA) By June 2023, Results Driven Accountability (RDA) rating will decrease from 3 to 1.

Evaluation Data Sources: Results Driven Accountability (RDA) report for SPED , Emergent Bilingual, and special population students.

Strategy 1 Details	Reviews			
<p>Strategy 1: C&I: Continue with adding rigorous coursework into the regular curriculum with Curriculum Writing for Advanced Academics teachers and subjects. Work towards vertical alignment from 6-12 in all core content. Continue work to assist teachers in differentiation and rigor. Continue open enrollment while providing support for students to be successful in the AP program.</p> <p>Strategy's Expected Result/Impact: Increase the number of passing scores in AP courses and limit student drops from AP program.</p> <p>Staff Responsible for Monitoring: Executive Director of C&I Advanced Academic Curriculum Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: C&I and SPED: Support campus RTI process by providing heat maps, instructional resources, time, and materials to support struggling students that are at risk.</p> <p>Strategy's Expected Result/Impact: Closing the gaps for struggling students. Increase student growth</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Campus Principal Curriculum Coordinators/ Lead teachers Instructional Coaches</p> <p>- Results Driven Accountability</p> <p>Funding Sources: RTI resources - support strugglers/at risk - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: C&I & SPED: Support campuses with RTI training's that deal with intervention strategies, teacher/coaching model, and monitoring. Focused on getting student back on grade level for the next year to include summer school.</p> <p>Strategy's Expected Result/Impact: To increase best practices for instruction utilizing resources effectively for success.</p> <p>Staff Responsible for Monitoring: Curriculum and Instruction Depart</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: C&I: Provide ongoing support for Gifted and Talented/Advanced Academic program - to include identification, student testing, professional development updates on differentiation and materials.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: C&I: Monitor Student growth through using common assessment, district and assessment data and conducting data digs on extended PLC afternoons. Strategy's Expected Result/Impact: Monitoring and evaluation forms the basis for modification of interventions and assessing the quality of activities being conducted. Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Curriculum Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: C&I: Support campuses by providing financial assistance for student participation in regional and state events (registration fees for contests, travel costs for contests, subs. etc...) Support campuses for Science and STEM Fairs and for the district Science Fair. Support Science and STEM through summer STEM programs.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: ALS will: Provide support to all campuses with academic tutors to improve reading, math, social studies and science scores, Support middle and high school students in reading by implementing the Reader's Theater where students read play and go to UTEP to see performance. Provide support to CHS, CMS, AMS, CE and DD with reading software to improve reading skills of ELs. Provide reading kits and training on Estrellita Spanish Reading for Pre-K to 1st. Strategy's Expected Result/Impact: Improve reading and writing skills in English and Spanish to improve scores on state exams. Staff Responsible for Monitoring: ALS Director and Title III Lead Teacher Funding Sources: ALS Academic tutors - 263-Title III-Part A LEP	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
<p>Strategy 8: SPED: Will provide professional development and monitor monthly on implementation and fidelity of reading programs specifically designed for special population . We will follow up and provide district wide support to ensure student growth.</p> <p>Strategy's Expected Result/Impact: Reading levels will increase</p> <p>Staff Responsible for Monitoring: Lead Teachers/ SPED director</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: SPED: Create a process and follow with professional development to address our super seniors in appropriate job placement for transitional services.</p> <p>Strategy's Expected Result/Impact: Students supported for post secondary job opportunities -Impacts CCMR</p> <p>Staff Responsible for Monitoring: Transitional Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
<p>Strategy 10: SPED: Initiate Professional Development to Administrators, general ed and special ed teachers for effective co-teaching ensuring a least restrictive environment for our students through collaboration to ensure student success</p> <p>Strategy's Expected Result/Impact: Ensuring that students are supported in a least restrictive environment that is most appropriate for student success.</p> <p>Staff Responsible for Monitoring: Lead teachers/ SPED director</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 3: CANUTILLO ISD STAFF AND STUDENTS WILL BE HIGHLY EFFECTIVE AND BE WELL SUPPORTED TO INCREASE TEACHER AND STUDENT PERFORMANCE.

Performance Objective 1: By June 2023, Overall, CISD will increase and monitor all student attendance rate from 94.9% to 97%.

