

**Canutillo Independent School District**  
**Gonzalo & Sofia Garcia Elementary School**  
**2022-2023 Goals/Performance Objectives/Strategies**



# Mission Statement

The mission of the Gonzalo and Sofia Garcia Elementary community is to empower students to succeed in a multicultural setting and to provide a challenging learning environment, thus preparing all students to meet the challenges of a changing global society.

## Vision

Our vision at Gonzalo and Sofia Garcia Elementary is to inspire all students to become inquisitive thinkers, who confidently and respectfully embrace the global challenges of the future.

## Canutillo Ethics

**Student Centered Focus**

**Trustworthiness in Stewardship**

**Commitment to Service**

**Equity in Attitude**

**Honor in Conduct**

**Integrity of Character**

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# Goals

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

**Performance Objective 1:** By May of 2023, Garcia Elementary School teachers and staff will receive Standard Response Protocol PK-12. training and Emergency Operation Planning (EOP) training covering all areas of emergency protocol, with an emphasis on reunification.









**Evaluation Data Sources:** Sign-in sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The EOP Team will coordinate with Canutillo ISD Police Department to optimize and to develop the most efficient and effective EOP for Garcia Elementary campus.</p> <p><b>Strategy's Expected Result/Impact:</b> With the coordination between campus, district and student's participation in drills will help to ensure preparedness in case of emergencies.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal EOP committee Canutillo ISD police</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> By May 2023, Garcia Elementary School will comply with the School Safety Bill 168 and conduct active shooter exercises including fire drills, lock downs, secure and evacuation drills.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and staff awareness of drills to respond to emergency situations.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Counselor EOP Team CISD Police</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<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:** During the 2022-2023 school year, 100% of Garcia Elementary staff and students will implement the School Wide Positive Behavior Intervention Support (PBIS) framework that will integrate will Social Emotional Learning and Anti-Bullying lessons in order for our school to be an effective and safe learning environment.

**Evaluation Data Sources:** PBIS Activities  
 No Place for Hate  
 SEL Lessons  
 Implementation walk throughs  
 Sign in sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary School Counselor will deliver campus wide targeted anti-bullying and social emotional lessons to include resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Anti-bullying lessons will help to ensure that we provide a safe, positive and secure environment, which will positively impact campus culture, student attendance rates, and performances outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Garcia Elementary School Counselor will conduct yearly training for faculty and staff on district response procedures to child abuse and trauma. Additionally, School Counselor and Assistant Principal will provide formal training to accurately identify and report bullying in accordance with the Texas Anti-Bullying law.</p> <p><b>Strategy's Expected Result/Impact:</b> Ensuring that staff understands responsibilities regarding reporting of abuse neglect and bullying will help in ensuring the safety of our students.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Garcia Elementary Counselor will conduct annual training for faculty and staff on district suicide prevention procedures and response to child abuse situation to include David's Law.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase teacher awareness and to recognize signs. Appropriate response by staff to child abuse procedures will help in ensuring the safety and well-being of students.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Garcia Elementary School will implement the district's No Place for Hate/Anti-Bullying Initiative.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide a safe, positive, secure environment, which will positively impact campus culture, student attendance rates, and performance outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress       Accomplished       Continue/Modify       Discontinue				

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

**Performance Objective 3:** Garcia Elementary will implement positive discipline strategies to decrease office referrals from 2021-2022 referrals to 44 office referrals (-50%) for the 2022-2023.

