

Canutillo Independent School District

Canutillo Middle School

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

The faculty and staff of Canutillo Middle School will empower students to be the motivational force behind their own future success by modeling citizenship, leadership, and a desire for lifelong learning.

Vision

A culture of academic excellence built on collaborative leadership and innovative instruction at Canutillo Middle School will produce accomplished scholars and community leaders able to meet future challenges of an evolving global society.

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

Performance Objective 1: During the school year, student's Master's Reading score for grades 6-8 STAAR will improve from 19% to 20%. Student Masters in Math, for grades 6-8 STAAR and Algebra 1 EOC will improve from 24% to 26%. Student Masters in English 1 EOC will improve from 45% to 46%

Evaluation Data Sources: STAAR, TELPAS results, Common Assessment, STAAR Ready

Strategy 1 Details	Reviews			
Strategy 1: All CMSSA stakeholders will have an opportunity to analyze and dis-aggregate a variety of data for each of the accountability populations in order to identify performance gaps. Strategy's Expected Result/Impact: Teachers using PLC time to discuss common assessments, share and review data. Campus Needs Assessments, Campus Improvement Plan, Department Head Meetings, LPAC, Parent Involvement Meetings, PBIS etc... Staff Responsible for Monitoring: Principal, Assistant Principal, Department Heads, Teachers Problem Statements: Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: All CMSSA students will have the chance to participate in before and after-school tutorials in every subject area. Tutoring will also be available during intersession according to the CISD calendar. Strategy's Expected Result/Impact: Measure student academic growth. evaluate every 3 wks. Counselors meet with students every 6 weeks. Staff Responsible for Monitoring: All Core teachers, instructional Coach, counselors Problem Statements: Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished

Strategy 3 Details		Reviews			
Strategy 3: CMSSA will offer struggling and non-struggling students the chance to improve their math, reading, and writing fluency through web-based learning platforms, with the goal of achieving Meets and Masters's Level for the academic year. That also provides HQIM according to TEA. Strategy's Expected Result/Impact: Measure student academic growth, which will be evaluated every 3 weeks. Teachers will also use common assessments, tests, and quizzes to analyze student growth. Staff Responsible for Monitoring: All Core teachers, instructional Coach ESF Levers: Lever 5: Effective Instruction Problem Statements: Student Learning 1 - School Processes & Programs 3 Funding Sources: Notable, Inc KAMI - 185-State Compensatory Education - \$650		Formative			Summative
		Nov	Jan	Mar	June
		 Accomplished	 Accomplished	 Accomplished	 Accomplished

 No Progress
 Accomplished
 Continue/Modify
 Discontinue









Performance Objective 1 Problem Statements:

















Student Learning
Problem Statement 1: SPED, EB, 504, At-Risk, and Migrant populations struggle with STAAR exams and common and state assessments. Root Cause: Lack of targeted support programs, campus personnel such as tutors, aides, and instructional resources for those subgroups. These populations often face a combination of factors such as learning disabilities, language barriers, socio-economic disadvantages, and frequent disruptions in their education due to mobility.
School Processes & Programs
Problem Statement 3: The RtI program at Canutillo Middle School, while effective for some, is not adequately addressing the diverse needs of the entire student population, particularly those in special education and 504 plans. Root Cause: Limited resources and insufficient differentiation in intervention strategies are hindering the program's ability to meet the specific needs of SPED and 504 students.













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

Performance Objective 2: During the academic school year, CMSSA will provide training, instructional support, and tutors to assist Migrant/migratory, Economically Disadvantaged, English Learners (ELs), SPED, At-Risk, and 504 students in Closing the Gap Performance by 5%. There will be an increased progress measure for ELs (53%-56%) and SPEDs (5%-8%). EL students will improve their rating by 3% in speaking, listening, and writing.

Evaluation Data Sources: Interim Testing
Common Assessments
STAAR results
TAPR results
Summit 12
On Data Suite

Strategy 1 Details	Reviews			
Strategy 1: During the school year, 85% of English Language Learners (ELL) and at-risk students will advance one level of English according to the STAR Renaissance and/or TELPAS. The district's ESTAR assessment will increase by 5% from the previous school year. Strategy's Expected Result/Impact: BOY Assessment, and monitoring monthly in order to reduce the amount of students attending Intersession, summer school and State Assessment retakes. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Counselors TEA Priorities: Build a foundation of reading and math Problem Statements: Demographics 1 - Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Some Progress	 Continue/ Modify
Strategy 2 Details	Reviews			
Strategy 2: CMSSA Instructional Coach will assist in increasing student success, and provide support in lesson planning, developing lessons, and implementing instructional strategies while still following the necessary TEK Standards. Strategy's Expected Result/Impact: Increase teacher's pedagogy and student performance Staff Responsible for Monitoring: Principal Assistant Principals Problem Statements: Student Learning 4 Funding Sources: Amazon-headsets - 185-State Compensatory Education - \$535, EAI-Education Division-calculators - 185-State Compensatory Education - \$2,381.84, Amazon- instructional materials - 185-State Compensatory Education - \$530.55	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Some Progress	 Considerable	 Continue/ Modify