Evaluation Data Sources: Attendance reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Student Support Services: will educate students and parents on grades Pre K, 5th, 7th and 9th on the Texas Attendance Law.</p> <p>Strategy's Expected Result/Impact: Increase awareness on the consequences of not attending school. Students will be educated the Texas Attendance Law including handouts were parents have to discuss this topic with their children and write a summary on their conversation.</p> <p>Staff Responsible for Monitoring: Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Student Support Services: Provide ongoing parenting classes to improve attendance, students' behaviors and academic success.</p> <p>Strategy's Expected Result/Impact: Increase parental educational strategies to assist with students' emotional and physiological needs.</p> <p>Staff Responsible for Monitoring: Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Student Support Services: Assist teen parents and pregnant students with academics and resources (to include Compensatory Education Home Instruction (CEHI) for Pregnancy Related Service students), emotional and medical needs to include home visits as needed.</p> <p>Strategy's Expected Result/Impact: Students will receive interventions and supplemental services according to their individual needs and to keep students in school.</p> <p>Staff Responsible for Monitoring: At Risk Case Manager and Supplemental Services Educator</p> <p>Funding Sources: - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Student Support Services: Provide healthy snacks and drinks for pregnant students as needed while on campus to ensure attendance and academic success.</p> <p>Strategy's Expected Result/Impact: Support Services to include health checks will be provided to the student during the prenatal/postnatal period of the pregnancy while the student is attending/enrolled in school to include snacks and drinks to pregnant students as needed while on campus.</p> <p>Staff Responsible for Monitoring: At Risk Case Manager and Supplemental Services Educator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Student Support Services: DAEP will continue constant communication with parents/guardians on the student's attendance, academic, and social emotional growth.</p> <p>Staff Responsible for Monitoring: DAEP</p> <p>Funding Sources: communication sys - 185-State Compensatory Education - 185.11.6398</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Student Support Services: The Teen Parent Programs will increase the students academic success by purchasing supplies, materials, equipment, and software for the operation of the program.</p> <p>Strategy's Expected Result/Impact: Increase student achievement and ensure that teen parents remain in school with support</p> <p>Staff Responsible for Monitoring: At Risk Case Manager and Supplemental Services Educator</p> <p>Funding Sources: REsources for Teen parents - 185-State Compensatory Education, Apple ipads- students/ support personnel 395.50tech accessories 400.50 - 185-State Compensatory Education, PEP resources - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 3: CANUTILLO ISD STAFF AND STUDENTS WILL BE HIGHLY EFFECTIVE AND BE WELL SUPPORTED TO INCREASE TEACHER AND STUDENT PERFORMANCE.

Performance Objective 2: (Lever 3: SEL) By June 2023, CISD will provide at least five professional development opportunities on implementing and supporting Social Emotional Learning standards, strategies and other methods of approach to support all classroom teachers that focus on building relationships and effective classroom management strategies.

HB3 Goal

Evaluation Data Sources: Trainings, # of case loads, Lesson Plans, surveys and needs assessments, number of interventions

Strategy 1 Details	Reviews			
<p>Strategy 1: SSS: Provide staff training to all campuses on trauma and inform care, suicide awareness, CPS reporting, bullying and human trafficking.</p> <p>Strategy's Expected Result/Impact: Staff to be prepared and informed on responding and understanding student trauma. Emphasis is placed on physical, psychological and emotional safety of the student.</p> <p>Staff Responsible for Monitoring: Director of Student and Community Services, School Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: SSS: We will establish and maintain partnerships with outside mental health agencies for psychological and social emotional support services to our students.</p> <p>Strategy's Expected Result/Impact: Direct services to students' mental health concerns.</p> <p>Staff Responsible for Monitoring: Director of Student and Community Services</p> <p>Funding Sources: contract services - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: SSS: Provide targeted support to all students and staff addressing health, wellness, physical activity, counseling and behavioral health to ensure a positive impact on the well being of our students and staff.</p> <p>Strategy's Expected Result/Impact: Increase students and staff attendance and participation for student learning by supporting their behavioral health, wellness and health needs.</p> <p>Staff Responsible for Monitoring: SSS Executive Director, SSS staff</p> <p>Funding Sources: TASCAP teen conference- - 185-State Compensatory Education, social workers resources-pressboards - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: SSS/Social Worker/School Counseling: Will utilize outside community resources to address social, emotional and personal development to include but not limited to, coping techniques, decision making skills, problem solving, restorative practices, and social emotional learning</p> <p>Strategy's Expected Result/Impact: Increase attendance and participation by students and staff for student learning by supporting behavior health, wellness and health needs.</p> <p>Staff Responsible for Monitoring: Director of Student and Community Services, District Social Workers, Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: ALS: Coordinate/ provide professional development for MEP staff/mentors on the specific needs of migrant students.</p> <p>Migrant aide, mentors and tutors will attend migrant conference/staff development.</p> <p>Strategy's Expected Result/Impact: Stay current on Migrant Program guidelines to better meet the specific needs and services of migrant students.</p> <p>Staff Responsible for Monitoring: Migrant Aide and ALS Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: CANUTILLO ISD STAFF AND STUDENTS WILL BE HIGHLY EFFECTIVE AND BE WELL SUPPORTED TO INCREASE TEACHER AND STUDENT PERFORMANCE.

