

Canutillo Independent School District



2026-2027 Performance Objectives

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Goal 1 FISCAL AND OPERATIONAL SYSTEMS: *Fiscal Responsibility *Strategic Allocation of Resources *Planning for Growth

Performance Objective 1

Fiscal Responsibility:

By May 2027, 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 2027, 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 2027, Canutillo ISD will continue implementing the strategic plan and prior demographic study.

Performance Objective 4

Well Maintained Facilities:

By May 2027, 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 2027, CISD will utilize stakeholder surveys to measure the implementation and efficacy of an updated safety plan that encompasses protocols, personnel trainings, compliance and progress.

Evaluation Data Source: Parent Climate Surveys

Trainings conducted

Sign-in sheets, Agendas, Minutes, Invitations

Performance Objective 6

Business Services/HR:

By May 2027, Canutillo ISD will reinforce all standard protocols and procedures with consistency and common expectations in departmental practices.

Goal 2 COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships *Customer Satisfaction

Performance Objective 1

By May 2027, 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 2027.

TEA Priorities: Build a foundation of reading and math, Connect high school to career and college

Evaluation Data Source: Parent and Family Title I Surveys, Campus surveys, Parent Universities and Parent Academies, Sign-in sheets, Agendas, Minutes and Invitations

Performance Objective 3

By June 2027, 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.

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

Evaluation Data Source: Increase quality family - school partnerships through campus administration role clarity, collaboration opportunities, effective communication methods.
Parent Campus Climate surveys, District Parent and Family Title 1 Surveys

Performance Objective 4

For the 2026-2027 school year, all CISD campus and district committees will have a minimum of one parent serving as a member on every committee.

Evaluation Data Source: Campus and District Committee Membership

Goal 3

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

Performance Objective 1 High Priority HB3 Goal

By May 2027, CISD students in grades Pre K - 2 will demonstrate a 5% growth in reading fundamental skills across respective assessments.

TEA Priorities: Build a foundation of reading and math

Evaluation Data Source: Circle Progress Monitoring - Pre K
NWEA MAP - K - 2

Performance Objective 2 High Priority HB3 Goal

By May 2027, CISD students in grade levels 3-10 will achieve 90% approaches, 60% meets and 30% masters on English Language Arts and Reading STAAR.

TEA Priorities: Build a foundation of reading and math

Evaluation Data Source: STAAR Assessment
NWEA MAP
Common Unit Assessments

Performance Objective 3 High Priority

By May 2027 (update for current year), Canutillo ISD students in grades K-2 will have at least 3% growth on STEMscopes Progress measurement assessment data from end-of-year.

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

Evaluation Data Source: STEMscopes BOY, MOY, EOY Assessment Data

Performance Objective 4 High Priority HB3 Goal

By May 2027, CISD students in grade levels 3-10 will achieve 90% approaches, 60% meets and 30% masters on the Mathematics STAAR.

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

Evaluation Data Source: STAAR Assessment
NWEA MAP
Common Unit Assessments

Performance Objective 5 High Priority HB3 Goal

By May 2027 (update for current year), Seniors graduating College, Career, and Military Ready (CCMR) will increase the component score by a minimum of 6% from 54% to 60% .

TEA Priorities: Connect high school to career and college

Evaluation Data Source: TSI/ACT/SAT Score
Dual Credit/Dual Enrollment Credits Earned
AP Score
Industry-Based Certification Completion (CTE)
Military Enlistment

Performance Objective 6 HB3 Goal

Graduation rate will increase from 97.4%% in 2026 to 98% for school year 2027. (update for current year)

TEA Priorities: Connect high school to career and college, Improve low-performing schools

Evaluation Data Source: We will monitor using our CCMR strategies including our data dashboards, and leverage Graduation Coach, CCMR Coach, and Director of Career Pathways to support students in becoming college, career, or military ready.

Performance Objective 7

By May 2027 , Canutillo ISD will increase and monitor all student attendance rate from 94.3% to 96%.

Performance Objective 8

Student Safety & Well Being :

By May 2027 (update for current year), CISD will develop a personal social competencies baseline for CISD students.

Performance Objective 9 High Priority

By May 2027, CISD students will achieve 90% approaches, 60% meets and 30% masters on Social Studies STAAR.

TEA Priorities: Improve low-performing schools

Evaluation Data Source: Social Studies STAAR grade 8 and 11
Common unit assessments

Performance Objective 10

By May 2027, CISD students will achieve 90% approaches, 60% meets and 30% masters on Science STAAR.

TEA Priorities: Connect high school to career and college

Evaluation Data Source: Science STAAR grade 5, 8 and Biology
Common unit assessments

Performance Objective 11

Provide teachers with professional development and resources 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 students.

TEA Priorities: Connect high school to career and college

Performance Objective 12

By May 2027, all CISD students will be familiar with required state-mandated safety drills and respective expectations.

Performance Objective 13 High Priority

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 26-27.

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

Evaluation Data Source: Teacher and student performance evaluation and monitoring tools.
Supervisor observations

Performance Objective 14

By May 2027, 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.

TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college

Evaluation Data Source: Campus Improvement Plans, Campus Action Plans, Sign-in sheets, Agendas, Minutes, Invitations, Flyers

Performance Objective 15 High Priority

By May 2027 CISD students in grades 9-12 will demonstrate a 5% TELPAS Composite Growth from (18.97%-25%)

TEA Priorities: Build a foundation of reading and math

Evaluation Data Source: Campus Improvement Plans, Campus Action Plans, Sign-in sheets, Agendas, Minutes, Invitations. Teacher and student performance evaluation and monitoring tools.
Supervisor observations

Goal 4

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

Performance Objective 1

Professional Learning and Quality Staff:

By May 2027, 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 2027, 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 2027, Canutillo ISD staff will increase by 3% annually Teacher Retention rate and Employee Attendance rate to 95%.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

Evaluation Data Source: Teacher surveys

Attendance reports

Separation reports

Performance Objective 4

Staff Safety and Well-Being:

By May 2027, 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 2027, 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.

TEA Priorities: Recruit, support, retain teachers and principals

Evaluation Data Source: Teacher Professional Development Survey

T-TESS

District Needs Assessment

SEL Bowl 5.0

Goal 5 TECHNOLOGY RESOURCES: *Integration of Technology *Wireless Access/Testing *Infrastructure & Technology Safety

Performance Objective 1

Infrastructure:

Throughout the 2026-2027 school year, CISD will deploy technology infrastructure across all new campuses, based on district standards, to provide reliable connectivity.

Performance Objective 2

Infrastructure/Safety:

Throughout the 2026-2027 school year, CISD will enhance its cybersecurity posture by implementing Multi-Factor Authentication (MFA) for all staff and developing and maintaining a comprehensive district cybersecurity framework. The district will continue providing ongoing cybersecurity analysis, remediation, and network traffic safety strategies to comply with CIPA requirements and state cybersecurity guidelines.

Performance Objective 3

Connectivity:

Technology hardware and endpoint devices will continue to be refreshed according to their end-of-life cycle, following a standard 5-year production lifecycle for computers. Additionally, review and identification of campus and department administration devices will be conducted to establish and define their appropriate refresh schedule.

TEA Priorities: Build a foundation of reading and math, Connect high school to career and college

Performance Objective 4

Community Engagement:

By May 2027, 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 5

Community Engagement:

Public Information Office (PIO) will develop a marketing plan to promote district strategies and programming in hopes of increasing enrollment by May 2027.