

Board of Trustees

Executive Summary of Board Agenda Item

Meeting Date: October 2025

Subject/Title for Agenda Posting: Approval for 2025-2026 District and Campus Improvement Plans

Justification Statement:

For action and approval on Goals and Objectives on the District and Campus Improvement Plans

Purpose of Agenda Item:

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Information

☒

Discussion

☒

Action

Item Type:

☐

Curriculum & Instruction

☐

HumanResources

☒

Business Services

Staff Responsible:

Julieta Melendez/Program Compliance Director

Signature of Requester(s)

Julieta Melendez/Program Compliance Director

Signature of Presenter(s)

October 2025

Business Services Approval (Initials)

Date

Agenda Items:

For action and approval on Goals and Objectives on the District and Campus Improvement Plans

Attached in order: CES, BCE, DDE, JDE, GES, RES, AMS, CMS, CHS, NWECHS, District

RECOMMENDATION: That recommendation is approved by the Board of Trustees as recommended by administration

PRIOR BOARD ACTION:

AWARDED:

AWARDED AMOUNT:

AMOUNT(S):

ACCOUNT NO(S):

PROCUREMENT METHOD TYPE: (3 Quotes, Cooperative Contract Quotes, Sole Source, Formal Bid)

REQUESTING DEPARTMENT: Human Resources-Program Compliance

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE: 2025-2026 Fiscal Year

ATTACHMENT(S): Improvement plans goals and objectives
Attached in order: CES, BCE, DDE,
JDE, GES, RES, AMS, CMS, CHS,
NWECHS, District



Canutillo Independent School District

Canutillo Elementary School

2025-2026 Performance Objectives



Mission Statement

Canutillo Elementary School will provide a safe environment that will enhance the ability for quality learning in order to achieve success as a productive member of society.

Vision

Canutillo Elementary will strive to inspire all children to become life-long learners, responsible and respectful of our culturally diverse society.

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: For the 2025-26 school year, Canutillo Elementary will increase positive discipline strategies through avenues to include but not limited to PBIS, counseling, reflections, restorative circles, etc that help foster a positive school climate and decrease the number of referrals and incidents by 3%.

Performance Objective 2: By the end of the 2025-26 school year, Canutillo Elementary will increase its overall ratings by 2% on state performance Domain 1 (Student Achievement), Domain 2 (School Progress), and Domain 3 (Closing the Gaps).

Performance Objective 3: For the 2025-26 school year, Canutillo Elementary will increase overall student achievement scores in Reading, Math and Science by 2% in all areas (Approaches, Meets, Master).

Performance Objective 4: Canutillo Elementary will increase its attendance rate from 96% to 98% through Positive Behavior Interventions Supports and strategies for the 2025-26 school year.

Performance Objective 5: By May 2026, Canutillo Elementary will provide professional development and support on the implementation of MTSS to effectively support all our students and teachers. SEL strategies and services will be incorporated throughout the process.

Performance Objective 6: CES will increase and expand awareness in College and Career Readiness, as well as Career Exploration processes with a strategic approach, focusing on 100% of students Prek-5 participating in at least three activities during the 2025-26 school year.

Performance Objective 7: During the 2025-26 school year, the physical education department will enhance instruction by implementing a variety of activities and having access to resources that not only increase moderate to vigorous physical activity minutes, but also promote a healthy lifestyle and align and reinforce core curriculum standards within the classroom.

Performance Objective 8: For the 2025-2026 Structured Literacy will be followed with fidelity using the scheduled 120 minutes for each grade level to ensure that all areas, such as whole group, targeted small group, adaptive learning, and independent practice is being addressed throughout each lesson.

HB3 Goal

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

Performance Objective 1: All Canutillo Elementary teachers will gain expertise in utilizing the Texas Teacher Evaluation and Support System (TTESS) and the Student Learning Objectives (SLOs) embedded into teachers pedagogy for effective instruction as supported through targeted PD by the end of 2025-26 school year.

Performance Objective 2: By May 2026, Canutillo Elementary will provide meaningful and grade level appropriate professional development for all campus employees on teaching and learning with technology, using effective skills and implementation of programs for instruction. Listed, but not limited to CLI Engage, Circle, Tejas Lee, Apple services and programs, Stemsopes, Wonders, Maravillas, SAVAAS, etc

Performance Objective 3: By May 2026, CES will provide professional development opportunities to support all classroom teachers that focus on building relationships and effective classroom management strategies which include a bully prevention framework, de-escalating strategies, behavioral issues, etc.

Performance Objective 4: By May 2026, Canutillo Elementary will promote workplace wellness to improve employee morale and increase productivity and engagement amongst staff and faculty, by participating in five or more activities, workshops, presentations, and/or challenges.

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

Performance Objective 1: Canutillo Elementary will offer workshops in the core subjects as support to assist parents in improving their child's academic skills and master assessments throughout the 2025-26 school year.

Performance Objective 2: Canutillo Elementary will promote parent engagement and leadership sessions through parent workshops, representation in various committees and invitations to various events held at the campus throughout the 2025-26 school year.

Performance Objective 3: Canutillo Elementary will build and maintain new and current Partners in Education Program in a meaningful and cooperative manner throughout the 2025-26 school year, in conjunction with our Parent Liaison community outreach.

Performance Objective 4: Throughout the 2025-26 school year, CES will maintain its website and social media outlets with current and relevant information for all internal and external stakeholders and highlight campus events and achievements at a minimum of a monthly basis.

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

Performance Objective 1: Strategic Budget allocation of Sate Compensatory Education and Title 1 will be completed by September 2025 to successfully provide resources to all students in order to meet student academic and social emotional goals during the 2025-26 school year..