Performance Objective 3: (Lever 3: Behavioral Health) By June of 2023, 100% of campuses will provide the opportunity for students to participate in programs and events supporting character education, social skills development and behavior management.

HB3 Goal

Evaluation Data Sources: Flyers, sign-in sheets, agendas, counselor SEL lessons

Strategy 1 Details	Reviews			
<p>Strategy 1: SSS: Purchase the necessary items (ie. supplies, materials, equipment, resources, software) for the operations of Student Support Services programs that serve students and families.</p> <p>Strategy's Expected Result/Impact: Build a higher level of capacity in all stakeholders to include students, families, community members and CISD educators and staff to support student learning.</p> <p>Staff Responsible for Monitoring: SSS Executive Director, Student Support Services Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: DAEP/SSS: Will provide opportunities for students to grow in the areas of behavior management, social skills development, PBIS, and character education by registering students in conferences and/or providing other necessary activities and items.</p> <p>Strategy's Expected Result/Impact: Student impact will be to reduce recidivism to DAEP, promote healthy relationships, and positive behaviors.</p> <p>Staff Responsible for Monitoring: DAEP, SSS Executive Director, Student Support Services Staff</p> <p>Funding Sources: TASCAP teen conference - 185-State Compensatory Education, Instructional technology - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: SSS: Provide training, mentoring and progress monitoring for teachers, campus administration and district leadership on district initiatives related to character education, social skills development and behavior management.</p> <p>Strategy's Expected Result/Impact: Build a higher level of capacity in CISD educators and leadership to support student learning through reducing the recidivism rate to DAEP, promoting healthy relationships and positive behaviors.</p> <p>Staff Responsible for Monitoring: Director of Student and Community Services, SSS Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 3: CANUTILLO ISD STAFF AND STUDENTS WILL BE HIGHLY EFFECTIVE AND BE WELL SUPPORTED TO INCREASE TEACHER AND STUDENT PERFORMANCE.

Performance Objective 4: (Lever 3: Staff Support/TTESS) By June of 2023, 100% of district administrators will participate in professional development activities to improve leadership capabilities toward improving student outcomes.

Evaluation Data Sources: Sign in sheets, agendas

Strategy 1 Details	Reviews			
<p>Strategy 1: District administrators will attend professional development sessions at Region 19, at Central Office, conferences, or out of town sessions as deemed feasible and safe and aligned to district goals, outcomes, and funding program intent requirements.</p> <p>Strategy's Expected Result/Impact: Keep administrators updated on all new laws and best practices for our students</p> <p>Staff Responsible for Monitoring: Executive Directors</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: ACET conferences - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: SPED/SSS: Through collaboration we are creating an effective and streamlined process of transitioning from RTI to a Multi-Tiered Support System using the whole student approach. Stakeholders will provide feedback to finalize process following professional development district wide.</p> <p>Strategy's Expected Result/Impact: Through close monitoring, students will be provided with early MTSS interventions within their classes and adjusting support as needed to increase student performance and enhance positive behavioral health.</p> <p>Staff Responsible for Monitoring: Executive Director of Student Support Services, Director of Student and Community Services, SSS Staff/Director of SPED & lead teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: CANUTILLO ISD STAFF AND STUDENTS WILL BE HIGHLY EFFECTIVE AND BE WELL SUPPORTED TO INCREASE TEACHER AND STUDENT PERFORMANCE.

