

**Canutillo Independent School District**  
**Congressman Silvestre & Carolina Reyes Elementary**  
**2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

**Dream Big. Believe and Achieve.**

## Vision

**Our mission is to nurture the whole child and empower them to be contributing leaders of our 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: Student Safety and Well Being:**

By May 2025, the Standard Response Protocol PK-12, Emergency Operation Plan and crisis response will be integrated into the MTSS (Multi-Tiered Systems of Supports)

**Evaluation Data Sources:** Emergency Drill Form, Digital Log, suicide protocols, No Place for Hate, sign-in sheets, Aliviane Schedule.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By August 2024, Standard Response Protocol K-12, Emergency Operation Plan, Suicide Outcry, Bullying, Cyberbullying (David's Law), Sexual Harassment, Child Protective Services and Human Trafficking training will be provided to all stakeholders to optimize and to develop the most efficient and effective protocols aligned with current national and state trends and data. <b>Strategy's Expected Result/Impact:</b> Campus preparedness in case of emergencies. <b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal, Teachers and Staff, Canutillo ISD Police Department and MTSS (Multi-Tiered Systems of Supports) Team. <b>Problem Statements:</b> Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> By May 2025, campus will comply with the School Safety Bill 168 and conduct active shooter exercises and drills for fire, lockdowns, secure, evacuation as required by the Texas Education Code SS 37.1141 <b>Strategy's Expected Result/Impact:</b> Teachers and Staff awareness of drills to effectively respond to emergency crisis. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Canutillo ISD Police Department. <b>Problem Statements:</b> Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> By May 2025, school counselor will deliver two campus wide targeted anti-bullying lessons and two social emotional lessons. Awareness of social emotional well-being will be integrated as part of the Tier 1 MTSS framework. <b>Strategy's Expected Result/Impact:</b> Alignment and understanding of the MTSS framework to effectively support student well-being. <b>Staff Responsible for Monitoring:</b> Teachers and Staff  <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Problem Statements:</b> Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The campus discipline referrals will decrease by 5% from 143 in 2023-2024 to 136 in 2024-2025 by implementing MTSS (Multi-Tiered Systems of Supports) framework to include but not limited to Canutillo ISD prevention specialist to deliver science based substance abuse and violence prevention curriculum to educate students and parents in 3rd-5th grade. <b>Strategy's Expected Result/Impact:</b> Utilize Tier 1 MTSS (Multi-Tiered Systems of Supports) strategies to impact positive campus culture. <b>Staff Responsible for Monitoring:</b> Teachers and Staff, MTSS Team  <b>Problem Statements:</b> School Processes & Programs 1	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

### Performance Objective 1 Problem Statements:

Demographics
<b>Problem Statement 2:</b> In the past two school years, the at-risk population has increased by 4.9% leading to challenges in staffing to provide effective services. <b>Root Cause:</b> Learning loss due to decrease in attendance rates due to illness, unexcused absences due to vacation trips and school calendar conflicts with neighboring school district. The increase of numbers has made it difficult for the MTSS team to provide additional support and services due to staffing challenges.
School Processes & Programs
<b>Problem Statement 1:</b> PK-5th grade: 135 discipline referrals were entered in the TEAMS system throughout the school year 2023-2024. <b>Root Cause:</b> Students not following campus core values: Be Kind, Be Safe, Be Respectful and Be Respectful. Further guidance to teachers and staff needed to differentiate between classroom and office managed behavior.

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

**Performance Objective 2: Academic Growth:**

By May 2025, TELPAS master levels will increase by 2% from 35% masters in 2023-2024 to 37% in 2024-2025.

**Evaluation Data Sources:** TELPAS scores, LPAC program monitoring sheets,

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> TELPAS Camp will be offered (for the 3rd year in a row) for emergent bilingual students to provide targeted skills and interventions embedding English Language Proficiency Standards (ELPS). At-Risk Teacher in collaboration with MTSS committee will identify, screen and plan for targeted interventions, to include but not limited to child find. Camp will include listening, speaking, writing, reading strategies as well as typing skills aiming for the Advanced High population to increase by 5%.  <b>Strategy's Expected Result/Impact:</b> Advanced High population will increase by 5% <b>Staff Responsible for Monitoring:</b> Teachers and Staff  <b>Problem Statements:</b> Student Learning 1, 2	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished	<div><div></div></div> Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers, Instructional Aides, Nurse, Counselor, Librarian and Administrators will participate in professional development opportunities on campus, within the Region 19 area or out of town (in-person or virtual) to support content and curriculum for all students to include our special populations. Professional development will be aligned to T-TESS professional goals and action steps.  <b>Strategy's Expected Result/Impact:</b> Improve students achievement and teacher retention <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal  <b>Problem Statements:</b> Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable	<div><div></div></div> Considerable	<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 2 Problem Statements:**

Student Learning
<b>Problem Statement 1:</b> Students have struggled with the transition of the STAAR English Language Arts (STAAR 2.0) redesign specifically in short and extended constructed response. <b>Root Cause:</b> Misalignment of common assessments format with scope and sequence and instructional practices.