**Evaluation Data Sources:** PBIS and discipline data.









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> GES campus will monitor both in-school and out-of-school suspensions and through Tier 1 interventions and professional development; will seek out positive behavior supports as alternatives.</p> <p><b>Strategy's Expected Result/Impact:</b> Minimizing suspensions of students as a method of consequences/discipline will help to ensure that we provide a safe, positive, secure environment, which will positively impact campus culture, student attendance rates, and performance outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Through Student Support Division, the campus will implement a science based substance abuse and violence prevention curriculum to educate students in 3rd-5th grade.</p> <p><b>Strategy's Expected Result/Impact:</b> 3rd-5th grade classroom lessons</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Student Support Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Campus wide use of Reflection Sheets K-2nd grade and 3rd-5th grade in order for students to reflect on their own behavior. Teachers will document discipline incidents into TEAMS.</p> <p><b>Strategy's Expected Result/Impact:</b> Students to take ownership of their own behavior. PBIS data to monitor student behavior.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, PBIS Team, Teachers and staff</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 1:** By May 2023, Garcia Elementary percentage of students achieving approaches or above will increase from 72% to 80% and the percentage of students demonstrating mastery of grade level standards (post secondary readiness performance) will increase from 19% to 24% in all assessed grade levels (3rd, 4th, & 5th) subjects.

**HB3 Goal**

**Evaluation Data Sources:** STAAR test results.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Accelerated Intervention Plans will be created so that interventions and strategies will be provided for Tier II and Tier III students to incorporate best interventions practices in Math, Reading, Writing/Language Arts, Science and Social Studies. Assessment data and progress monitoring systems will be used and discussed in RtI, Section 504 meetings and BOY, MOY, EOY data analysis progress monitoring.</p> <p><b>Strategy's Expected Result/Impact:</b> STAAR Assessment, I Station Data</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, RtI Teacher, At Risk, Instructional Coach, Administration</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Stemsscopes-science intervention - 185-State Compensatory Education - \$1,680</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> During PLCs will evaluate student performance data, identify priority standards, instructional programs, and common assessments data, and intervention services weekly and every reporting period to improve student performance data and increase students achievement</p> <p><b>Strategy's Expected Result/Impact:</b> Student performance indicators such as I Station, Unit Assessments data, TELPAS, STAAR data will provide evidence of a positive impact of on student performance outcomes as a result of PLC's evaluating and monitoring student performance data.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, RtI teacher, Instructional Coach, Administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Garcia Elementary will identify 100% of all students (Child Find) who are exhibiting weaknesses in areas of math, reading, and writing. Garcia Elementary teachers will use RtI process, 504 meetings, and ARD's to include parents in the decision making process, meet the needs of students, determine eligibility for Tier II and Tier III interventions, RtI, 504 or Special Education services as appropriate.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive impact on student performance</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, RtI teacher, Instructional Coach, Administration, SPED teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> At-Risk Personnel - 185-State Compensatory Education - \$129,571, Tutoring - 211-Title I-Part A - \$2,426, Substitutes - 211-Title I-Part A - \$2,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify











Discontinue

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

**Performance Objective 2:** By the end of May 2023, 1st grade students' fluency average will fall within the recommended range of 60-90 words per minute and 2nd student's fluency average will fall within the recommended range of 80-120 words per minute.

**HB3 Goal**

**Evaluation Data Sources:** Running Records, Data binders, I Station, DRA

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary Teachers will monitor student fluency rates (1st-5th), letter identification and sound (PK-K), high frequency (Kinder) and enter progress in the data binders every nine weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student fluency rate averages by individual student, classroom, and grade level will positively impact a variety of student-performance indicators and ensure readiness for the next grade level and college readiness.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>20%</p>	 <p>50%</p>	 <p>85%</p>	 <p>100%</p>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Garcia Elementary students will participate in the use of supplemental instruction programs. These data points will provide a baseline to identify student progress based on the students' particular levels of performance.</p> <p><b>Strategy's Expected Result/Impact:</b> Use of supplemental resources and programs such as Accelerated Reader will positively impact a variety of student performance indicators and ensure readiness for the next grade level and college readiness.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>20%</p>	 <p>50%</p>	 <p>85%</p>	 <p>100%</p>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Garcia Elementary teachers will receive training in Social Emotional Lessons, Guided Math, Guided Reading and Writing Academy and other content-based instructional professional development in order to support students development in Math, Reading, Writing and Science.</p> <p><b>Strategy's Expected Result/Impact:</b> Students performance indicators such as but not limited to I Station, TELPAS, STAAR Assessment Data will provide evidence of a positive impact on student performance outcomes as a result of professional development and research-based instructional practices being learned and implemented.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Scholastic Leveled materials will be centralized in the library to create a smooth and organized way to check out books by teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Fluency rates will increase. TELPAS and STAAR Assessment data.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, At-Risk Teacher</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress       Accomplished       Continue/Modify       Discontinue				

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

**Performance Objective 3:** Current Emergent Bilinguals composite score for TELPAS will increase by 5% of the population to Advanced High by June 2023.