Performance Objective 5: (Lever 3: TTESS/SLO) By June 2023, all campuses will gain expertise utilizing Texas Teacher Evaluation and Support System (TTESS) and Student Learning Objectives (SLOs) embedded into teachers pedagogy for effective instruction as supported through targeted professional development.

Evaluation Data Sources: TTESS & SLO's report in Eduphoria, Teachers lists of Professional Development. Walkthroughs for follow ups

Strategy 1 Details	Reviews			
<p>Strategy 1: HR- District SLO teams will be trained when requested at the beginning of the year to present at their campus on the steps of creating SLO's</p> <p>Strategy's Expected Result/Impact: Understand the purpose of Student Learning Objectives to support teacher growth.</p> <p>Staff Responsible for Monitoring: HR- Program Director/ C & I Executive Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: HR- District will provide trainings to all new teachers on the Texas Teacher Evaluation Support System (TTESS) and embed process with the Student Learning Objectives (SLO's)</p> <p>Strategy's Expected Result/Impact: To provide teachers the resources and understanding of the Texas Teacher Evaluation Support System</p> <p>Staff Responsible for Monitoring: Chief of Human Resources / Program Compliance Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: HR- Will provide staff attendance reports to campuses every 9 weeks to monitor, analyze attendance percentages.</p> <p>Strategy's Expected Result/Impact: To increase teacher attendance rate ensuring growth on student performance.</p> <p>Staff Responsible for Monitoring: Human Resources/ Program Compliance Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: C&I: In addition to providing Professional Development opportunities, new teachers will participate in the New Teacher Induction Program with assigned mentors and differentiated PD.</p> <p>Strategy's Expected Result/Impact: Increase quality of new classroom teachers and increase retainment. PD Calendar, Mentor Agendas</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Early Childhood/New Teacher Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: C&I: Provide professional development for Assistant Principals and aspiring lead teachers and campus or central office administrators.</p> <p>Strategy's Expected Result/Impact: Increase efficacy and capacity of teachers and administrators to effectively lead campuses in achieving student outcome goals.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum & Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: C&I/ALS/SPED/GT/SSS/DAEP: Provide Professional Development opportunities to tutors, aides, teachers and campus/district administrators, to increase students performance based on their needs.</p> <p>Staff Responsible for Monitoring: Executive Directors, Directors, Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: C&I: Provide division with office supplies, technology equipment, furniture, postage, cell phone, mileage, copier rental etc... to better serve and support campuses.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: SPED & SSS DAEP: Provide professional development and PLC opportunities to teachers, to increase student performance based on their individual needs.</p> <p>Strategy's Expected Result/Impact: Teachers provide effective and targeted instruction to meet students individual needs by increasing student performance</p> <p>Staff Responsible for Monitoring: DAEP coordinator & SPED lead teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 3: CANUTILLO ISD STAFF AND STUDENTS WILL BE HIGHLY EFFECTIVE AND BE WELL SUPPORTED TO INCREASE TEACHER AND STUDENT PERFORMANCE.

Performance Objective 6: (Lever 3: Staff Support) By May 2023, CISD will provide professional development for all instructional staff on teaching and learning including professional development the integration of technology.

Evaluation Data Sources: Lists of professional development, sign in sheets, agendas

Strategy 1 Details	Reviews			
Strategy 1: Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: SSS: Executive Director of SSS and staff will attend professional development addressing strategies and services for all students and staff that are in need of intervention and support. Strategy's Expected Result/Impact: Executive Director and staff are informed on new legislation, current updates and requirements for program compliance. Provide quality services to parents, students and staff based on new learning. Staff Responsible for Monitoring: SSS Executive Director, Student Support Services	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> No Progress Accomplished Continue/Modify Discontinue </div>				

Goal 3: CANUTILLO ISD STAFF AND STUDENTS WILL BE HIGHLY EFFECTIVE AND BE WELL SUPPORTED TO INCREASE TEACHER AND STUDENT PERFORMANCE.

Performance Objective 7: (Lever 3: PBIS) By May of 2023, the district will decrease discipline referrals by 5% through training in character building & collaboration for all employees utilizing Positive Behavior Intervention Support (PBIS) and other instruments to measure culture ensuring safety for all students.