<b>Student Learning</b>
<b>Problem Statement 2:</b> Special Education students (25) with inclusion, resource and dyslexia services with only one teacher and two aides. An additional bilingual SPED teacher is needed. <b>Root Cause:</b> Influx of SPED students coded Special Education which presents challenges to provide all the services such as dyslexia, inclusion and resource.

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

**Performance Objective 3: Academic Growth:**

By May 2025, 3rd-5th masters performance levels in STAAR will increase by 5% as defined by the Texas Education Agency.

**Evaluation Data Sources:** STAAR, STAAR interim, common assessments, benchmarks

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Professional Learning Communities will evaluate student performance data, instructional programs, common assessment data and intervention services throughout each reporting period to improve student academic and social performance. <b>Strategy's Expected Result/Impact:</b> Positive impact on student growth and closing achievement gaps. <b>Staff Responsible for Monitoring:</b> Teachers and Staff  <b>Problem Statements:</b> Demographics 1, 2 <b>Funding Sources:</b> At-Risk Instructional Personnel- teacher -aides (2) - academic tutors (2) - 185-State Compensatory Education - \$134,088, Tutoring - 185-State Compensatory Education	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> At-Risk Teacher in collaboration with MTSS committee will identify, screen and plan for targeted interventions, to include but not limited to child find. 100% of students who are exhibiting academic gaps in the areas of Math, English Language Arts, Social Studies and Science will be identified by following the Multi-Tiered Systems of Supports (MTSS). Assessment data and program monitoring systems will be utilized as part of the Multi-Tiered Systems of Supports (MTSS). <b>Strategy's Expected Result/Impact:</b> Positive impact on student performance to close achievement gaps. <b>Staff Responsible for Monitoring:</b> At-Risk Teacher  <b>Problem Statements:</b> Student Learning 1 <b>Funding Sources:</b> Accelerate Learning- STEMscopes Science Classroom License-Grade 3/4/5th - 185-State Compensatory Education - 185.11.6396.00.106.24 - \$3,135, IXL Learning- Classroom License-Math, Language Arts - 185-State Compensatory Education - 185.11.6396.00.106.24 - \$449, Curriculum Associates-ThinkUp Texas Math, Spanish Math, RLA, Spanish RLA , Science, Spanish Science - 185-State Compensatory Education - 185.11.6399.00.106.24 - \$7,949.37, Lone Star Learning-TEKs Target Practice License - 185-State Compensatory Education - 185.11.6396.00.106.24 - \$5,505, Lead4ward - 185-State Compensatory Education - \$668.40	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 3 Problem Statements:

Demographics
<p><b>Problem Statement 1:</b> Attendance rates during the 2023-2024 school year show a decrease from 98.5% to 96.12% in comparison with 2021-2022 <b>Root Cause:</b> Parent awareness on school calendar dates and conflicts with neighboring district.</p> <p><b>Problem Statement 2:</b> In the past two school years, the at-risk population has increased by 4.9% leading to challenges in staffing to provide effective services. <b>Root Cause:</b> Learning loss due to decrease in attendance rates due to illness, unexcused absences due to vacation trips and school calendar conflicts with neighboring school district. The increase of numbers has made it difficult for the MTSS team to provide additional support and services due to staffing challenges.</p>
Student Learning
<p><b>Problem Statement 1:</b> Students have struggled with the transition of the STAAR English Language Arts (STAAR 2.0) redesign specifically in short and extended constructed response. <b>Root Cause:</b> Misalignment of common assessments format with scope and sequence and instructional practices.</p>















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

**Performance Objective 4:** College Career Military Readiness:

By May 2025, RES will host parental and student engagement opportunities to build strong partnerships across the community to positively impact students and exposure to college and career options .