**HB3 Goal**









**Evaluation Data Sources:** TELPAS test results.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Language Proficiency Assessment Committee (LPAC) will monitor the progress of 100% of ELL's throughout the school year in order to ensure that students make gains. Effective language accommodations will be provided to students based on data collection and student progress</p> <p><b>Strategy's Expected Result/Impact:</b> TELPAS Assessment data, common assessments in Spanish and English</p> <p><b>Staff Responsible for Monitoring:</b> LPAC aide, teachers ,Administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Garcia Elementary Emergent Bilingual students will demonstrate one year's growth as assessed by the Texas English Language Proficiency Assessment System in Listening, Speaking, Reading, and Writing.</p> <p><b>Strategy's Expected Result/Impact:</b> Student performance indicators such as but not limited to TELPAS will provide evidence of student increases across Listening, Speaking, Reading, and Writing domains.</p> <p><b>Staff Responsible for Monitoring:</b> LPAC aide, ALS Department, teachers, administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> All teachers will implement processes to ensure language learners are meeting or exceeding proficiency standards of advanced and advanced high on the Texas English Language Proficiency Assessment System.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase students secondary languages to advance high</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administrators, Instructional Coach</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p>  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

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

**Performance Objective 4:** By May 2023, GES staff attendance will increase from 91% to 96% .

**Evaluation Data Sources:** Attendance reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> GES Teachers, Staff and Administration will collaborate and support one another to build a positive campus morale.</p> <p><b>Strategy's Expected Result/Impact:</b> A positive campus morale will reflect great teaching and learning.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</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 5:** By July 2023, GES will provide ongoing professional development for all teachers, administrators and instructional support on differentiated instruction model, RtI and 504 process.

**Evaluation Data Sources:** Professional development sign in sheets, agendas, minutes.









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary will coordinate with Special Education Department to train teachers in RtI and 504 process. GES teachers and staff will receive professional development on RtI and 504 processes and intervention strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher knowledge of the RtI and 504 process will positively impact student performance outcomes by ensuring students receive timely and appropriate interventions to meet varied needs</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Principal and Assistant Principal. At-Risk Teacher, Special Education Teachers, Speech Therapist, Diagnostician</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> GES teachers will monitor student achievement and document student information in data binders to include at risk students (inclusive of BOY, MOY, and EOY performance data for ISIP, state assessments, and attendance) to ensure vertical alignment and student readiness for subsequent grade level.</p> <p><b>Strategy's Expected Result/Impact:</b> Student performance indicators such as but not limited to I Station, TELPAS, and STAAR Assessment data will provide evidence of a positive impact on student performance outcomes as a result of teacher monitoring student achievement through the use of student profiles and data binders.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

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

**Performance Objective 6:** By May 2023, Garcia Elementary students in Special Education taking STAAR assessments and PK-2 reading and math assessments will show a growth of 5%.

**HB3 Goal**

**Evaluation Data Sources:** STAAR Online, Strive, Unique Learning, Lexia, ISpire, Esperanza

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Special Education Teachers will monitor the progress of 100% of students in order to ensure that students make academic gains throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Student performance indicators such as but not limited to STAAR, STAAR Online, Strive, Unique Learning, Lexia, ISpire, Esperanza will provide evidence of a positive impact on student performance outcomes as a result of monitoring the progress of our special education students throughout the year.</p> <p><b>Staff Responsible for Monitoring:</b> Special Education Teachers, Administrators</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</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 7:** By May 2023, Garcia Elementary will complete a transition process for early Education students transitioning into Pre-K and 100% of the students transitioning to 6th grade (Middle School)