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

Performance Objective 1: 100% of CES teachers and staff will implement district and campus technology, have the adequate updated resources for a safe and functional learning environment to effectively provide instruction throughout the 2025-26 school year and improve overall student performance.

Canutillo Independent School District

Bill Childress Elementary School

2025-2026 Performance Objectives



Mission Statement

Bill Childress Elementary inspires and nurtures all students to rise and conquer their dreams.

Vision

Persevere today. Thrive 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: Student Safety & Well Being: By May 2026, the Emergency Operation Plan, Crisis Response, and PBIS will be integrated into MTSS (Multi-Tiered Systems of Support).

Performance Objective 2: By May 2026, 3rd, 4th, and 5th grade students will increase their STAAR scores by 2% points in the areas of math, reading, and science.

Performance Objective 3: Academic Growth: By May 2026, 80% of students in PreK-2nd grade will meet end of year reading expectations for spelling and vocabulary.

Performance Objective 4: College and Career Military Readiness: By May 2026, student organizations and clubs (e.g., StuCo, MDFS) will be available for students to realize potential as future leaders.

Performance Objective 5: By May 2026, the campus overall attendance will increase from 95.42% to 96%.

Performance Objective 6: By 2026, students will meet their fitness standards as outlined by their grade level.

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

Performance Objective 1: Professional Learning & Quality Staff: During the 2025-26 school year, staff will receive continuous professional development to effectively plan for curriculum, assessment, and instruction.

Performance Objective 2: Professional Learning & Quality Staff : During the Fall Semester of the 2025-26 school year, teachers will study the book Kids Deserve It.

Performance Objective 3: Professional Learning & Quality Staff : During the 2025-26 school year, wellness team will plan monthly activities to increase staff satisfaction and well-being.

Performance Objective 4: Staff Satisfaction: For the 2025-2026 School Year, staff will take various surveys to include the Campus Climate survey. Results will be reviewed and an action plan developed to address instruction, discipline, parent collaboration, and counseling program.

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

Performance Objective 1: By June 2026, BCE will increase parent participation to expand parent engagement opportunities through monthly parent university classes directly connected to increasing student achievement. Hospitality, meals, and door prizes will be used to incentivize attendance.

Performance Objective 2: By June 2026, BCE will increase parent engagement and parent leadership through active participation in decision making committees (e.g., LPAC, CIC, SHAC, Parent Advisory Groups, and MTTS).

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

Performance Objective 1: By June 2026, campus will purchase all maintenance supplies needed to ensure a safe campus throughout the school year. Also, through the bond campus beautification project the aesthetics of the building will improve.

Performance Objective 2: During the 2025-2026 school year, all State Comp and Title 1 Funds will be properly allocated to serve our at-risk, emergent bilinguals, and economically disadvantaged students. 100% of those funds will be spent to meet the needs of students in those categories.

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

Performance Objective 1: By June 2026, teachers will implement blending learning in the classroom using iPads, headphones, student devices, interactive display boards, teacher devices, and document cameras.

Performance Objective 2: By June 2026, BCE will promote a positive climate by keeping stakeholders informed about campus events and activities.

Canutillo Independent School District

Deanna Davenport Elementary School

2025-2026 Performance Objectives



Mission Statement

Deanna Davenport will nurture, empower and provide every student with a high quality education in a safe, respectful and inclusive environment that builds a foundation for lifelong learning.

Vision

Deanna Davenport Elementary will create a vibrant and inclusive educational environment where every student is inspired to dream big, work hard, achieve personal success and be positive citizens of society.

Value Statement

Student Centered Focus

Trustworthiness in Stewardship

Commitment to Service

Equity in Attitude

Honor in Conduct

Integrity of Character

In Canutillo ISD, We Believe:

- **STUDENTS** are empowered to think critically and engage civically and empathetically, as they meet the challenges of building a better world.
- **PARENTS** and **FAMILIES** are welcomed into our schools and District, with meaningful opportunities to actively engage in supporting the social, emotional, and academic needs of their students.
- **FACULTY** and **STAFF MEMBERS** are respected and valued as dedicated leaders and continuous learners in the educational process.

- **CAMPUS ADMINISTRATORS** build authentic, inclusive, and supportive relationships within their school community through mutual respect and trust.
- **THE SUPERINTENDENT** and **CENTRAL OFFICE STAFF** are active and engaged listeners who are accountable for ensuring equitable, efficient, and transparent utilization of district resources.
- **THE BOARD OF TRUSTEES** are a unified team who holds each other accountable, treats each other with respect, and represents the district with integrity and honesty.

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Goals

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

Performance Objective 1: Students in Kindergarten to 2nd grade will increase 5 percentage points over EOY 2026 results or reach 80% or higher in End of Year HQIM Assessments (TX-KEA - TPRI/Tejas LEE).

HB3 Goal

Performance Objective 2: In 2025-2026, DDE students in 3rd-5th grade will improve their STAAR scores to the meets and mastery level in Math, Reading, and Science at a minimum of an additional 5% on all tests.

HB3 Goal

Performance Objective 3: By June 2026, 65% of students in Special Education and 3rd-5th grade students taking the STAAR state assessment in reading/writing, math, and/or science will achieve a minimum of approaches.

HB3 Goal

Performance Objective 4: 100% of DDE students in grades PreK-5th will participate in one to two PLTW modules a year.

Performance Objective 5: In 2025-2026, 100% of students that are considered highly mobile, ELL, migrant and academically at risk will be identified and will receive an intervention plan through the MTSS/RTI Committee and /or the Student Study Team to graduate with their cohorts.

Performance Objective 6: By May 2026, DDE will attain an attendance rate of 97.5% or better to support students graduate on time.

Performance Objective 7: All personnel and students will be trained in Emergency Protocols in order to ensure student and campus safety. Campus will hold monthly fire drills and secure drills each semester.