Evaluation Data Sources: surveys, agendas, sign-in

Strategy 1 Details	Reviews			
<p>Strategy 1: PBIS Campus Teams will meet at least twice a month to analyze student discipline data, look for best practices and create an action plan to be presented to all campus staff and other major stakeholders to improve school culture.</p> <p>Strategy's Expected Result/Impact: T-PESS 4E: PBIS teams meet regularly to develop timely interventions for students' behaviors and other situations affecting school culture.</p> <p>Staff Responsible for Monitoring: School Principal Assistant Principal PBIS Campus Coach Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: PBIS campus teams will assess school's climate through surveys by students, teachers and parents at least twice a year (beginning and ending of school year).</p> <p>Strategy's Expected Result/Impact: T-PESS 4B: By obtaining timely information on school culture the PBIS team can look for evidence based strategies to address areas of concern related to all stakeholders' perceptions on school climate.</p> <p>Staff Responsible for Monitoring: School Principal Assistant Principal PBIS Campus Coach Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: PBIS coaches and Assistant Principals will revise the campus TIER 1 framework. Trainings will be provided to administrators and PBIS teams to support faculty and staff implementation of PBIS framework.</p> <p>Strategy's Expected Result/Impact: T-PESS 4D: All campus stakeholders will implement PBIS campus' initiatives through evidence based practices and understand their role in the implementation and evaluation process.</p> <p>Staff Responsible for Monitoring: School Principal Assistant Principal PBIS Campus Coach Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: The campus PBIS team will communicate with staff, students, families, and community through a minimum of two communication methods (ie. meetings, newsletters, website, social media, flyers) at least twice a month.</p> <p>Strategy's Expected Result/Impact: T_PESS 4A: All stakeholders will understand the importance of creating a school wide PBIS framework that will promote a positive, proactive and instructional school culture where students can attain emotional and academic success.</p> <p>Staff Responsible for Monitoring: Campus Principal Assistant Principal PBIS Campus Coach Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: PBIS Campus Teams will identify 1-2 areas to address that will be the focus goals within campus action plans to be presented to all campus staff and other major stakeholders to improve school culture.</p> <p>Strategy's Expected Result/Impact: T-PESS 4E: PBIS teams meet regularly to develop timely interventions for students' behaviors and other situations affecting school culture.</p> <p>Staff Responsible for Monitoring: School Principal Assistant Principal PBIS Campus Coach Prevention Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 4: CANUTILLO ISD FAMILIES WILL BE ENGAGED IN A MEANINGFUL PARENT PARTNERSHIP LINKED TO THEIR CHILD'S EDUCATION.

Performance Objective 1: (Lever 4: Parent Academies) By June 2023, CISD will maintain three collaborative ways for all families to participate in setting student goals, planning for post-secondary education and careers.

Evaluation Data Sources: flyers/ agendas/ sign in sheets, post-secondary presentations, military connections

Strategy 1 Details	Reviews			
<p>Strategy 1: (CTE) The CTE Department will provide students with program of study options that meet the high-wage, high-demand, high-skill criteria as developed by the state of Texas Tri-Agency Initiative.</p> <p>Strategy's Expected Result/Impact: Higher number of students career and college ready, increase in CCMR percentages and IBCs earned.</p> <p>Staff Responsible for Monitoring: CTE Director, CTE Coordinator, middle & high school counselors, and campus administration.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: SSS: Conduct district level professional learning community sessions (PLCs) with all counselors with the focus on college and career readiness topics.</p> <p>(CTE) Provide support, updates, training to all district counselors concerning CTE programs & graduation endorsements.</p> <p>Strategy's Expected Result/Impact: District has a developed standardized procedure, family events, family projects to engage parents .</p> <p>Staff Responsible for Monitoring: Ex. Director of Student Support Services CTE Director Director of Student and Community Services</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Student Support Services: Provide professional development in the areas of House Bill 5, graduation requirements, college and career readiness.</p> <p>(CTE) Coordinate/attend parent meetings to inform and disseminate HB5 & CTE information at middle & elem levels</p> <p>Strategy's Expected Result/Impact: All counselors cross-trained and provide correct and current information to parents at all levels.</p> <p>Staff Responsible for Monitoring: Ex. Director of Student Support Services and C & I Director of Student and Community Services and CTE</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: SSS: Conduct district level professional learning community sessions (PLC) with all counselors.</p> <p>Strategy's Expected Result/Impact: District has a developed standardized procedure, family events, revised YAG, and creating ASCA curriculum for district wide comprehensive guidance program.</p> <p>Staff Responsible for Monitoring: Director of Student and Community Services</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: CANUTILLO ISD FAMILIES WILL BE ENGAGED IN A MEANINGFUL PARENT PARTNERSHIP LINKED TO THEIR CHILD'S EDUCATION.