Strategy 3 Details	Reviews			
Strategy 3: Training for Special Education teachers and staff will take place for test placement. Placement meetings will be held well in advance of any STAAR test administration; including Online support. Strategy's Expected Result/Impact: Increase student performance through preparation. Staff Responsible for Monitoring: Principal, Sped Teachers, Diagnosticians, AP's Problem Statements: Student Learning 2	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 4 Details	Reviews			
Strategy 4: CMSSA will have an RTI committee and class focus for newcomers 1-3 years in the US for students in language acquisition. Language acquisition will be initiated every other day after school. Strategy's Expected Result/Impact: Students will develop a better understanding of the English language. Staff Responsible for Monitoring: ELAR RTI Teacher, IC, RTI Committee members Problem Statements: School Processes & Programs 3	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
Strategy 5 Details	Reviews			
Strategy 5: CMSSA will have an RTI focus on Emergent bilingual students that have been coded EB for more than 5 years. Provide support in developing reading and math comprehension skills, to relearn skills they lack from previous grade levels, use of academic strategies for completing tasks and assignments. Strategy's Expected Result/Impact: Increase on acquiring second language for our ELL students Staff Responsible for Monitoring: RTI Teacher, RTI committee, LPAC committee Problem Statements: School Processes & Programs 3	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 6 Details	Reviews			
Strategy 6: EB students who are performing below state standard levels in Math (43%) or Reading (23%), as well as At-Risk and Gifted and Talented students, will be placed in the Mentoring Minds RTI class for 35 minutes daily. Strategy's Expected Result/Impact: Students will develop missing academic skills necessary for classroom and STAAR success. Grow to above the state standard. Common Assessments will be the data source. Staff Responsible for Monitoring: RTI Teacher, RTI committee, LPAC committee Problem Statements: School Processes & Programs 3	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished

Strategy 7 Details		Reviews			
Strategy 7: CMSSA will provide At Risk and EL students the necessary resources and technology to increase their listening, speaking and writing skills. Students will need a MacBook or Chromebook to access academic web base materials such as reading plus, STEM Scopes, No Red Ink, Summit K-12, and I- Ready and more, which will provide learning interventions for all students. Strategy's Expected Result/Impact: Provide and replace student devices, that are non functional. During this time students will still be able to engage in the necessary academic learning with teacher-student and student-student. Staff Responsible for Monitoring: Administration and Librarian ESF Levers: Lever 5: Effective Instruction Problem Statements: Student Learning 1 Funding Sources: Dell Marketing, LP - 185-State Compensatory Education - \$6,896.40, Quizizz - 185-State Compensatory Education - \$3,900		Formative			Summative
		Nov	Jan	Mar	June
		 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 8 Details		Reviews			
Strategy 8: Canutillo MS STEAM Academy, is committed to increase science student achievement Meets from 53% to 60% and Mastery from 31% to 40%. While also focusing on the needs of EL and SPED students. Strategy's Expected Result/Impact: Learning science takes exploration. Mastering TEKS takes practice. The Summit K12 Science Mastery and STAAR Review Program, which includes Concept Boosters and Vocabulary Boosters for Science, provides interactive video lessons and tutorials developed to the Science TEKS. Staff Responsible for Monitoring: IC Department Head Administration Science Teachers. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Learning 1 - School Processes & Programs 3		Formative			Summative
		Nov	Jan	Mar	June
		 Some Progress	 Some Progress	 Considerable	 Continue/ Modify
 No Progress  Accomplished  Continue/Modify  Discontinue					

Performance Objective 2 Problem Statements:

Demographics

Problem Statement 1: The current number of students enrolled at CMSSA who have to meet the requirements of HB1416 does not allow for high-quality responses to intervention throughout the day. **Root Cause:** The demands of HB1416 requirements and the increased student population and traditional bell schedule.

Student Learning

Problem Statement 1: SPED, EB, 504, At-Risk, and Migrant populations struggle with STAAR exams and common and state assessments. **Root Cause:** Lack of targeted support programs, campus personnel such as tutors, aides, and instructional resources for those subgroups. These populations often face a combination of factors such as learning disabilities, language barriers, socio-economic disadvantages, and frequent disruptions in their education due to mobility.