Performance Objective 8: During the 2025-2026 school year, the physical education department will enhance instruction by implementing a variety of activities and having access to resources that not only increase moderate to vigorous physical activity minutes, but also promote a healthy lifestyle and align and reinforce core curriculum standards within the classroom.

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

Performance Objective 1: DDE will increase teacher attendance rate to 97.5% during 2025-2026 school year.

Performance Objective 2: During the 2025-2026 school year, 100% of the teachers, paraprofessionals, and administrators will participate in Professional Development in core subjects, PLC's and pedagogy.

Performance Objective 3: For the 2025-2026 School Year, DDE Staff Satisfaction will increase. As a campus, Adaptability and Goal Focus will increase and will result in more positive morale.

Performance Objective 4: During the 2025-2026 school year, DDE teachers will be student centered and reflective on their TTESS goals and self reflection. This will help them create an SLO that will be tailored to their teaching and growth in the areas of Math, Science or Reading.

HB3 Goal

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

Performance Objective 1: Throughout 25-26 school year, DDE will Invite 100% of parents to instructional and parenting meetings through written notices, phone master, web page, social media platforms or other form of communication and a minimum of 5 parents will attend the campus monthly meetings.

Performance Objective 2: 100% of objectives and activities described in the DDE Parenting Component of the School Support Division Action Plan will be completed by May 2025.

Performance Objective 3: Through community relationships, 100% of DDE students in kindergarten through fifth grade will participate in Career and College Awareness presentations to prepare them for the future.

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

Performance Objective 1: By December 2024 all campus employees will receive EOP training (Emergency Operation Planning) in emergency protocols and reunification protocols.

Performance Objective 2: During the 2024-2025 school year, 100% of DDE staff and students will implement the MTSS & School Wide Positive Behavior Intervention Support (PBIS) framework for establishing the social culture and behavioral supports needed for a school to be an effective and safe learning environment for all students.

Performance Objective 3: In 2024-2025, 100% of students at Deanna Davenport Elementary will receive SEL (Social Emotional Learning) instruction and support from classroom instruction and counselor support.

HB3 Goal

Performance Objective 4: During the 2024-2025 school year, all State Comp and Title 1 Funds will be properly allocated to serve our at-risk and economically disadvantaged students. 100% of those funds will be spent to meet the needs of students in those categories.

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

Performance Objective 1: By September 2024 all students will have either a laptop or iPad that has been provided by the District to enhance Project Based Learning and implementation of TEKS throughout the 2024-25 school year.

Canutillo Independent School District

Jose H. Damian Elementary

2025-2026 Performance Objectives



Mission Statement

Jose H. Damian Elementary will nurture our scholars so that they are healthy, feel safe, are engaged, feel supported, and are challenged through culturally responsive teaching and learning.

Vision

Our Vision at Jose H. Damian Elementary is to inspire all students to become inquisitive thinkers, who confidently and respectfully embrace the global challenges of the future.

Value Statement

Trustworthiness in Stewardship

Scholar Centered

through the 5 Pillars of teaching the WHOLE CHILD -

1. Healthy; 2. Safe; 3. Engaged; 4. Supported; 5 Challenged

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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, the Standard Response Protocol PK-12, Emergency Operation Plan and the Behavior Threat Assessment and crisis response will be fully integrated and implemented through Multi-Tiered Systems of Supports (MTSS)

Performance Objective 2: By May 2026, STAAR Performance levels will increase by a minimum of 2% in masters level, 8% in meets, and 8% in approaches.

Masters:

Math from 21%-23%

Reading- 20% to 22%

Science- 8% to 10%

Meets:

Math from 49%-55%

Reading- 52% to 56%

Science- 31% to 35%

Approaches:

Math from 78%-85%

Reading- 81% to 89%

Science- 72% to 77%

Performance Objective 3: Throughout the academic school year, PK-2nd grade assessments will increase scores as shown but not limited to TPRI, TKEA, Stemsopes Math, and Renaissance Star.

Performance Objective 4: By May 2026, JDE will increase the scholar attendance rate to at least 95%

Performance Objective 5: During the 2025-2026 school year, multiple parental and student engagement opportunities will be provided to build strong partnerships across the community to positively impact student exposure to college and career options.

Performance Objective 6: By May 2026, multilingual learners to include emergent bilinguals will increase 2% in each category.

Beginning- 19% to 21%

Intermediate- 34% to 36%

Advanced- 34% to 36%

Advanced High- 12% to 14%

Performance Objective 7: By May 2026, JDE Scholars will be given the opportunity to participate in extracurricular clubs and activities to include Health and Physical Education.

Performance Objective 8: The percent of K-2nd grade students scoring at or above grade level will increase 5 percentage points over EOY 2025 results or reach 80% or higher on TX-KEA/TPRI measures.

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

Performance Objective 1: By May 2026, Develop effective systems to maintaining a highly qualified campus, anchored through TTESS, all teachers will participate in professional development opportunities that support content and curriculum development in order to improve student achievement.

Performance Objective 2: Throughout 25-26 school year, all JDE Faculty will participate in at least 1 research-based learning through professional development.

Performance Objective 3: By May 2026, JDE faculty and staff will be provided with the necessary materials, supplies, and capital resources to support teacher activities to include lesson planning, professional development, classroom activities, and JDE operations that foster an environment of student performance and growth.

Performance Objective 4: By May 2026, Teacher morale will improve to directly impact teacher retention as measured by surveys. Incentive will be provide throughout the year as well as opportunities for SEL though Wellness Program.

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

Performance Objective 1: By May 2026, JDE will maintain a strong connection with all stakeholders in the community by providing campus events to help meet our academic, community and fiscal goals.