**Evaluation Data Sources:** Community partners participation, Partners in Education, Parent Involvement, Gifted and Talented Showcase, Transitional Opportunities for Students to middle and high school.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 8th Annual STEM Expo and Robotics Invitational will host community businesses and partners in education to expose students to all educational opportunities in our region. <b>Strategy's Expected Result/Impact:</b> Build strong partnerships with community businesses and organizations in the region. <b>Staff Responsible for Monitoring:</b> Counselor, Principal and Assistant Principal <b>Problem Statements:</b> Demographics 1, 2 - Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
				
	Considerable	Considerable	Accomplished	Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide multiple student extracurricular activities and events to include but not limited STEM Expo, Rock Your School, Science Fair, Chamber Choir, Generation Texas Week, Student Council, Safety Patrol, No Place for Hate coalition and S2S Military Leaders to establish a positive and conducive learning environment for all. <b>Strategy's Expected Result/Impact:</b> Positive impact on student performance outcomes and social emotional learning. <b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal <b>Problem Statements:</b> School Processes & Programs 1	Formative			Summative
	Nov	Jan	Mar	June
				
	Considerable	Considerable	Accomplished	Accomplished
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Students will participate in the University Interscholastic League regional competition. Students will learn social and academic skills through learning subject knowledge and through discipline integration. <b>Strategy's Expected Result/Impact:</b> Students will successfully participate in the regional competition. <b>Problem Statements:</b> Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
				
	Considerable	Accomplished	Accomplished	Accomplished



No Progress



Accomplished



Continue/Modify



Discontinue

**Performance Objective 4 Problem Statements:****Demographics**

**Problem Statement 1:** Attendance rates during the 2023-2024 school year show a decrease from 98.5% to 96.12% in comparison with 2021-2022 **Root Cause:** Parent awareness on school calendar dates and conflicts with neighboring district.

**Problem Statement 2:** In the past two school years, the at-risk population has increased by 4.9% leading to challenges in staffing to provide effective services. **Root Cause:** Learning loss due to decrease in attendance rates due to illness, unexcused absences due to vacation trips and school calendar conflicts with neighboring school district. The increase of numbers has made it difficult for the MTSS team to provide additional support and services due to staffing challenges.

**Student Learning**









**Problem Statement 1:** Students have struggled with the transition of the STAAR English Language Arts (STAAR 2.0) redesign specifically in short and extended constructed response. **Root Cause:** Misalignment of common assessments format with scope and sequence and instructional practices.

**School Processes & Programs**

**Problem Statement 1:** PK-5th grade: 135 discipline referrals were entered in the TEAMS system throughout the school year 2023-2024. **Root Cause:** Students not following campus core values: Be Kind, Be Safe, Be Respectful and Be Respectful. Further guidance to teachers and staff needed to differentiate between classroom and office managed behavior.

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

**Performance Objective 5:** By May 2025, Physical Education Teachers will assess the physical well-being of all our students in 3rd-5th grade by utilizing Fitness Gram to allow a comprehensive fitness assessment tools and insightful data, fostering a culture of health, well-being of our students and motivation that will promote daily attendance rates to increase by 2%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 100% of 3rd-5th grade students will be tested in Fitness Gram to meet the state requirements. There will be a 2% improvement in their physical assessment. <b>Strategy's Expected Result/Impact:</b> Improvement <b>Staff Responsible for Monitoring:</b> PE coaches  <b>Problem Statements:</b> Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
	 No Progress	 No Progress	 Accomplished	 Accomplished
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

**Performance Objective 5 Problem Statements:**









Demographics
<b>Problem Statement 2:</b> In the past two school years, the at-risk population has increased by 4.9% leading to challenges in staffing to provide effective services. <b>Root Cause:</b> Learning loss due to decrease in attendance rates due to illness, unexcused absences due to vacation trips and school calendar conflicts with neighboring school district. The increase of numbers has made it difficult for the MTSS team to provide additional support and services due to staffing challenges.

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

**Performance Objective 1: Staff Safety & Well-Being:**

By May 2025, RES will build a positive school culture to increase teacher and staff morale and cohesiveness to continue being an interdependent campus.

**Evaluation Data Sources:** Organizational Health Inventory, Campus events and Team building, Survey.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Administration and Wellness Team will plan monthly team building activities to target the physical, social and emotional well-being of teachers and staff. <b>Strategy's Expected Result/Impact:</b> Positive impact in teacher and staff retention. <b>Staff Responsible for Monitoring:</b> Wellness Team  <b>Problem Statements:</b> Demographics 1	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Considerable	 Accomplished
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

**Performance Objective 1 Problem Statements:**













Demographics
<b>Problem Statement 1:</b> Attendance rates during the 2023-2024 school year show a decrease from 98.5% to 96.12% in comparison with 2021-2022 <b>Root Cause:</b> Parent awareness on school calendar dates and conflicts with neighboring district.