Problem Statement 2: Due to low attendance, academics and STAAR testing performance in all core and elective classes has decreased. **Root Cause:** Frequent absences disrupt the continuity of learning, leading to gaps in knowledge and skills that are crucial for academic success. When students miss significant instructional time, they are less likely to grasp key concepts and keep up with the curriculum, resulting in lower performance on assessments.

Problem Statement 4: The lack of supplies and resources creates significant barriers to providing equitable and effective instruction for all learners. **Root Cause:** The growing demand for modern educational tools and technology can outpace the available budget, leaving schools struggling to keep up with the latest instructional needs.













School Processes & Programs

Problem Statement 3: The RtI program at Canutillo Middle School, while effective for some, is not adequately addressing the diverse needs of the entire student population, particularly those in special education and 504 plans. **Root Cause:** Limited resources and insufficient differentiation in intervention strategies are hindering the program's ability to meet the specific needs of SPED and 504 students.

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

Performance Objective 3: During the school year, CMSSA staff and Instructional Coach will work to get out of the Targeted Support area by monitoring 100% of the students identified as needing Response To Intervention (RTI) and conduct follow-up meetings every 6 weeks to ensure student academic success.

Evaluation Data Sources: Scheduled RTI meetings throughout the year

Strategy 1 Details	Reviews			
Strategy 1: Review current data with RTI Team to develop a comprehensive plan for students who are identified as high achieving per any tested subjects and/or STAAR tests. Strategy's Expected Result/Impact: Increase student performance will use PBLs to help move students from Meets to Mastery levels or stay in Mastery level. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselors, Instructional Coach, and RTI team. Problem Statements: School Processes & Programs 3 Funding Sources: Instructional Personnel- teachers (3) & aide - 185-State Compensatory Education - \$193,893, Title 1 Personnel- Instructional Coach & library aide - 211-Title I-Part A - \$118,898	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: CMSSA Teachers will increase academic achievement for At Risk students also closing the achievement gap between children at risk of not being socially and emotionally engaged in the learning. Strategy's Expected Result/Impact: High quality engagement with students. Staff Responsible for Monitoring: Principal Teachers Parents ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Problem Statements: Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Some Progress	 Considerable	 Continue/ Modify
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 3 Problem Statements:

Student Learning

Problem Statement 1: SPED, EB, 504, At-Risk, and Migrant populations struggle with STAAR exams and common and state assessments. **Root Cause:** Lack of targeted support programs, campus personnel such as tutors, aides, and instructional resources for those subgroups. These populations often face a combination of factors such as learning disabilities, language barriers, socio-economic disadvantages, and frequent disruptions in their education due to mobility.













School Processes & Programs

Problem Statement 3: The RtI program at Canutillo Middle School, while effective for some, is not adequately addressing the diverse needs of the entire student population, particularly those in special education and 504 plans. **Root Cause:** Limited resources and insufficient differentiation in intervention strategies are hindering the program's ability to meet the specific needs of SPED and 504 students.

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

Performance Objective 4: During the school year, all CMSSA parents will be included in parental leadership opportunities that will allow them to participate in Social Emotional Learning, bullying prevention and at least four campus wide college/career awareness and Military Ready activities to promote interest in post secondary education.

Evaluation Data Sources: Parent Sign in sheets/ Schedules &/or flyers of college/career activities for 2023-2024

Strategy 1 Details	Reviews			
Strategy 1: Provide Presentations and Training's that will provide students with opportunities to acquire knowledge on different community colleges, universities, trade schools and careers. Strategy's Expected Result/Impact: Will prepare our students for the future. Staff Responsible for Monitoring: Counselors, Instructional coach, Teachers Problem Statements: Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: Parent Advisory Committees will be established to focus on SEL, bullying prevention, and college/career readiness. Parents will be invited to take leadership roles in organizing events, leading discussions, and advocating for these areas. Strategy's Expected Result/Impact: Will prepare our students for the future. Staff Responsible for Monitoring: Counselors, Instructional coach, Teachers Title I: 4.1 Problem Statements: Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 2: The lack of training for teachers in addressing students' new social and emotional issues emphasizes the need for additional support staff. Root Cause: CISD does not provide an SEL curriculum for teachers to follow, nor is there sufficient training to support the whole child if asked to do so by the teacher of record.









Perceptions













Problem Statement 1: Despite the positive perception of safety and inclusivity, some students at Canutillo Middle School STEAM Academy still experience challenges with feeling fully supported academically and emotionally. **Root Cause:** There may be gaps in the implementation of support processes and resources for all students, particularly those who may not seek help proactively.

