

Canutillo Independent School District
District Improvement Plan
2024-2025 Performance Objectives



Mission Statement

**We provide Equitable Opportunities to ensure our future-ready students are empowered to
Explore, Learn,
Grow, and Excel.**

Vision

LEAD today. 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: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness 4

Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction 6

Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction 7

Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities 8

Goal 5: TECHNOLOGY RESOURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity 9

Goals

Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness

Performance Objective 1: By May 2025, CISD students in grade levels 3-10 will improve reading language arts (RLA) master level by 2%.

HB3 Goal

Performance Objective 2: By May 2025, CISD students in grade levels 3-9 will improve math and algebra master level by 2%.

HB3 Goal

Performance Objective 3: By May 2025, Seniors will be graduating College, Career, and Military Ready (CCMR) increasing the component score from 69 to 75.

Performance Objective 4: Graduation rate will increase from 92% in 2022 to 95% for school year 2024.

Performance Objective 5: By May 2025, Results Driven Accountability (RDA) rating will decrease from 3 to 1.

Performance Objective 6: By May 2025, Canutillo ISD will increase and monitor all student attendance rate from 95.1% to 98%.

Performance Objective 7: By May 2025, CISD students in grades Pre K - 2 will demonstrate 2% growth on reading assessments.

HB3 Goal

Performance Objective 8: Student Safety & Well Being :

By May 2025, all CISD students will demonstrate growth in personal social competencies from 23% to 43%.

Performance Objective 9: By May 2025, CISD students in tested grade levels will improve Social Studies master level by 2%.

Performance Objective 10: By May 2025, CISD students in grades 3 and up, will demonstrate a 2% growth on science approaches, meets and masters level and participate in STEM offerings.

Performance Objective 11: Provide professional development and resources to K-5 teachers to increase their knowledge and ability to teach the new Technology Application TEKS so that all students become literate in their respective grade level technology applications during the academic year 24-25.

Performance Objective 12: By May 2025, all CISD students will be familiar with required state-mandated safety drills and respective expectations.

Performance Objective 13: Provide Professional Development to C&I personnel to increase their knowledge base in all content areas to include federal programs and funding that will help increase student success during the academic year 24-25.

Performance Objective 14: By May 2025, Coordinated School Health (CSH) team will update action plans/calendar, district wide presentations and campus health fairs. Provide prevention educational materials, supplies and fixed assets.

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

Performance Objective 1: Professional Learning and Quality Staff:

By May of 2025, 100% of district administrators will participate in professional development activities to improve leadership capabilities toward improving student outcomes.

Performance Objective 2: Professional Learning and Quality Staff: (TTESS)

By May 2025, 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.

Performance Objective 3: Staff Satisfaction:

By May 2025, Canutillo ISD staff will increase by 3% annually Teacher Retention rate and Employee Attendance rate.

Performance Objective 4: Staff Safety and Well-Being:

By May 2025, all Canutillo ISD personnel will be trained on Safety Response Protocols (SRP). Additionally, personnel will indicate an increase in the learning and retention of protocols through the School Safety Survey .

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

Performance Objective 1: By May 2025, CISD will maintain three collaborative ways for all families to participate in setting student goals, planning for post-secondary education and careers.

Performance Objective 2: CISD parents and families will be provided a minimum of 7 training and workshop opportunities on how to actively engage as partners in their children's learning, to include special populations, by May 2025.

Performance Objective 3: By May 2025, To increase parent participation, CISD will provide 2 professional developments for campus administration on parent family engagement to expand each campus parent family engagement programs.

Performance Objective 4: By May 2025, all CISD campus and district committees will have a minimum of one parent serving as a member on every committee.

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

Performance Objective 1: Fiscal Responsibility:

By May 2025, Canutillo ISD will maintain a TEA Financial Integrity Rating System of Texas (First) rating of Superior Achievement, will earn five Comptroller Transparency Stars, and will receive no findings in the yearly external audit report.

Performance Objective 2: Strategic Allocation of Resources:

By May 2025, Canutillo ISD will decrease administrative cost ratio, maintain its revenue variance to 3% or less, and expenses will not exceed current revenues.

Performance Objective 3: Planning for Growth:

By May 2025, Canutillo ISD will continue implementing the strategic plan and review demographic study.

Performance Objective 4: Well Maintained Facilities:

By May 2025, Canutillo ISD will provide yearly preventative and corrective maintenance updates, will make use of resources to increase work order productivity, and follow the facility master plan in accordance to budgetary constraints.

Performance Objective 5: By May 2025, CISD will utilize stakeholder surveys to measure the implementation and efficacy of an updated safety plan that encompasses protocols, personnel trainings, compliance and progress.

Performance Objective 6: Business Services/HR:

By May 2025, Canutillo ISD will reinforce all standard protocols and procedures with consistency and common expectations in departmental practices.

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

Performance Objective 1: Infrastructure/Safety :

Throughout the year of 24-25, CISD will continue to refresh its current infrastructure. This will include all access points, switches, etc. Physical security to include cameras, sensors, intrusion systems, panic buttons and emergency telephony services will need to be refreshed.

Performance Objective 2: Wireless access/Testing:

Throughout the year of 24-25 the district's technology wireless access points will be renewed with current technology to support enhanced capabilities of technology use in instructional and operations settings. This additionally will support full online testing as specified by state guidelines.

Performance Objective 3: Infrastructure/Safety:

Throughout the year of 24-25 the district will implement at least 3 key components by building a physical infrastructure to ensure safety, security and a positive learning environment.

Performance Objective 4: Connectivity:

Technology hardware will be refreshed in time for the end of usable life of each machine. Each computer will be in production for 5 years. This includes all end points as they reach the end of usable life.

Performance Objective 5: Community Engagement:

By May 2025, 100% of Canutillo ISD campuses will maintain active portfolio of social media accounts with current and relevant information for all internal and external CISD stakeholders.

Performance Objective 6: Community Engagement:

Public Information Office (PIO) will develop a marketing plan to promote district strategies and programming in hopes of increasing enrollment by May 2025.