Performance Objective 2: (Lever 4: Family Engagement) By May 2023, CISD will provide district-wide professional development, on how to engage parents as partners in their children's learning to include special populations.

Evaluation Data Sources: Agendas/ Number of participants/ sign in sheets

Strategy 1 Details	Reviews			
<p>Strategy 1: Lone Star Academy (DAEP): Our campus will build capacity of parents to support student learners through offering a minimum of five academic/behavioral trainings during this school year.</p> <p>Strategy's Expected Result/Impact: Build a positive school connection with parents by increasing the number of contacts between the families and teachers.</p> <ul style="list-style-type: none"> -Intakes -Counselor meetings -Morning breakfast/coffee -Monthly DAEP Newsletter <p>Trainings offered through:</p> <ul style="list-style-type: none"> -Aliviane- Adrian Tovar -Prevention Specialist- Jesus Juarez <p>Staff Responsible for Monitoring: DAEP Coordinator</p> <p>DAEP Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Student Support Services: Parent liaisons, other district staff and Ex. Director of SSS will attend trainings and statewide parental conference to address strategies and compliance on parent and family engagement.</p> <p>Strategy's Expected Result/Impact: Ex. Director and Parent liaisons are informed on the current updates and requirements for compliance. Provide quality services to parents based on new learning.</p> <p>Staff Responsible for Monitoring: Ex. Director of Student Support Services and parent liaisons</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Student Support Services: Recruit district parents and community members to attend Adult Literacy classes.</p> <p>Strategy's Expected Result/Impact: To increase participation numbers and provide opportunities for the CISD community.</p> <p>Staff Responsible for Monitoring: Family Literacy Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Student Support Services: Provide Early Childhood Education to children whose parents participate in the Adult Literacy Program.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement.</p> <p>Prepare children for the transition into Pre-K.</p> <p>Staff Responsible for Monitoring: Family Literacy Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Student Support Services/Social Worker: Provide parents with community educational presentations provided by community agencies such as Emergence Health Network, El Paso Behavioral Health Center, Federal Bureau of Investigations, etc.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, presentation handouts</p> <p>Staff Responsible for Monitoring: District Social Worker</p> <p>Funding Sources: - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Student Support Services/Social Worker: Develop and maintain the Family Resource Center to assist all families and community members with personal, familial, emotional, social and psychological stressors that are struggling.</p> <p>Strategy's Expected Result/Impact: Families are being supported, which will impact student learning and success.</p> <p>Staff Responsible for Monitoring: District Social Worker</p> <p>Funding Sources: Social work - Hawthorne books for families - 185-State Compensatory Education, Intervention documentation & book 66.59 - 185-State Compensatory Education, technology social wker - 185-State Compensatory Education, Personnel-Social Workers - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<p>Strategy 7: Student Support Services -Executive Director of SSS and staff will attend professional development addressing strategies and services for students that are in need of intervention and support.</p> <p>Strategy's Expected Result/Impact: Executive Director and Staff are informed on current updates and requirements for program compliance. Provide quality services to parents based on new learning</p> <p>Staff Responsible for Monitoring: SS Executive Director</p> <p>Funding Sources: parent involvement virtual training - 211-Title I-Part A, Region trg -Autism120 & Understanding Child 100-Social Worker - 185-State Compensatory Education - 185.32, Supporting families with resources - food handlers PD - 211-Title I-Part A - 211.61, trg-Partnership ELP fighting hunger - 211-Title I-Part A, Texas Social Worker Conference - 185-State Compensatory Education, social worker conference - 185-State Compensatory Education, ACET spring Conference - 185-State Compensatory Education, Student discipline training region 19 - 211-Title I-Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: Student Support Services will provide targeted support to all students and parents that are struggling to ensure student and family support that will impact learning positively.</p> <p>Strategy's Expected Result/Impact: Increase students, and parents participation for student learning by supporting families in reaching family targeted goals</p> <p>Staff Responsible for Monitoring: SS Executive Director</p> <p>Funding Sources: support resources for social worker for effective program to support student - 185-State Compensatory Education, Resources- parents (3 resources)180-139-71.88-413.91 - 211-Title I-Part A, Communication resources w/family-Social Wk - 185-State Compensatory Education, Parent resources- sp SSS - 211-Title I-Part A, mou PATS -parent support SEL - 211-Title I-Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 4: CANUTILLO ISD FAMILIES WILL BE ENGAGED IN A MEANINGFUL PARENT PARTNERSHIP LINKED TO THEIR CHILD'S EDUCATION.