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

Performance Objective 5: During the school year, all teachers will be up to date with PBIS, No Place for Hate and the Emergency Operation Plan (EOP), through PD training and constant communication. Teachers will review PBIS, No Place for Hate, and EOP on a monthly basis to ensure that all stakeholders are safe and secure within the school.

Evaluation Data Sources: Campus Emergency Operation Plan, PBIS, No Place for Hate

Strategy 1 Details	Reviews			
Strategy 1: CISD Central Office and CMSSA will provide and work in collaboration with CISD Police Department in providing training videos / and provide scenarios to better equip our campus and stakeholders of emergency situations. While also providing Social Emotional Learning SEL to all stakeholders. Strategy's Expected Result/Impact: This process will help ensure that the CMS is prepared for any emergency. Signage sheets, SEL Training, Counselor feedback and communication. Staff Responsible for Monitoring: Principal Assistant Principal CISD PD Signage sheets SEL Training Problem Statements: Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Some Progress	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: The school utilizes technology for proactive security measures such as updating and monitoring surveillance systems, access control, emergency application, and anonymous alerts. Students are monitored for intervention in bullying, fights, or altercations. Strategy's Expected Result/Impact: Limit discipline issues within the school, Staff Responsible for Monitoring: Principal Assistant Principal CISD PD Signage sheets SEL Training Problem Statements: Student Learning 3, 4	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished

Strategy 3 Details	Reviews			
Strategy 3: The PBIS/MTSS team will implement the PBIS model, including monthly meetings to conduct needs assessments, analyze data, and identify and target campus needs through evidence-based practices. Which will also result in the necessary training opportunities to help students. Strategy's Expected Result/Impact: Increase a positive culture. Staff Responsible for Monitoring: Assistant Principal Problem Statements: Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
Strategy 4 Details	Reviews			
Strategy 4: CMSSA will hold a minimum of 3 "No Place For Hate" activities. Strategy's Expected Result/Impact: To promote and improve awareness and tolerance in support of anti-bullying and acceptance of a diverse population. Problem Statements: School Processes & Programs 4	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Some Progress	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 5 Problem Statements:

Demographics
Problem Statement 2: The lack of training for teachers in addressing students' new social and emotional issues emphasizes the need for additional support staff. Root Cause: CISD does not provide an SEL curriculum for teachers to follow, nor is there sufficient training to support the whole child if asked to do so by the teacher of record.
Student Learning
Problem Statement 3: The current wifi, equipment, and technology infrastructure for teachers and students does not meet the requirements for effective instruction and reliable assessment. Root Cause: Outdated technology, insufficient funding, and lack of strategic planning. Outdated hardware and software can limit the ability to access and utilize modern educational tools and resources effectively. Insufficient funding may result in the inability to upgrade and maintain necessary technological infrastructure. Problem Statement 4: The lack of supplies and resources creates significant barriers to providing equitable and effective instruction for all learners. Root Cause: The growing demand for modern educational tools and technology can outpace the available budget, leaving schools struggling to keep up with the latest instructional needs.
School Processes & Programs
Problem Statement 4: Canutillo Middle School faces challenges in ensuring equitable access to college and career readiness information for all students, particularly those from economically disadvantaged backgrounds. Root Cause: Inconsistent communication and engagement with parents and students about available resources and opportunities for college and career pathways, coupled with socioeconomic barriers, are preventing comprehensive student preparedness.













Perceptions

Problem Statement 1: Despite the positive perception of safety and inclusivity, some students at Canutillo Middle School STEAM Academy still experience challenges with feeling fully supported academically and emotionally. **Root Cause:** There may be gaps in the implementation of support processes and resources for all students, particularly those who may not seek help proactively.

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

Performance Objective 6: During the school year, CMSSA will improve student attendance rate from 95% to 96.6% for the school year.

Evaluation Data Sources: Campus wide.

Strategy 1 Details	Reviews			
Strategy 1: Create a Positive School Environment: Cultivate a Positive School Culture: Foster a welcoming, inclusive, and supportive school environment where students feel valued and safe. Implement reward systems or recognition programs for students with excellent attendance records. Strategy's Expected Result/Impact: Campus Wide. ESF Levers: Lever 3: Positive School Culture Problem Statements: Perceptions 1, 4	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: Provide attendance support for all students including EB, Migrant, SPED and At-Risk : Use data to identify students with a history of attendance issues and offer targeted support. Mentoring Programs: Implement mentoring or peer support programs where older students mentor younger ones, creating a sense of belonging. Strategy's Expected Result/Impact: Campus Wide ESF Levers: Lever 3: Positive School Culture Problem Statements: Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Accomplished	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 6 Problem Statements:

Student Learning
Problem Statement 1: SPED, EB, 504, At-Risk, and Migrant populations struggle with STAAR exams and common and state assessments. Root Cause: Lack of targeted support programs, campus personnel such as tutors, aides, and instructional resources for those subgroups. These populations often face a combination of factors such as learning disabilities, language barriers, socio-economic disadvantages, and frequent disruptions in their education due to mobility.