**Evaluation Data Sources:** Student Enrollment Data









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary will provide a minimum of one orientation meeting for students and parents transitioning from Head Start into Pre-K.</p> <p><b>Strategy's Expected Result/Impact:</b> Transitioning meeting will promote school readiness fro Pre-K and Kindergarten students</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Garcia Elementary counselor will organize a field trip to support 5th grade students transitioning from elementary into middle school (AMS and CMS). The purpose is to encourage our students to continue attending Canutillo ISD Schools and to provide a safe and effective transition.</p> <p><b>Strategy's Expected Result/Impact:</b> Transition process will promote middle school readiness for elementary students</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<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 8:** By June 2023, 100% of teachers, nurse, librarian, counselor, Physical Education teachers, and administrators will be given professional development opportunities that support content, curriculum development, instructional framework, the work of professional learning communities, and special education in population in order to improve student achievement.

**Evaluation Data Sources:** Sign in sheets, agendas, minutes, STAAR, and iStation data









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 100% of Garcia Elementary teachers, nurse, librarian, counselor, Physical Education teachers, and administrators, will participate in professional development opportunities on campus, Region 19, out of town (in person and remote). This supports content, curriculum, the instructional framework, Professional Learning Communities and special populations, in order to improve student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> Students performance indicators such as but not limited to TELPAS, STAAR, unit assessments data will provide evidence of a positive impact on student performance outcome as a result of professional development and research-based instructional practices being learned and implemented.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, nurse, librarian, counselor, and administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals -</p> <p><b>Funding Sources:</b> Lead4ward Rockin Review Conf. - 211-Title I-Part A - \$1,960</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 100 % of teachers and instructional aides will participate in professional development on SST/RtI process, and SPED process</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and instructional aides will understand the importance of the identification process and progress monitoring of the At-Risk/Response to Intervention and Special Education students</p> <p><b>Staff Responsible for Monitoring:</b> At-Risk Teacher, Special Education Teacher, Speech Therapist, Diagnostician, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Garcia Elementary will continue building a positive school culture to increase morale and teamwork. The Wellness Team will support this strategy by planning activities on a monthly basis.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase school morale</p> <p><b>Staff Responsible for Monitoring:</b> Wellness Team and administration.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Current Professional Learning Community will be revisited to better analyze data and support teacher development.</p> <p><b>Strategy's Expected Result/Impact:</b> Data analysis will continue to be targeted and be effective.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, RtI Teacher, Teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

**Performance Objective 9:** By May 2023, technology will be implemented by 100% by teachers and administrators and used to increase effectiveness of teaching practices for all learners.

**Evaluation Data Sources:** TTESS walkthroughs and observation data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary will receive training and support in implementing the use of available technology resources and equipment in daily classroom instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Student performance indicators such as iStation, Imagine Math, TELPAS, STAAR, unit assessments data will provide evidence of a positive impact on student performance outcomes as a result of professional development and research based instructional practices in technology applications being learned and implemented.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</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 10:** During the school year 2022-2023, Garcia Elementary School will increase the monthly student attendance rate from 92.4% to 96.0%.

**Evaluation Data Sources:** Attendance Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary will provide intervention, PBIS support, and attendance incentives (certificates, and other motivators) to promote attendance and punctuality. Students will be recognized for attendance accomplishments.</p> <p><b>Strategy's Expected Result/Impact:</b> Student performance indicators such as but not limited to TELPAS and STAAR assessment data will provide evidence of a positive impact on student performance outcomes as a result of providing interventions, PBIS supports and attendance incentives to promote attendance and punctuality.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Teachers, Attendance clerk</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Parents will receive information regarding attendance expectations and Texas Attendance Laws.</p> <p><b>Strategy's Expected Result/Impact:</b> Student performance indicators such as but not limited to TELPAS and STAAR assessment data will provide evidence of a positive impact on student performance outcomes as a result of professional development and research-based instructional practices being learned and implemented. Also, the use of Student Attendance Data will be an indicator.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Attendance Clerk, District Prevention Specialists.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Garcia Elementary will implement a Truancy Intervention Plan for students with 3 or more unexcused absences.</p> <p><b>Strategy's Expected Result/Impact:</b> Student performance indicators such as but not limited to attendance, TELPAS and STAAR assessment data will provide evidence of a positive impact on student performance outcomes as a result of implementation of Truancy Intervention Plans to monitor students' absences.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Attendance Clerk, Teachers, District Prevention Specialists</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<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 1:** By June 2023, 100% of Garcia Elementary classrooms will receive instruction on character development to promote social/emotional development.