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

Performance Objective 1: By May 2026, JDE will meet expenditure requirements at 100% for: Special Education, Career and Technology, Gifted and Talented, Compensatory Education, and Emergent Bilinguals, Economically Disadvantaged (Title 1) , and all special populations in order to meet campus academic goals.

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

Performance Objective 1: Throughout 25-26 school year, Jose Damian elementary will deliver lessons that integrate technology to provide scholars with opportunities to extend their learning.

Canutillo Independent School District
Gonzalo & Sofia Garcia Elementary School
2025-2026 Performance Objectives



Mission Statement

The mission of the Gonzalo and Sofia Garcia Elementary community is to empower students to succeed in a multicultural setting and to provide a challenging learning environment, thus preparing all students to meet the challenges of a changing global society.

Vision

Our vision at Gonzalo and Sofia Garcia Elementary is to inspire all students to become inquisitive thinkers, who confidently and respectfully embrace the global challenges of the future.

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: Student Safety & Well Being:

By May of 2026, Garcia Elementary School teachers and staff will receive Standard Response Protocol PK-12. training, Emergency Operation Planning (EOP) training and crisis response and how to integrate it into the MTSS (Multi-Tier Systems of Support).

Performance Objective 2: By EOY 2026, the percentage of K-2nd-grade students scoring at or above grade level will increase 5 percentage points over EOY 2024 results, or reach 80% or higher on the following TPRI measures such as:

- Word reading
- Reading accuracy
- Fluency
- Reading comprehension
- Spelling
- Vocabulary

HB3 Goal

Performance Objective 3: Academic Growth:

Reading Projected Growth Goals for 2026 STAAR

3rd Grade Approaches from 78% to 80%, Meets from 50% to 53%, Masters from 10% to 15%

4th Grade Approaches from 85% to 88%, Meets from 49% to 53%, Masters from 15% to 20%

5th Grade Approaches from 85% to 88%, Meets from 49% to 55%, Masters from 10% to 15%

Math Projected Growth Goals for 2026 STAAR

3rd Grade Approaches from 63% to 70%, Meets from 47% to 50%, Masters from 14% to 20%

4th Grade Approaches from 79% to 82%, Meets from 55% to 60%, Masters from 26% to 30%

5th Grade Approaches from 64% to 68%, Meets from 33% to 38%, Masters from 7% to 17%

Science Projected Growth Goals for 2026 STAAR

5th Grade Approaches from 27% to 60%, Meets from 16% to 20%, Masters from 4% to 10%

Performance Objective 4: Academic Growth:

GES Emergent Bilingual students will demonstrate one year's growth as assessed by TELPAS will increase by 5% of the population to Advanced High by EOY 2026.

Performance Objective 5: College Career Military Readiness:

By May of 2026, Garcia Elementary School will provide parents and students multiple opportunities to build a strong partnership across the community to positively impact students and provide exposure to college and career options.

Performance Objective 6: By the end of the school year 2025-2026, Garcia Elementary School will increase attendance from 94.91% to 97%.

Performance Objective 7: During the 2025-26 school year, students from Montessori to 5th grade will participate in physical fitness activities and health classes to learn about making healthy choices and the importance of daily physical activity. The physical education department will enhance instruction by implementing various activities and having access to resources that increase moderate to vigorous physical activity minutes and promote a healthy lifestyle, and aligning and reinforcing core curriculum standards within the classroom.

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

Performance Objective 1: Student Safety & Well Being:

By May 2026, Garcia Elementary School will provide a safe, positive and secure environment by maintaining or increasing 5% in Positive Behavior Interventions and Supports (PBIS) utilizing the Tiered Fidelity Inventory Assessment Instrument.

Performance Objective 2: Staff Satisfaction:

By the end of the 2025-2026 school year, Garcia Elementary will establish a positive school culture that will decrease the gaps in communication and increase school morale.

Performance Objective 3: Professional Learning & Quality Staff:

GES 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 during the 2025-2026 school year.

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

Performance Objective 1: By June 2026, Garcia Elementary School will hold an Entitlement and Parent Compact meeting for all stakeholders. Parent compact will be finalized after receiving feedback from parents, teachers, administrators and staff with the purpose to establish expectations in home school connection.

Performance Objective 2: Garcia Elementary School will provide multiple parent and community involvement activities, events, and classes to include but not limited to Open House, Parent Teacher conferences days, Parent University classes, PTO meetings, "Chat with the Principal," Literacy, Math, and Science Night to encourage parent participation and to establish a positive and conducive learning environment during the 2025-2026 school year.

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

Performance Objective 1: Strategic Allocation of Resources:

GES budget will be completed by September 2024 to provide resources to all students to meet academic and social-emotional goals. State Comp and Title 1 Funds will be properly allocated to serve our at-risk and economically disadvantaged students. 100% of those funds will be spent to meet the needs of students in those categories.

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

Performance Objective 1: Garcia Elementary teachers will implement blending learning in the classroom using Ipads, student devices, interactive display boards, In focus, document cameras, and interactive TV's during the 2025-2026 school year.

Canutillo Independent School District
Congressman Silvestre & Carolina Reyes Elementary
2025-2026 Performance Objectives



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.

Value Statement

Student Centered Focus

Trustworthiness in Stewardship

Commitment to Service

Equity in Attitude

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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 2026, the Standard Response Protocol PK-12, Emergency Operation Plan and crisis response will be integrated into the MTSS (Multi-Tiered Systems of Supports)

Performance Objective 2: Academic Growth:

By May 2026, TELPAS master levels will increase from 27.59% Advance High to 30% in 2025-2026.

Performance Objective 3: Academic Growth:

By May 2026, 3rd-5th masters performance levels in STAAR will increase by 3% as defined by the Texas Education Agency.