Perceptions













Problem Statement 1: Despite the positive perception of safety and inclusivity, some students at Canutillo Middle School STEAM Academy still experience challenges with feeling fully supported academically and emotionally. **Root Cause:** There may be gaps in the implementation of support processes and resources for all students, particularly those who may not seek help proactively.

Problem Statement 4: While the school maintains a low drop-out rate, there are still disparities in attendance and academic performance among different student subgroups. **Root Cause:** Inequities in resources, support, and targeted interventions for at-risk and diverse student populations could be contributing to these disparities.

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

Performance Objective 7: During the academic school year, CMSSA will improve student health and fitness levels by utilizing data from research-based assessments, including the School Health Index created by the CDC.

Evaluation Data Sources: Campus Wide, PE and Health

Strategy 1 Details	Reviews			
Strategy 1: Implementation of the School Health Index: Conduct regular assessments using the CDC's School Health Index to evaluate current health and fitness practices and identify areas for improvement. Fitness Testing: Administer standardized fitness tests (e.g., FitnessGram) to assess students' physical fitness levels at the beginning and end of each semester. Strategy's Expected Result/Impact: Improved wellness Staff Responsible for Monitoring: PE, Helth TEachers Problem Statements: School Processes & Programs 1, 3	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: Integrate health education into the curriculum, focusing on nutrition, physical activity, mental health, and overall wellness. Incorporate health and fitness topics into STEAM projects, allowing students to explore the science and technology behind health and wellness. Strategy's Expected Result/Impact: Improved wellness Staff Responsible for Monitoring: PE, Helth TEachers Title I: 2.4, 2.6 Problem Statements: School Processes & Programs 1	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

Performance Objective 7 Problem Statements:

School Processes & Programs
Problem Statement 1: The physical fitness levels of students at Canutillo Middle School are below the desired standards, impacting their overall health and academic performance. Root Cause: There is a lack of structured, research-based physical activity programs and insufficient integration of health assessments such as the School Health Index created by the CDC into the curriculum.

School Processes & Programs

Problem Statement 3: The RtI program at Canutillo Middle School, while effective for some, is not adequately addressing the diverse needs of the entire student population, particularly those in special education and 504 plans. **Root Cause:** Limited resources and insufficient differentiation in intervention strategies are hindering the program's ability to meet the specific needs of SPED and 504 students.

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

Performance Objective 8: During the academic school year, Canutillo Middle School will provide training/resources to parents of migratory/migrant students on reading strategies in all core subject areas, to improve academic readiness, and information and resources about college/career opportunities.

Evaluation Data Sources: Parent Liasion, Admin, Student support services..

Strategy 1 Details	Reviews			
Strategy 1: The PTO and Parent Advisory Council (PAC) will be updated on migrant/migrator, EB, at-Risk, GT, 504, and SPED needs to ensure resources are being provided to help and support students. Title I: 2.6, 4.2 Problem Statements: Perceptions 2	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Some Progress	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				









Performance Objective 8 Problem Statements:

Perceptions
Problem Statement 2: The school's communication strategies, while generally effective, may not fully reach non-English speaking families, impacting their engagement and involvement. Root Cause: Current communication methods and resources might not be sufficiently tailored or accessible to meet the specific needs of non-English speaking families.

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

Performance Objective 9: In order to facilitate a smooth 6th-grade student transition from elementary to high school, CMSSA will hire staff, develop and host summer bridge camps during the summer, and increase participation by 5% each year.

Evaluation Data Sources: Parent Survey, Parent Attendance

Strategy 1 Details	Reviews			
Strategy 1: CMS admin and teachers will support and welcome all students on campus, particularly those transitioning to Middle School, by offering bridge camps and other summer leadership programs. TEA Priorities: Improve low-performing schools Problem Statements: Demographics 3 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 9 Problem Statements:









Demographics
Problem Statement 3: Transitioning students require additional support in foundational areas to facilitate their adaptation to new grade-level requirements. Root Cause: The root cause of the need for additional support for transitioning students lies in the gaps in their foundational knowledge and skills. As students move from one grade level to the next, the curriculum and academic expectations become more complex. If students have not fully mastered the essential concepts and skills from their previous grade, they will struggle to keep up with the new material.
School Processes & Programs
Problem Statement 2: Despite the implementation of various STEAM initiatives, Canutillo Middle School students struggle with applying their learning to real-world contexts effectively. Root Cause: There is an inconsistency in the depth and application of project and problem-based learning across different content areas, leading to gaps in students' critical thinking and problem-solving skills.