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

**Performance Objective 2:** Professional Learning & Quality Staff:

By May 2025, RES will develop effective systems to ensure professional development opportunities are provided to all our staff. Content knowledge and instructional strategies learned will be shared during the data driven professional learning communities or in professional development days established by the district and/or the school.

**Evaluation Data Sources:** T-TESS evaluation, student performance, teacher professional growth and maintain teacher retention.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers, Instructional Aides, Nurse, Counselor, Librarian and Administrators will participate in professional development opportunities on campus, within the Region 19 area or out of town (in-person or virtual) to support content and curriculum for all students, to include our special populations. <b>Strategy's Expected Result/Impact:</b> Student achievement and professional growth. <b>Problem Statements:</b> Demographics 2 - Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers and Staff will collaborate and engage in meaningful discussion around our book study "Atlas of the Heart" by Brene Brown. The discussion and readings will impact our professional growth and learning that will directly impact student success. Reflective conversations will spark reflection and build positive relationships among the staff. <b>Strategy's Expected Result/Impact:</b> Student achievement, improvement in teacher morale and maintain teacher retention. <b>Problem Statements:</b> School Processes & Programs 1	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Performance Objective 2 Problem Statements:**

Demographics
<b>Problem Statement 2:</b> In the past two school years, the at-risk population has increased by 4.9% leading to challenges in staffing to provide effective services. <b>Root Cause:</b> Learning loss due to decrease in attendance rates due to illness, unexcused absences due to vacation trips and school calendar conflicts with neighboring school district. The increase of numbers has made it difficult for the MTSS team to provide additional support and services due to staffing challenges.

### Student Learning

**Problem Statement 1:** Students have struggled with the transition of the STAAR English Language Arts (STAAR 2.0) redesign specifically in short and extended constructed response. **Root Cause:** Misalignment of common assessments format with scope and sequence and instructional practices.

### School Processes & Programs

**Problem Statement 1:** PK-5th grade: 135 discipline referrals were entered in the TEAMS system throughout the school year 2023-2024. **Root Cause:** Students not following campus core values: Be Kind, Be Safe, Be Respectful and Be Respectful. Further guidance to teachers and staff needed to differentiate between classroom and office managed behavior.

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









**Performance Objective 1: Family Engagement:**













By May 2025, RES will develop weekly internal and external communication pathways and marketing strategies to increase student attendance rate from 95.91% to 97% through the identification of trends in attendance coding, home visits and teacher contact. Student enrollment will continue to be monitored and transfer requests will be approved on a case to case basis based on the grade level availability.

**Evaluation Data Sources:** Positive impact in school-home partnerships

Attendance rate

Enrollment rate

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Establish effective communication systems and awareness of campus environment, announcements and updates through the use of Blackboard messaging, parent portal, SeeSaw, S'more Monthly newsletter, Facebook and X. <b>Strategy's Expected Result/Impact:</b> Enhance family, public awareness and increase school-community engagement and connections. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Problem Statements:</b> Demographics 1	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> To promote daily attendance and punctuality, the Multi-Tiered Systems of Supports (MTSS) Team will oversee attendance incentives such as certificates, Pop Attendance (popcorn), monthly popsicle party to the grade level with the highest attendance rate and other motivators, to promote daily attendance and punctuality. <b>Strategy's Expected Result/Impact:</b> Increase the daily attendance rate. Evidence of a positive impact on student performance outcomes through various data points (STAAR, TELPAS, etc). <b>Staff Responsible for Monitoring:</b> MTSS Team Principal Assistant Principal  <b>Problem Statements:</b> Demographics 1, 2	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Counselor will coordinate transitional field trip for 5th graders to Alderete Middle School and Canutillo Middle School to provide a safe, effective and purposeful transition to middle school. <b>Strategy's Expected Result/Impact:</b> Transition process will promote middle school readiness <b>Staff Responsible for Monitoring:</b> Counselor 5th grade Teachers  <b>Problem Statements:</b> Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Accomplished	 Accomplished	 Accomplished
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Teachers will coordinate field trips for all their students that will enhance their learning experiences and building real world connections. Students will have the opportunity to attend educational field trips that are aligned to instruction as detailed in the Texas Essential Knowledge and Skills. <b>Strategy's Expected Result/Impact:</b> Real world connections <b>Staff Responsible for Monitoring:</b> Principal Office Manager Teachers  <b>Problem Statements:</b> Demographics 1	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Considerable	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