Performance Objective 4: College Career Military Readiness:

By May 2026, 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 .

Performance Objective 5: By May 2026, 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%.

Performance Objective 6: PK-3 Teachers will utilize High Quality Instructional Materials to comply with House Bill 3 and align with Structured Literacy.

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

Performance Objective 1: Staff Safety & Well-Being:

By May 2026, RES will build a positive school culture to increase teacher and staff morale and cohesiveness to continue being an interdependent campus.

Performance Objective 2: Professional Learning & Quality Staff:

By May 2026, 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.

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

Performance Objective 1: Family Engagement:

By May 2026, 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.

Performance Objective 2: Community Satisfaction:

By May 2026, RES will provide multiple parent and community involvement activities/events to establish a positive home-school connection and excellence in customer service.

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 2025 to successfully provide resources to all students in order to meet student academic and social-emotional goals throughout the 2025-2026 school year.

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.

Canutillo Independent School District

Jose Alderete Middle School

2025-2026 Formative Reviews



Mission Statement

WE LOVE KIDS!

We will provide an effective teacher in every classroom supported by a quality school environment that will inspire, empower, and impact kids.

Vision

Alderete Middle School will nurture a sense of community that is focused on the development of all students to ensure their future success academically, socially, emotionally and physically.

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 June 2026, AMS will raise its overall TEA accountability rating from 85 (B) to at least 90 (A) by improving STAAR Approaches/Meets/Masters performance across all tested subjects and student groups. (Focus: Improve 6th & 7th grade ELAR and Math growth by 10%.)

AMS will sustain mastery performance in Alg. 1 and will continue to improve growth in all advanced academics programs that it offers.

High Priority





Strategy 1 Details	Reviews			
Strategy 1: PLC alignment meetings twice a week for core content. Data-Driven PLCs: Implement monthly data digs by content/grade level using STAAR 2024-2025 item analysis and TEA Domain 1, 2, and 3 reports. Align instructional adjustments to address low-performing TEKS and student groups. Strategy's Expected Result/Impact: Increased alignment of instruction with tested standards. Staff Responsible for Monitoring: Principal, IC, Dept. Chairs, Teachers. TEA Priorities: Build a foundation of reading and math Problem Statements: Demographics 2 - Student Learning 1 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Focus on EB, SPED, and At-Risk populations with intervention plans tied to STAAR 2025 subgroup performance. Embed additional support through our inclusion classes and TIA-designated teachers (HB 1416). Strategy's Expected Result/Impact: Subgroup performance gaps close by at least 8 percentage points. Staff Responsible for Monitoring: Principal, IC, Dept. Chairs, Teachers, MTSS Team, SPED Dept., AP. ESF Levers: Lever 5: Effective Instruction Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Curriculum fidelity checks and walkthroughs tied to STAAR 2.0 readiness bi-weekly walkthroughs .(STAAR readiness checklist aligned to TEA high-leverage TEKS, providing immediate feedback and reteach plans.) Offer targeted Saturday academies, intersession bootcamps, and summer bridge sessions aligned to STAAR-tested reporting categories from TEA Blueprints. Strategy's Expected Result/Impact: Increase in % Meets/Masters across tested areas. Staff Responsible for Monitoring: Principal, AP, IC, PLC Leaders Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Coaching cycles with ICs focused on Tier 1 instructional gaps. Strategy's Expected Result/Impact: Increase in % Meets/Masters across tested areas. Staff Responsible for Monitoring: Principal, AP, IC, PLC Leaders Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 1, 2	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: Reduce achievement gaps for At-Risk, EB, and SPED students by increasing support staff and targeted interventions. Close subgroup gaps by increasing targeted interventions and accountability.





Strategy 1 Details	Reviews			
Strategy 1: Specialized staff will collaborate to promptly identify students (special needs, EB, 504) and utilize data effectively to share with appropriate staff members. Hire/train additional RTI/SPED/ESL-certified staff and interventionists. Strategy's Expected Result/Impact: Increase student performance through effective processes and procedures, Increase Meets performance for EB/SPED students by 8%. Staff Responsible for Monitoring: Principal, SPED department chair, Diagnostician, SPED staff, IC, SPED Chair, Counselors Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Staff will engage in weekly PLC meetings to analyze student data, review student work, and plan targeted interventions. In support of instructional growth, teachers will receive professional development on HB 1416, differentiation, and sheltered instruction. Additionally, a Parent Academy will be established to empower families with strategies to support At-Risk and Emergent Bilingual (EB) students at home Problem Statements: Demographics 1 - Student Learning 1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: A summer bridge camp will be offered to support students who are enrolled in advanced courses, in need of academic enrichment, or requiring intervention to accelerate learning and close achievement gaps. Additionally, students who struggled to meet grade-level expectations on the STAAR or EOC assessments in reading or math will be scheduled into targeted intervention classes or placed with a TIA-recognized teacher to ensure high-impact instruction. Problem Statements: School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: All eligible AMS students will be prepared for a successful transition to high school through participation in innovative programs offered under the Public Service Academy. Students will have the opportunity to earn up to 4 high school credits, complete a Career Exploration course, and receive individual advising HS pathways options. This includes targeted guidance for military-connected students to ensure equitable access and readiness for postsecondary and career success.