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

Performance Objective 1: Professional Development:

During the academic school year, CMSSA will provide professional development for all campus employees in teaching and learning, using social-emotional skills, and providing customer service to all stakeholders.

Evaluation Data Sources: Training signatures/ dates of trainings and follow ups. Lists of PD's that support this objective

Strategy 1 Details	Reviews			
Strategy 1: Administration and teachers will engage in professional development across the state and nation to help support and understand students learning needs. Strategy's Expected Result/Impact: Increase student academic performance. Support SEL of students and their families. Staff Responsible for Monitoring: Teacher and Administration Problem Statements: Perceptions 3 Funding Sources: MMSM Symposium - 211-Title I-Part A - \$1,600	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: A conference that provides valuable opportunities to discuss and share innovative practices, connections, and issues in education, that will support at-risk students and impact student outcomes. Strategy's Expected Result/Impact: Increase student academic performance. Support SEL of students and their families. Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math Problem Statements: Perceptions 3	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished

Strategy 3 Details	Reviews			
Strategy 3: Mentorship and Coaching Programs: Implement a mentorship program for new teachers and an ongoing coaching program for all staff, focusing on the, Fundamental Five, Get Better Faster, SIBME, model to accelerate instructional growth. Admin will also encourage a culture of continuous improvement by providing regular, constructive feedback to staff and opportunities for self-reflection on instructional practices. Strategy's Expected Result/Impact: Central office leadership and Campus Administration. TEA Priorities: Recruit, support, retain teachers and principals Problem Statements: Perceptions 3	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 4 Details	Reviews			
Strategy 4: Support for Advanced Degrees and Certifications: According to the Three passage and Four levels in the school leadership pipeline, requires a shift in skills time work and values. CMSSA will seek out opportunities for teachers to pursue advanced degrees or certifications, such as tuition reimbursement or professional development credits. Strategy's Expected Result/Impact: Teachers will take on leadership roles on campus and pursue higher education. TEA Priorities: Recruit, support, retain teachers and principals Problem Statements: School Processes & Programs 4	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

School Processes & Programs
Problem Statement 4: Canutillo Middle School faces challenges in ensuring equitable access to college and career readiness information for all students, particularly those from economically disadvantaged backgrounds. Root Cause: Inconsistent communication and engagement with parents and students about available resources and opportunities for college and career pathways, coupled with socioeconomic barriers, are preventing comprehensive student preparedness.
Perceptions
Problem Statement 3: Although professional development opportunities are comprehensive, some teachers still feel insufficiently supported in handling student discipline and classroom management. Root Cause: There may be a lack of targeted training and ongoing support specifically focused on effective discipline strategies and classroom management techniques.

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

Performance Objective 2: During the academic school year, enhance the physical, emotional, and mental well-being of all staff members by providing a safe and supportive working environment.

Evaluation Data Sources: Administration, Wellness Committee, SHAC, PTO and other stakeholders.

Strategy 1 Details	Reviews			
Strategy 1: Develop a Staff Wellness Committee: Establish a wellness committee that regularly surveys staff on their well-being and develops initiatives to improve workplace health, such as fitness challenges, mindfulness sessions, and healthy eating programs. Strategy's Expected Result/Impact: Campus engagement and excitement are needed to take care of their well-being. Problem Statements: School Processes & Programs 1	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished
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Performance Objective 2 Problem Statements:

School Processes & Programs
Problem Statement 1: The physical fitness levels of students at Canutillo Middle School are below the desired standards, impacting their overall health and academic performance. Root Cause: There is a lack of structured, research-based physical activity programs and insufficient integration of health assessments such as the School Health Index created by the CDC into the curriculum.

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

Performance Objective 3: CMSSA will improve overall staff satisfaction and retention by fostering a positive school culture where staff feel valued, supported, and motivated during the academic school year.

Evaluation Data Sources: Increase in teacher attendance, decrease in discipline referrals, and improvement in customer service with stakeholders.