#### Performance Objective 1 Problem Statements:

Demographics
<b>Problem Statement 1:</b> Attendance rates during the 2023-2024 school year show a decrease from 98.5% to 96.12% in comparison with 2021-2022 <b>Root Cause:</b> Parent awareness on school calendar dates and conflicts with neighboring district.
<b>Problem Statement 2:</b> In the past two school years, the at-risk population has increased by 4.9% leading to challenges in staffing to provide effective services. <b>Root Cause:</b> Learning loss due to decrease in attendance rates due to illness, unexcused absences due to vacation trips and school calendar conflicts with neighboring school district. The increase of numbers has made it difficult for the MTSS team to provide additional support and services due to staffing challenges.















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

**Performance Objective 2: Community Satisfaction:**

By May 2025, RES will provide multiple parent and community involvement activities/events to establish a positive home-school connection and excellence in customer service.

**Evaluation Data Sources:** Sign-in sheets, calendar of events, newsletter, fall and spring survey

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monthly calendar and newsletter to keep parents informed about campus events, to include but not limited to open house, virtual/in-person parent teacher conference, Entitlement, Parent Advisory Community, Principal University/PTO, STEM Literacy Power Night to establish a positive and conducive learning environment for all. <b>Strategy's Expected Result/Impact:</b> Increase parental engagement. Maintain an active Parent Teacher Organization. Enrollment. <b>Staff Responsible for Monitoring:</b> Teachers Staff Administrators.  <b>Problem Statements:</b> Perceptions 2	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Community Partnerships: By May 2025, RES will establish effective and positive partnership with businesses in the Cimarron/West Towne Market area to support our efforts in maintaining a positive community culture. This will reinforce the whole child development in our society and be motivated to attend school. <b>Strategy's Expected Result/Impact:</b> Partners in Education and positive relationships among the community businesses. <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal  <b>Problem Statements:</b> Perceptions 1, 2	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
<div>  No Progress                          Accomplished                          Continue/Modify                          Discontinue                     </div>				

**Performance Objective 2 Problem Statements:**

### Perceptions













**Problem Statement 1:** Attendance rates during the 2023-2024 school year show a decrease from 98.5% to 96.12% in comparison with 2021-2022. **Root Cause:** Parent awareness on school calendar dates and conflicts with neighboring district.













**Problem Statement 2:** A high number of parent volunteer, highly active Parent Teacher Organization, influx number of military families with no parent liaison to provide effective management of volunteer hours and volunteer recognitions. **Root Cause:** Staffing challenges in relation with parental engagement.

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

**Performance Objective 1:** Strategic budget allocation for State Comp will be completed by September 2024 to successfully provide resources to all students in order to meet student academic and social-emotional goals throughout the 2024-2025 school year.

**Evaluation Data Sources:** Accounts and expenditures

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Parent Entitlement Review will be shared with all parents during the Parent Advisory meeting to review the programs allocation and resources. <b>Strategy's Expected Result/Impact:</b> Community awareness on budget allocation and resources provided to students. <b>Staff Responsible for Monitoring:</b> Principal  <b>Problem Statements:</b> Demographics 1, 2 - Student Learning 1, 2 - School Processes & Programs 1	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Head custodian will purchase all maintenance supplies needed to ensure a safe and clean campus throughout the year. <b>Strategy's Expected Result/Impact:</b> Well clean classrooms with all supplies need. <b>Staff Responsible for Monitoring:</b> Head custodian  <b>Problem Statements:</b> Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All classroom teachers, counselor, instructional aides, physical education teacher and music teachers will align purchase orders, expenditures and curriculum to the Campus Improvement Plan in order to provide a cohesive and targeted program leading to student success. <b>Strategy's Expected Result/Impact:</b> Expenditures aligned to Campus Improvement Plan <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teachers and Staff  <b>Problem Statements:</b> Demographics 1, 2	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Students will participate in the use of supplemental instructional programs that provide a baseline to identify student progress based on performance including library books for accelerated reader. A systematic incentive program is in place to motivate our students to reach their weekly reading goals. <b>Strategy's Expected Result/Impact:</b> Use of resources that will impact student performance <b>Staff Responsible for Monitoring:</b> Teachers and Staff Principal  <b>Problem Statements:</b> Demographics 1, 2	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Teachers, Instructional Aides, Administrators and Staff including office, custodial, dietary, library, counseling and cross guards will have the needed instructional resources, supplies and materials to ensure high quality instruction and a safe environment conducive to learning. <b>Strategy's Expected Result/Impact:</b> Resources needed to ensure an environment conducive to learning. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers, Staff  <b>Problem Statements:</b> Demographics 1, 2	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue				