Strategy 1 Details	Reviews			
Strategy 1: 8th grade students will have the opportunity to take Algebra 1 for HS Credit and will be provided multiple opportunities to be successful in the Texas Success Initiative (TSI) test to measure for college readiness. Strategy's Expected Result/Impact: Increase student enrollment and participation. Passing rates will set students for success at the HS level. Students will be prepared for college. Staff Responsible for Monitoring: RLA & Math PLC Principal AP	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: As a public service middle school most 8th grade students will be enrolled in Principals of Education, Principals of Law, or be enrolled in the Medical Academy- a CTE course-for high school credit and use current technology in updated labs. Strategy's Expected Result/Impact: Students at the end of the school year student receive high school credit and met requirements to obtain credit for courses. Staff Responsible for Monitoring: Principal, Counselors TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Host an Eagle Legacy Summer Camp for both parents and incoming 6th grade students to facilitate a smooth transition from elementary to middle school by hiring staff to develop, and carry out a camp during the summer. Strategy's Expected Result/Impact: Increase the percentage of students performance. Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 1, 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide 2 parent informational nights and host incoming 6th graders with the purpose to inform and educate parents on AMS education opportunities, one per semester. Strategy's Expected Result/Impact: Increase the percentage of students performance. Problem Statements: Demographics 1	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: Reduce chronic absenteeism by 15%. Increase attached rate from 95. 6% to 97% and increase student motivation.

Evaluation Data Sources: PEIMS attendance, incentive participation logs.





Strategy 1 Details	Reviews			
Strategy 1: Create tiered attendance incentive system (Eagle Legacy points, monthly rallies). Strategy's Expected Result/Impact: Raise attendance to 97%; reduce failures tied to absences. Staff Responsible for Monitoring: Attendance Clerk, Counselors, MTSS Team. TEA Priorities: Build a foundation of reading and math Problem Statements: Student Learning 2 - Perceptions 1, 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide one-on-one attendance coaching and parent home visits for students <90%. Strategy's Expected Result/Impact: Raise attendance to 97%; reduce failures tied to absences. Staff Responsible for Monitoring: Attendance Clerk, Counselors, MTSS Team. ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Learning 2	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 5: Expand intervention supports through SEL integration and flexible instructional resources.

Evaluation Data Sources: Greater engagement in RtI/MTSS programs.

Strategy 1 Details	Reviews			
Strategy 1: Strengthen MTSS monitoring system with quarterly reviews. Strategy's Expected Result/Impact: Greater engagement in RtI/MTSS programs. Staff Responsible for Monitoring: Walkthroughs, SEL survey, MTSS logs. Targeted Support Strategy Problem Statements: Student Learning 1, 2 - School Processes & Programs 1, 3 - Perceptions 1, 2	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Implement advisory SEL curriculum embedded weekly and purchase flexible seating, kinesthetic tools, and digital platforms. Strategy's Expected Result/Impact: Greater engagement in RtI/MTSS programs. Staff Responsible for Monitoring: Walkthroughs, SEL survey, MTSS logs. Problem Statements: Student Learning 2 - School Processes & Programs 1, 3 - Perceptions 1, 2	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 6: The Physical Education department will enhance instruction by implementing a variety of engaging activities and utilizing resources that increase moderate to vigorous physical activity minutes. These efforts will also promote healthy lifestyles and reinforce core academic standards within the classroom. The department aims to improve overall student fitness scores by 10% through expanded PE access and integrated health education.

High Priority

Evaluation Data Sources: FitnessGram results, health assessments.

Strategy 1 Details	Reviews			
Strategy 1: Schedule all students into PE/intramurals. Strategy's Expected Result/Impact: Higher fitness levels and improved health outcomes. Staff Responsible for Monitoring: PE Dept., Counselors, Admin. Problem Statements: Demographics 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Use CDC School Health Index data to target health gaps. Strategy's Expected Result/Impact: Higher fitness levels and improved health outcomes. Staff Responsible for Monitoring: PE Dept., Counselors, Admin. Problem Statements: Demographics 2	Formative			Summative
	Nov	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue

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

Performance Objective 1: AMS will provide professional development and training to ensure highly qualified campus staff to include teachers, paraprofessionals, counselors, nurse, and administration remain updated with current instructional methods, strategies, and policies in order to enhance student achievement.

High Priority





Evaluation Data Sources: Attendance Reports, Data Outcomes

Strategy 1 Details	Reviews			
Strategy 1: Based on data, AMS faculty and staff will receive training such as profession development to include educational strategies, SEL classroom supports, data disaggregation, PLC's, Fundamental Five, special ed, EB classroom supports, and MTSS initiatives. Strategy's Expected Result/Impact: To support the success of AMS diverse population based on their needs. Enhance growth and development and empowerment of faculty and staff based on their roles and responsibilities. Staff Responsible for Monitoring: Principal, Counselors, Administration, IC TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Continue an MTSS team that is embedded within the master schedule with a focus on attendance, academics, behavior, SEL, and school culture. Strategy's Expected Result/Impact: Campus achievement on academics, increase attendance and build a positive school culture. Staff Responsible for Monitoring: Principals, Counselors TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
<div> No Progress Accomplished Continue/Modify Discontinue </div>				

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





Performance Objective 2: Reduce staff absenteeism by 10% and increase wellness supports. (93 % to 96%)

Evaluation Data Sources: HR absence reports

Strategy 1 Details	Reviews			
Strategy 1: Track and review attendance trends monthly with staff. Strategy's Expected Result/Impact: Staff attendance improves to 96%. Staff Responsible for Monitoring: Principal, HR TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Create wellness committee with incentives (recognition, supports) Strategy's Expected Result/Impact: Staff attendance improves to 96%. Staff Responsible for Monitoring: Principal, MTSS Team, Wellness Coordinators, Sunshine Committee TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Partner with district for employee wellness & counseling programs. Strategy's Expected Result/Impact: Staff attendance improves to 96%. Staff Responsible for Monitoring: Principal, MTSS Team, Wellness Coordinators, Sunshine Committee, SSS	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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





Performance Objective 3: Throughout the 25-26 school year, AMS staff will participate in committees that will allow them to provide feedback, build relationships, collaborate, and enhance their craft based on their roles and responsibilities. Sunshine, CIC, SHAC, Safety, PLC Leaders, Attendance, MTSS, PLCs, LPAC, Technology.