Performance Objective 3: (Lever 4: Parental Engagement) By May 2023, CISD will increase parent participation to expand parent engagement opportunities through monthly parental classes and trainings linked to learning.

Evaluation Data Sources: Agendas, sign in sheets, utilized resources.

Strategy 1 Details	Reviews			
<p>Strategy 1: ALS: Provide migrant parents with training/ resources on reading and math strategies; development-appropriate school readiness resources and strategies; graduation requirements and college/ career opportunities.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement in Migrant Parental Advisory Council (PAC) Meetings and in their children's schools. Train and encourage parents to participate in parent advocacy activities at the campus and district level to improve communication between home and school.</p> <p>Staff Responsible for Monitoring: ALS Director and Migrant Aide</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: ALS: A minimum of two Migrant PAC meetings will be conducted throughout the school year. Light snacks and school and community resources will be available to encourage parent participation. Registration fees for parents to attend virtual and in person conferences and parenting sessions. Transportation will be available as requested.</p> <p>Strategy's Expected Result/Impact: Increase migrant parental advocacy in their children's education.</p> <p>Staff Responsible for Monitoring: ALS Director and Migrant Aide</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: ALS: Provide Parent Forums, PreK Orientation and New Teacher Orientation meetings to inform parents, teachers and administrators of the benefits and research evidence from national and CISD data. Recruitment and training on LPAC committees to ensure a parent representative is part of the LPAC Committee, Home visits and calls made monthly to a minimum of two students per campus to encourage parental empowerment.</p> <p>Strategy's Expected Result/Impact: Improve parental communication with teachers and administrators to increased student performance and attendance.</p> <p>Staff Responsible for Monitoring: ALS Director, Lead Teachers, EL Facilitators and LPAC aides.</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Student Support Services: Provide parents and community members trainings, Parent Universities, Parent Academies, Parent Leadership Team meetings, events and community outreach to provide them strategies, resources and knowledge to support their child's education.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement in their children's schools and education. Train and encourage parents to participate in parent advocacy activities at the campus and district level to improve communication between home and school.</p> <p>Staff Responsible for Monitoring: Executive Director, Student Support Services staff</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: CANUTILLO ISD FAMILIES WILL BE ENGAGED IN A MEANINGFUL PARENT PARTNERSHIP LINKED TO THEIR CHILD'S EDUCATION.

Performance Objective 4: (Lever 4: Parent Participation) By June 2023, all CISD campus and district committees will have a minimum of one parent serving as a member on every committee.

Strategy 1 Details	Reviews			
<p>Strategy 1: District staff and campus parent liaisons will recruit parents and community members to participate in all committees created at both the district and campus levels.</p> <p>Strategy's Expected Result/Impact: Parent participation will bring feedback, recommendations, and acquire new knowledge to contribute to district and campus operations.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: CANUTILLO ISD WILL CONVEY AND SHARE A POSITIVE IMAGE AND CULTURE.

Performance Objective 1: (Lever 5: Social Media) By May 2023, 100% of all campuses and departments will maintain individual websites with current and relevant information for all internal and external CISD stakeholders.