### Performance Objective 1 Problem Statements:

Demographics
<b>Problem Statement 1:</b> Attendance rates during the 2023-2024 school year show a decrease from 98.5% to 96.12% in comparison with 2021-2022 <b>Root Cause:</b> Parent awareness on school calendar dates and conflicts with neighboring district.
<b>Problem Statement 2:</b> In the past two school years, the at-risk population has increased by 4.9% leading to challenges in staffing to provide effective services. <b>Root Cause:</b> Learning loss due to decrease in attendance rates due to illness, unexcused absences due to vacation trips and school calendar conflicts with neighboring school district. The increase of numbers has made it difficult for the MTSS team to provide additional support and services due to staffing challenges.
Student Learning
<b>Problem Statement 1:</b> Students have struggled with the transition of the STAAR English Language Arts (STAAR 2.0) redesign specifically in short and extended constructed response. <b>Root Cause:</b> Misalignment of common assessments format with scope and sequence and instructional practices.
<b>Problem Statement 2:</b> Special Education students (25) with inclusion, resource and dyslexia services with only one teacher and two aides. An additional bilingual SPED teacher is needed. <b>Root Cause:</b> Influx of SPED students coded Special Education which presents challenges to provide all the services such as dyslexia, inclusion and resource.













**School Processes & Programs**

**Problem Statement 1:** PK-5th grade: 135 discipline referrals were entered in the TEAMS system throughout the school year 2023-2024. **Root Cause:** Students not following campus core values: Be Kind, Be Safe, Be Respectful and Be Respectful. Further guidance to teachers and staff needed to differentiate between classroom and office managed behavior.

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

**Performance Objective 1:** All teachers will establish a consistent well-developed 45 minute block per week for the new required Technology Applications block which include computational thinking, creativity and innovation, data literacy, management, and representation, digital citizenship and practical technology concepts.

**Evaluation Data Sources:** Trainings, purchase orders

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> RES Teachers and Staff will receive the adequate resources and support in purchasing technology items and maintaining them throughout the school year. This includes but not limited to projectors, document cameras, interactive boards, Apple TV, etc. <b>Strategy's Expected Result/Impact:</b> Positive impact on student performance <b>Staff Responsible for Monitoring:</b> Librarian Principal <b>Problem Statements:</b> Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
				
	Considerable	Considerable	Accomplished	Accomplished
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Monitoring of connectivity and purchasing any supplies needed to ensure students can successfully complete online testing, common assessments, usage of daily instructional programs and required Technology applications content. <b>Strategy's Expected Result/Impact:</b> Positive impact on student performance <b>Staff Responsible for Monitoring:</b> Librarian Principal <b>Problem Statements:</b> Demographics 1, 2 - Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
				
	Considerable	Considerable	Accomplished	Accomplished
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Technology work orders will be resolved on a timely manner to avoid delays in teaching new technology application TEKS and short and extended constructed response integration. <b>Problem Statements:</b> Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
				
	Considerable	Considerable	Accomplished	Accomplished



No Progress



Accomplished



Continue/Modify



Discontinue

### Performance Objective 1 Problem Statements:

#### Demographics

**Problem Statement 1:** Attendance rates during the 2023-2024 school year show a decrease from 98.5% to 96.12% in comparison with 2021-2022 **Root Cause:** Parent awareness on school calendar dates and conflicts with neighboring district.

**Problem Statement 2:** In the past two school years, the at-risk population has increased by 4.9% leading to challenges in staffing to provide effective services. **Root Cause:** Learning loss due to decrease in attendance rates due to illness, unexcused absences due to vacation trips and school calendar conflicts with neighboring school district. The increase of numbers has made it difficult for the MTSS team to provide additional support and services due to staffing challenges.

#### Student Learning

**Problem Statement 1:** Students have struggled with the transition of the STAAR English Language Arts (STAAR 2.0) redesign specifically in short and extended constructed response. **Root Cause:** Misalignment of common assessments format with scope and sequence and instructional practices.