Strategy 1 Details	Reviews			
Strategy 1: All faculty and staff will be encouraged to be a part of a committee. Strategy's Expected Result/Impact: Build relationships, collaborate, provide input for the of the campus amongst staff and faculty. Staff Responsible for Monitoring: Principal, Counselors, IC	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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





Performance Objective 4: Build staff capacity in addressing student SEL and mental health.

Evaluation Data Sources: PD sign-ins, referral data.

Strategy 1 Details	Reviews			
Strategy 1: Embed SEL coaching into PLCs with case studies. Strategy's Expected Result/Impact: Improved teacher response to SEL needs. Staff Responsible for Monitoring: IC, Counselors, Admin.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Train all staff in MTSS referral protocols. Strategy's Expected Result/Impact: Improved teacher response to SEL needs. Staff Responsible for Monitoring: IC, Counselors, Admin.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Professional development for trauma-informed practices, and SEL supports. Strategy's Expected Result/Impact: Improved teacher response to SEL needs. Staff Responsible for Monitoring: IC, Counselors, Admin.	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: AMS will increase parental and community involvement by providing monthly engagement opportunities--including CIT, PAC, LPAC, and PTO meetings, as well as family and community events--that invite parents to share their voice and participate in campus decision-making.

Strategy 1 Details	Reviews			
Strategy 1: AMS will hold an Open House every semester to inform parents about campus specifics. Strategy's Expected Result/Impact: Increase parent engagement Staff Responsible for Monitoring: Administrative team, parent liaison, CIC ESF Levers: Lever 3: Positive School Culture Problem Statements: Student Learning 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: AMS will hold Parent Compact and Parent Involvement Policy meetings to gather input from parents and all stakeholders during both the fall and spring semesters, scheduled at various times and days to ensure accessibility. Additionally, special sessions will be hosted for parents of at-risk, ELL, and SPED students to inform them of their rights and available opportunities. Strategy's Expected Result/Impact: -Student performance on subgroups will increase and gaps narrowed. -Parents will be more involved in day to day school operations. Staff Responsible for Monitoring: Parent liaison, principal, CIT ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: To improve the ambiance for the Parent/Community Outreach Center that incorporates organization, protects confidentiality, and is pleasantly inviting for all stakeholders while volunteering or attending parent/community sessions. Strategy's Expected Result/Impact: Increase parental involvement and community partnerships. Staff Responsible for Monitoring: Parent liaison, principal, CIT	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: A minimum of two parental seminars and educational sessions will be provided to equip parents with tools to support their children in setting academic goals, monitoring attendance and progress, and addressing Social Emotional Learning (SEL) at home, while also helping families establish a clear K-12 pathway toward post-secondary goals. The parent liaison will coordinate and host at least one Parent Academy during the 2025-2026 school year to further support these efforts.

Strategy 1 Details	Reviews			
Strategy 1: Parent liaison will work with student support services and outside agencies to present parent universities at least on per month to include different times and dates to accommodate working parents. Strategy's Expected Result/Impact: To educate parents on topics that will align with what students are learning. Staff Responsible for Monitoring: Principal, IC, parent liaison	Formative			Summative
	Nov	Jan	Mar	June
<div><div></div> No Progress<div></div> Accomplished<div></div> Continue/Modify<div></div> Discontinue</div>				

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





Performance Objective 3: During the 2025-2026 school year, Alderete Middle School (AMS) will actively support the Canutillo ISD School Health Advisory Council (SHAC) by hosting all district SHAC meetings on campus.

Strategy 1 Details	Reviews			
Strategy 1: AMS will host 100% of district SHAC meetings for the 2025-2026 school year.	Formative			Summative
	Nov	Jan	Mar	June
<div><div></div> No Progress<div></div> Accomplished<div></div> Continue/Modify<div></div> Discontinue</div>				

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

Performance Objective 1: Throughout the 2025-2026, ensure fiscal federal and state funding resources address instructional and SEL needs.

Evaluation Data Sources: Budget reports, CNA review.





Strategy 1 Details	Reviews			
Strategy 1: Prioritize Title I funds for intervention tools, enrichment for academies curriculum, flexible seating, and adaptive software. Review/revision of campus CNA to identify and address campus needs: instructional materials, technology, professional development, student needs/support services. Strategy's Expected Result/Impact: Resources directly tied to student growth. Staff Responsible for Monitoring: Principal, Finance Clerk, IC Problem Statements: Demographics 1, 2 - Student Learning 1 - School Processes & Programs 1, 3 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Expand summer bridge intercession and intervention programs. Strategy's Expected Result/Impact: Resources directly tied to student growth. Staff Responsible for Monitoring: Principal, Finance Clerk, IC. Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide incentives for perfect attendance, good campus citizenship, A and A/B Honor every 9 weeks. Students will be provided with, free dress days, Ready, Set, Build tickets, grade level AMS events, and mentorship program. Strategy's Expected Result/Impact: Resources directly tied to student growth and culture Staff Responsible for Monitoring: Principal, Finance Clerk, IC., MTSS team, Attendance Clerk) Problem Statements: Student Learning 2 - School Processes & Programs 3 - Perceptions 2	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: During the 2025-2026, strengthen campus safety structures and communication.

High Priority





Evaluation Data Sources: Drill reports, safety audits.

