

# Canutillo Independent School District

## District Improvement Plan

### 2025-2026 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.**

## **Value Statement**

**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:** By May 2026, CISD students in grades Pre K - 2 will demonstrate a 5% growth in reading fundamental skills across respective assessments.

## HB3 Goal

**Performance Objective 2:** By May 2026, CISD students in grade levels 3-10 will demonstrate a 3% growth on overall (77%-81%) English Language Arts and Reading (ELAR) meets (53%-56%) + masters (16%-19%) level.

## HB3 Goal

**Performance Objective 3:** By May 2026, CISD students in grade levels 3-9 will demonstrate a 3% growth on overall (73%-76%) mathematics meets (42%- 45%) + masters ( 16% - 19%) level through varied opportunities to participate in hands on mathematics and STEM learning experiences..

## HB3 Goal

**Performance Objective 4:** By May 2026, Seniors graduating College, Career, and Military Ready (CCMR) will increase the component score by a minimum of 6% from 76% to 82% .

## HB3 Goal

**Performance Objective 5:** Graduation rate will increase from 93% in 2024 to 96% for school year 2026.

**Performance Objective 6:** By May 2026, the Results Driven Accountability (RDA) district determination level will improve to a performance level 2.

**Performance Objective 7:** By May 2026, Canutillo ISD will increase and monitor all student attendance rate from 94.3% to 96%.

**Performance Objective 8:** Student Safety & Well Being :

By May 2026, CISD will develop a personal social competencies baseline for CISD students.

**Performance Objective 9:** By May 2026, CISD students in demonstrate a 3% growth on overall (78%- 81%) Social Studies meets (51%- 54%) + masters ( 24%-27%) level.

**Performance Objective 10:** By May 2026, CISD students in will demonstrate a 3% growth on overall ( 79%- 82%) science meets (49%- 52%) + masters (16% 19%) level on STAAR through varied opportunities to participate in hands on science and STEM learning experiences.

**Performance Objective 11:** Provide professional development and resources to teachers to increase their knowledge and ability to use Educational Technology, teach Technology Application TEKS, or provide 21st century learning experiences such as Robotics, coding and AI to support all students during the academic year 25-26.

**Performance Objective 12:** By May 2026, 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 25-26.

**Performance Objective 14:** By May 2026, 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 2026, 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 2026, 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 2026, Canutillo ISD staff will increase by 3% annually Teacher Retention rate and Employee Attendance rate to 95%.

**Performance Objective 4:** Staff Safety and Well-Being:

By May 2026, 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 .

**Performance Objective 5:** By June 2026, the district will provide need-based professional development to address district priorities and provide a well-rounded education for all students such as: content area success, supporting special populations, and Social Emotional Learning.

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

**Performance Objective 1:** By May 2026, 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 June 2026.

**Performance Objective 3:** By June 2026, 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:** For the 2025-2026 school year, 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 2026, 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 2026, 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 2026, Canutillo ISD will continue implementing the strategic plan and prior demographic study.

**Performance Objective 4: Well Maintained Facilities:**

By May 2026, 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 2026, 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 2026, 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 25-26, CISD will continue to refresh its current infrastructure. This will include all access points, switches, etc, at non-replacement campuses (CMS, AMS, DDE, and NWECHS). Physical security to include cameras, sensors, intrusion systems, panic buttons and emergency telephony services will be configured at all campuses for compliance. All non-replacement campuses are getting new camera systems with expanded functionality.

**Performance Objective 2: Wireless access/Testing:**

Throughout the year of 25-26 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 25-26 the district will continue to provide a comprehensive cybersecurity analysis and remediation. This includes implementing new technologies and strategies to ensure network traffic safety to comply with the Texas cyber command guidelines and CIPA requirements.

**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 2026, 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 2026.