Evaluation Data Sources: Training sessions, sign in sheets, Agendas

Strategy 1 Details	Reviews			
<p>Strategy 1: (PIO): The Public Information Office communicates important information about student, parent and staff initiatives and accomplishments with the District stakeholders on a daily, weekly, and monthly basis through regular social media posts, Website updates, and printed publications.</p> <p>Strategy's Expected Result/Impact: Increased viewership. Additional publications and growth in our social media channels.</p> <p>Staff Responsible for Monitoring: Public Information Officer</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: (PIO) A web manager is assigned from all campuses, PIO will review processes and procedures through training on updating new information on campus websites. Campus will be responsible to update new information on a regular basis.</p> <p>Strategy's Expected Result/Impact: All campuses and district website will be updated continuously for all viewers.</p> <p>Staff Responsible for Monitoring: PIO and campus Web managers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: (PIO)Campuses will communicate with PIO to work on any banners that campuses may requests to support a positive & promotional banner.</p> <p>Strategy's Expected Result/Impact: To showcase the great work that all campuses are doing through advertisement.</p> <p>Staff Responsible for Monitoring: PIO</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: (PIO) Campuses will be utilizing a calendar events that will be advertised to the community and specific shareholders to encourage participation in all events.</p> <p>Strategy's Expected Result/Impact: To share all campus events with community and encourage participation in all</p>	Formative			Summative
	Nov	Jan	Mar	June

occasions.

Staff Responsible for Monitoring: PIO & Administrators

N/A



No Progress

Accomplished

Continue/Modify

Discontinue

Goal 5: CANUTILLO ISD WILL CONVEY AND SHARE A POSITIVE IMAGE AND CULTURE.

Performance Objective 2: (Lever 5: Positive Culture and Image) By May 2023, CISD will maintain the administration cost ratio under 10%, communicating to stakeholders the support administration provides to campuses.

Evaluation Data Sources: Reports, Sign in sheets, agendas

Strategy 1 Details	Reviews			
<p>Strategy 1: FINANCE: Finance will review personnel and operating budgets for the necessity of reclassification and/or budget cuts to reduce administrative ratio.</p> <p>Strategy's Expected Result/Impact: Finance will stay within the parameters of the set administrative ratio, that will result in higher ratings in the Financial Integrity Rating System of Texas (FIRST) report.</p> <p>Staff Responsible for Monitoring: Chief Financial Officer, Director of Finance and Staff Accountant</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: FINANCE: Finance Department will monitor all budget amendments to stay within the parameters of the administrative ratio.</p> <p>Strategy's Expected Result/Impact: Finance will stay within the parameters of the set administrative ratio, that will result in higher ratings in the Financial Integrity Rating System of Texas (FIRST) report.</p> <p>Staff Responsible for Monitoring: Chief Financial Officer, Director of Finance and Staff Accountant</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: FINANCE/COMPLIANCE- Provide opportunities for district personnel to attend trainings and receive resources on compliance requirements of Every Student Succeeds Act (ESSA), other Federal Entitlements and State Mandated Programs to provide effective support to our campuses and students.</p> <p>Strategy's Expected Result/Impact: Ensure that all updated changes at State and Federal level are implemented to ensure student success in their growth of learning to meet academic achievement. Promote a motivated, skilled and effective workforce through which organizational goals could be achieved.</p> <p>Staff Responsible for Monitoring: Director of Financial Services, External Funding Coordinator, and Director of Program Compliance</p> <p>Funding Sources: Training-ACET-C&I - 185-State Compensatory Education - \$2,000, ACET - Programs fall 375 & spring - 185-State Compensatory Education</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: FINANCE/COMPLIANCE- Provide opportunities for district/ campus personnel to access resources needed to effectively support student, parent and community growth ensuring student success.</p> <p>Strategy's Expected Result/Impact: Ensure that access to resources is implemented for student success in their growth of learning & meet academic achievement. Promote a motivated, skilled and effective workforce through which organizational goals could be achieved.</p> <p>Staff Responsible for Monitoring: Director of Financial Services, External Funding Coordinator, and Director of Program Compliance</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: CANUTILLO ISD WILL CONVEY AND SHARE A POSITIVE IMAGE AND CULTURE.

Performance Objective 3: (Lever 5: CISD branding/customer service) CISD will promote the Canutillo brand and mission by establishing customer service and reputation models through analytics increasing 3% annually .

Strategy 1 Details	Reviews			
Strategy 1: Develop and implement a customer service plan for the District that includes the training and measurement of a system designed to create positive experiences for the students, parents and community members of Canutillo ISD.	Formative			Summative
	Nov	Jan	Mar	June
	N/A	 5%	 15%	
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				