Strategy 1 Details	Reviews			
Strategy 1: Staff Voice in Decision-Making: Involve staff in decision-making processes through regular surveys, suggestion boxes, and open forums, ensuring their voices are heard and considered in school policies and initiatives. Strategy's Expected Result/Impact: Teacher buy In Staff Responsible for Monitoring: Administration Problem Statements: Perceptions 1 Funding Sources: Game Salad for Education - 185-State Compensatory Education - \$1,695, Dos Terra Liability (sibme) - 185-State Compensatory Education - \$5,499	Formative			Summative
	Nov	Jan	Mar	June
	<div></div> <div>Accomplished</div>	<div></div> <div>Accomplished</div>	<div></div> <div>Accomplished</div>	<div></div> <div>Accomplished</div>
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				













Performance Objective 3 Problem Statements:

Perceptions
Problem Statement 1: Despite the positive perception of safety and inclusivity, some students at Canutillo Middle School STEAM Academy still experience challenges with feeling fully supported academically and emotionally. Root Cause: There may be gaps in the implementation of support processes and resources for all students, particularly those who may not seek help proactively.

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

Performance Objective 1: During the academic school year, CMSSA will increase parent engagement and parent leadership through active participation in decision-making committees (LPAC, CIC, CNA, CIP, Program Advisory groups, DAC, PBIS etc...) .

Evaluation Data Sources: Final results of participation rate

Strategy 1 Details	Reviews			
Strategy 1: Provide opportunities for all Parent support groups to be present at campus events at flexible times. Strategy's Expected Result/Impact: Increase parent participation Staff Responsible for Monitoring: Parent Liaison, Principal ESF Levers: Lever 3: Positive School Culture Problem Statements: Perceptions 1 Funding Sources: Sam's Club - 211-Title I-Part A - \$755, Smore - 211-Title I-Part A - \$299, Sam's Club - 211-Title I-Part A - \$110	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: CMSSA will provide resources and opportunities for families/parents to engage in through monthly parental classes, setting student goals, planning for post-secondary education and careers, and training linked to learning. Strategy's Expected Result/Impact: Students are more inclined to pursue post-secondary education. Staff Responsible for Monitoring: Counselors and Administration. Problem Statements: School Processes & Programs 4 Funding Sources: Parent Liaison - 211-Title I-Part A - \$33,000	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

School Processes & Programs
Problem Statement 4: Canutillo Middle School faces challenges in ensuring equitable access to college and career readiness information for all students, particularly those from economically disadvantaged backgrounds. Root Cause: Inconsistent communication and engagement with parents and students about available resources and opportunities for college and career pathways, coupled with socioeconomic barriers, are preventing comprehensive student preparedness.

Perceptions

Problem Statement 1: Despite the positive perception of safety and inclusivity, some students at Canutillo Middle School STEAM Academy still experience challenges with feeling fully supported academically and emotionally. **Root Cause:** There may be gaps in the implementation of support processes and resources for all students, particularly those who may not seek help proactively.

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

Performance Objective 2: During the 2024-2025 school year, Canutillo Middle School Leadership will engage with educators and stakeholders to promote growth and advancement of Latino and other minority learners in Texas.

Evaluation Data Sources: TALAS, ALAS, TAASP, MASBA and other Educational Organizations

Strategy 1 Details	Reviews			
Strategy 1: CMSSA Leadership will have an unrelenting commitment to improving learning outcomes for Latino learners, by engaging in leadership development, collective impact, advocacy, and serving as a proactive voice for Latino and non-Latino leaders. Staff Responsible for Monitoring: CMSSA Administration Problem Statements: Perceptions 3	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished
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Performance Objective 2 Problem Statements:













Perceptions
Problem Statement 3: Although professional development opportunities are comprehensive, some teachers still feel insufficiently supported in handling student discipline and classroom management. Root Cause: There may be a lack of targeted training and ongoing support specifically focused on effective discipline strategies and classroom management techniques.

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

Performance Objective 1: During the academic school year, CMSSA will optimize the allocation of Title 1 & State Comp resources to support high-quality instruction, student support services, and extracurricular activities aligned with the school's goals and priorities.

Evaluation Data Sources: Resources received, communication with Campus Improvement Committee and Department Heads

Strategy 1 Details	Reviews			
Strategy 1: CMSSA will conduct a comprehensive needs assessment, of the school's needs in terms of instructional materials, technology, professional development, student support services, and extracurricular activities. Strategy's Expected Result/Impact: Steady communication between stakeholders Staff Responsible for Monitoring: Administration and Community stakeholders. Title I: 2.6, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning Problem Statements: Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Some Progress	 Considerable	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: Collaborate with teachers, staff, and community stakeholders to develop a strategic plan for resource allocation that aligns with the school's goals and priorities. This plan should prioritize areas such as professional development, instructional materials, technology, and student support services based on identified needs and desired outcomes. Strategy's Expected Result/Impact: Collaboration with stakeholders Staff Responsible for Monitoring: Administration and Central Office Leadership TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished

Strategy 3 Details	Reviews			
Strategy 3: Enhance student support services: Allocate resources to support comprehensive student support services, including counseling, academic intervention programs, and social-emotional learning initiatives. Provide training and resources for counselors and support staff to effectively address the diverse needs of students and promote their overall well-being Strategy's Expected Result/Impact: Student SEL improvement Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture Problem Statements: Student Learning 4	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
Strategy 4 Details	Reviews			
Strategy 4: Expand extracurricular opportunities: Allocate resources to enhance extracurricular activities, clubs, and organizations that align with the school's goals and priorities. Provide funding for equipment, facilities, transportation, and staffing to ensure a wide range of engaging and meaningful extracurricular experiences for students. Strategy's Expected Result/Impact: School Culture and Climate Staff Responsible for Monitoring: Administration Problem Statements: Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 4: The lack of supplies and resources creates significant barriers to providing equitable and effective instruction for all learners. Root Cause: The growing demand for modern educational tools and technology can outpace the available budget, leaving schools struggling to keep up with the latest instructional needs.
Perceptions
Problem Statement 1: Despite the positive perception of safety and inclusivity, some students at Canutillo Middle School STEAM Academy still experience challenges with feeling fully supported academically and emotionally. Root Cause: There may be gaps in the implementation of support processes and resources for all students, particularly those who may not seek help proactively.

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

Performance Objective 2: During the academic school year, CMSSA will ensure that school facilities are well-maintained, safe, and conducive to a positive learning environment for students, staff, and visitors.

Strategy 1 Details	Reviews			
Strategy 1: CISD Central Office and CMSSA will provide and work in collaboration with CISD Police Department in providing training videos / and provide scenarios to better equip our campus and stakeholders of emergency situations. While also providing Social Emotional Learning SEL to all stakeholders. Strategy's Expected Result/Impact: This process will help ensure that the CMS is prepared for any emergency. Signage sheets, SEL Training, Counselor feedback and communication. Staff Responsible for Monitoring: Principal Assistant Principal CISD PD Signage sheets SEL Training Problem Statements: Student Learning 3	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Some Progress	<div><div></div></div> Some Progress	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished
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Performance Objective 2 Problem Statements:

Student Learning
Problem Statement 3: The current wifi, equipment, and technology infrastructure for teachers and students does not meet the requirements for effective instruction and reliable assessment. Root Cause: Outdated technology, insufficient funding, and lack of strategic planning. Outdated hardware and software can limit the ability to access and utilize modern educational tools and resources effectively. Insufficient funding may result in the inability to upgrade and maintain necessary technological infrastructure.

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

Performance Objective 1: Canutillo Middle School will enhance the availability and effective utilization of technology resources to support student learning and achievement during the academic school year.

Evaluation Data Sources: District IT Department

Strategy 1 Details	Reviews			
Strategy 1: The use of technology for security prevention by taking a proactive role in updating/monitoring surveillance security system, cameras, alarms access control, emergency application and anonymous alert. Students will be observed to provide intervention of any bullying, fights, or any altercations. Strategy's Expected Result/Impact: Limit discipline issues within the school, Staff Responsible for Monitoring: District IT Data and support, CISD PD, Problem Statements: Student Learning 3	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Some Progress	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
Strategy 2: Increase access to technology: Develop a plan to ensure equitable access to technology resources for all students. This may include expanding the number of devices available, establishing computer labs or mobile device carts, and providing reliable internet connectivity throughout the campus. Strategy's Expected Result/Impact: Improved technology for students and staff Staff Responsible for Monitoring: District IT Data and support, CISD PD, Problem Statements: Student Learning 3	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Accomplished	 Accomplished	 Accomplished
Strategy 3 Details	Reviews			
Strategy 3: Foster digital literacy skills: Implement programs and initiatives that promote digital literacy skills among students. This includes teaching responsible and ethical use of technology, online safety, digital citizenship, and critical thinking skills necessary for navigating the digital world. Strategy's Expected Result/Impact: Improved technology for students and staff Staff Responsible for Monitoring: District IT Data and support, CISD PD, Problem Statements: Student Learning 3	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Accomplished	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 3: The current wifi, equipment, and technology infrastructure for teachers and students does not meet the requirements for effective instruction and reliable assessment. Root Cause: Outdated technology, insufficient funding, and lack of strategic planning. Outdated hardware and software can limit the ability to access and utilize modern educational tools and resources effectively. Insufficient funding may result in the inability to upgrade and maintain necessary technological infrastructure.