**Evaluation Data Sources:** Counselor Lesson Plans, PBIS Data, Student Discipline Data, PBIS Committee

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> GES will recognize all students displaying Character Counts traits/Showing Ravens Pride. Student will be recognized every nine weeks by PBIS Kona Ice and other incentives.</p> <p><b>Strategy's Expected Result/Impact:</b> It will enhance students' life skills, provide a whole child/well-rounded</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Garcia Elementary School counselor will attend training opportunities that will enhance the counseling program by staying current on latest research, best practices and knowledgeable of strategies to help the social emotional development of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Counselor's attendance to Professional Development will provide strategies needed to enhance student's life skills, provide a whole child/well rounded educational approach, foster a positive environment conducive to learning, and prepare students for colleges and careers.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor</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 2:** By May 2023, Garcia Elementary School will provide a safe, positive and secure environment by maintaining or increasing 5% in the Positive Behavior Interventions and Supports (PBIS) utilizing the Tiered Fidelity Inventory assessment instrument.

**Evaluation Data Sources:** PBIS Data, Discipline Data, Attendance Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The PBIS Team will receive professional development on best and research based practices to maintain a safe and positive environment.</p> <p><b>Strategy's Expected Result/Impact:</b> It will impact Attendance data and Discipline data.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  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 3:** By Spring 2023, Garcia Elementary School will provide a minimum of 3 opportunities for students to participate in programs and events supporting character education, social skills development and behavior management.









**Evaluation Data Sources:** Counselor lesson plans, student discipline data, PBIS data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> GES students will participate in PBIS strategies such as school wide program that rewards students for following school wide expectations (showing their Ravens pride).</p> <p><b>Strategy's Expected Result/Impact:</b> The student's participation in the PBIS strategies will enhance students' life skills, provide a whole child/well-rounded educational approach, foster a positive environment conducive to learning and prepare students for colleges and careers.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor, Teachers, PBIS Team and Staff.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> GES students will have the opportunity to go on virtual and/or face to face field trips that are aligned to instruction as detailed in the Texas Essential Knowledge and Skills (TEKS).</p> <p><b>Strategy's Expected Result/Impact:</b> The student's participation in field trips will enhance students' life skills, provide a whole child/well-rounded educational approach, foster a positive environment conducive to learning and prepare students for colleges and careers.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> GES students in grades 3rd-5th will have the opportunity to participate in Robotics, Choir Band, University Interscholastic League K-5th(U.I.L) and Student Council(4th -5th),to expand their experiences and knowledge.</p> <p><b>Strategy's Expected Result/Impact:</b> The student's participation in activities such as robotics, Student Council, Choir,Band and U.I.L. will enhance students' life skills, provide a whole child/well-rounded educational approach, foster a positive environment conducive to learning and prepare students for colleges and careers.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Librarian, Physical Education Coach, Music teacher, UIL coaches</p>	Formative			Summative
	Nov	Jan	Mar	June
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

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

**Performance Objective 1:** By June 2023, Garcia Elementary School will hold an Entitlement and Parent Compact meeting for all stakeholders. Parent compact will be finalized after receiving feedback from parents, teachers, administrators and staff with the purpose to establish expectations in home school connection.

**Evaluation Data Sources:** Sign in sheets, Agendas, Minutes

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary School will hold Parent Advisory Committee meetings and monthly "Coffee with the Principal" to provide updates, important information regarding instructional programs and campus procedures.</p> <p><b>Strategy's Expected Result/Impact:</b> To provide information to parents that is integrated with other content to address the improvement of students' literacy and overall academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Parent Liaison, Administration</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Parental Conference - 211-Title I-Part A - \$100, Resources for Parent Meetings - 211-Title I-Part A - 211.61.6499 - \$250, Parent communication products - 211-Title I-Part A - \$969.14, Parent Liaison &amp; Library Aide Salary - 211-Title I-Part A - \$64,886</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:** All Headstart PreK and 5th grade students will be provided at minimum two opportunities to participate in transition activities to facilitate a successful transition into the next grade level by May 2023.

**Evaluation Data Sources:** Counselor Reports and Calendar events, flyers and school messenger reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All 5th grade students will be given the opportunity to participate in a field trip to the Canutillo Middle School in the Spring</p> <p><b>Strategy's Expected Result/Impact:</b> Provide a smooth transition from Elementary to Middle school for all 5th grade students.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, 5th grade teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Parents of Headstart PreK students transitioning to Kindergarten will be invited to an instructional orientation and tour in cooperation with Region 19 Headstart in the Spring.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide tours and information to new PreK students and parent for a smooth transition.</p> <p><b>Staff Responsible for Monitoring:</b> Parent Liaison Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

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

**Performance Objective 3:** By June 2023, Garcia Elementary School will collect baseline parental engagement data to include but not limited to Google Forms sign-in sheet, Zoom screenshots and recordings.

**Evaluation Data Sources:** Parent Surveys, Visitor sign-in sheets information entered in database.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary School will provide multiple parent and community involvement activities, events, and classes to include but not limited to Open House, Parent Teacher conferences days, Parent University classes, PTO meetings, "Coffee with the Principal," Literacy nights, Technology Night to encourage parent participation and to establish a positive and conducive learning environment.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive impact on student performance outcomes as a result of parent and community involvement in campus activities.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Parent Liaison</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> GES will work with the PTO to seek out parents for participation on committees and develop Partners in Education to support campus initiatives, participate on CIC, and enrich the student learning environment.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents' participation as partners will positively impact the learning environment by increasing parental engagement opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Parent Liaison</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<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.**

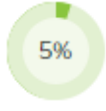







**Performance Objective 1:** By June 2023, Garcia Elementary staff will develop weekly internal and external communication outlets and advertising strategies to enhance public awareness of its students, staff, programs, and community such as school messenger, use of campus marquee, Parent Portal, and post to social media.

**Evaluation Data Sources:** Parent Surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary will use school messenger, emails, school website, social media, parent portal, campus marquee and other communication media in English and Spanish to develop both internal and external methods of communicating information concerning students, staff, programs and the community.</p> <p><b>Strategy's Expected Result/Impact:</b> Using multiple avenues to communicate with our parents and community is a priority to increase participation and active involvement with their child's learning.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Receptionist, Librarian, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> A Parent Teacher Organization (PTO) will continue providing information to parents and involving parent in campus activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Regular meetings of the PTO, copy of sign in sheets. Increase Parent engagement to work hand in hand with campus.</p> <p><b>Staff Responsible for Monitoring:</b> PTO Board, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Garcia Elementary will coordinate and publicize, through social media and other venue, staff appreciation events and culture building activities.</p> <p><b>Strategy's Expected Result/Impact:</b> The purpose is to improve staff morale and positive perception of the workplace</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
<p>  No Progress                       Accomplished                       Continue/Modify                       Discontinue             </p>				

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

**Performance Objective 2:** By June 2023, Garcia Elementary school will have at least one Partners in Education to promote academic success and motivation for our students

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Garcia Elementary projected Career Day will host community business and partners in education to expose students to all educational opportunities in our region.</p> <p><b>Strategy's Expected Result/Impact:</b> Strategy will encourage and involve parent participation and community partner participation</p> <p><b>Staff Responsible for Monitoring:</b> Parent liaison, Counselor, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				