Strategy 1 Details	Reviews			
Strategy 1: Create student-led safety committees to review campus risks. Strategy's Expected Result/Impact: 100% compliance with state safety mandates. Staff Responsible for Monitoring: Admin, Safety Committee (MTSS TEAM) Problem Statements: Student Learning 2 - School Processes & Programs 3 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Embed within the master schedule time for the MTSS team to meet on a daily basis to analyze data pertaining to student attendance, academics, discipline & culture building. MTSS team and counselor professionals training and support to implement initiatives to support campus goals. Strategy's Expected Result/Impact: 100% compliance with state safety mandates. Staff Responsible for Monitoring: Admin, Safety Committee (MTSS TEAM) Problem Statements: Demographics 1, 2 - Student Learning 2 - School Processes & Programs 3 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Install intercom and Raptor systems in critical areas and conduct monthly fire drills and quarterly intruder drills. Strategy's Expected Result/Impact: 100% compliance with state safety mandates. Staff Responsible for Monitoring: Admin, Safety Committee (MTSS) and CISD PD Problem Statements: School Processes & Programs 4	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: Allocate resources for ongoing professional development opportunities for teachers and staff to enhance their instructional practices, pedagogical knowledge, and skills. Provide opportunities for teachers to participate in conferences, workshops, and collaborative learning communities to stay updated on best practices and research-based strategies.





High Priority

Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing professional development opportunities for teachers and staff campus, district, region, state and national conferences. Problem Statements: Demographics 1, 2 - Student Learning 1, 2 - School Processes & Programs 1, 2	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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





Performance Objective 4: Allocate resources to increase opportunities for students to participate in extracurricular to include : clubs and organizations that align with the school's goals and priorities. Resources will support with for equipment, facilities, transportation, and staffing throughout the 2025-2026.

High Priority

Strategy 1 Details	Reviews			
Strategy 1: Empower AMS teachers to lead students trough sponsoring extra clubs or organizations, mentor or provide intervention support. Problem Statements: School Processes & Programs 3 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 5: Throughout the 2025-2026 school year, all AMS teachers will remain current and actively engaged in PBIS, No Place for Hate, and the Emergency Operations Plan (EOP) protocols. Teachers will review and implement these guidelines on a monthly basis to ensure a consistently safe, inclusive, and secure learning environment for all students and staff.





Strategy 1 Details	Reviews			
Strategy 1: Teachers and staff will receive quarterly training and opportunities to implement updated campus safety and emergency protocols, including medical response, reporting, and communication procedures. Safety measures such as two-way radios, surveillance systems, alarm access control, emergency applications, and Anonymous Alerts will be utilized to ensure a secure environment. Teachers and staff will consistently review and follow PBIS, No Place for Hate, and EOP guidelines. Staff Responsible for Monitoring: Principal, MTSS, AP Problem Statements: School Processes & Programs 1, 3, 4 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: AMS will use a camera and badge access security system at select exterior doors, monthly fire drills and quarterly intruder drills and staff training on state safety mandates and lock down drills. Staff Responsible for Monitoring: Principal, MTSS, AP Problem Statements: School Processes & Programs 4	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: Throughout the 2025-2026, AMS will ensure all classrooms integrate technology at least 3 times a week.

Evaluation Data Sources: Walkthroughs, tech work orders.

Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing PD on tech integration and adaptive learning platforms once a month through Pulse Checks PLCs. Strategy's Expected Result/Impact: Increased engagement and mastery via technology. Staff Responsible for Monitoring: IC, Tech Support, Admin. Targeted Support Strategy Problem Statements: Student Learning 1 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June





Strategy 2 Details	Reviews			
Strategy 2: Replace aging devices and install smartboards in electives classes. Strategy's Expected Result/Impact: Increased engagement and mastery via technology. Staff Responsible for Monitoring: IC, Tech Support, Admin. Problem Statements: School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Monitor teacher lesson plans for embedded tech use. Strategy's Expected Result/Impact: Increased engagement and mastery via technology. Staff Responsible for Monitoring: IC, Tech Support, Admin. Problem Statements: Student Learning 1 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: Use technology to support campus safety, SEL, and positive culture throughout the 2025-2026 .

Evaluation Data Sources: Discipline data, climate survey, safety audits (campus, CISD)

Strategy 1 Details	Reviews			
Strategy 1: Include MTSS in the monitor, discussing and implementing intervention plans for anonymous alerts for bullying/vaping. Strategy's Expected Result/Impact: Reduced discipline referrals; improved student belonging, and camps safety. Staff Responsible for Monitoring: Administration, MTSS team Problem Statements: Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Create digital student recognition platforms and ensure SEL curriculum is integrated and delivered to students at least once a week. Strategy's Expected Result/Impact: Reduced discipline referrals; improved student belonging, and campus safety Staff Responsible for Monitoring: Administration, MTSS team Problem Statements: School Processes & Programs 1, 3 - Perceptions 1, 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Raptor system to be installed on main entrances to detached buildings. (science, gym and side entrances to main building from those buildings) Strategy's Expected Result/Impact: improved campus safety Staff Responsible for Monitoring: Administration, MTSS team, CISD PD Problem Statements: School Processes & Programs 4	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Canutillo Independent School District

Canutillo Middle School

2025-2026 Performance Objectives



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.

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: During the school year, students will achieve Meets or Master's Reading scores for grades 6-8 STAAR and will improve by 5%. Additionally, students will achieve Meets or Master's in Math for grades 6-8 STAAR and Algebra 1 EOC, and will also improve by 5%.

Performance Objective 2: During the 2025-2026 school year, CMS 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 3% increase in progress measures for EB and SPED students. EBs will improve their rating by 3% in speaking, listening, and writing (TELPAS).

Performance Objective 3: During the 25-26 school year, CMS staff and the Instructional Coach will work to exit the Targeted Support area by monitoring 100% of students identified as needing Response to Intervention (RTI) and conducting follow-up meetings every 6 weeks to ensure student academic success.

Performance Objective 4: During the school year, all CMS students will engage in a campus-wide college/career awareness and Military Ready (CCMR) activities to promote interest in post-secondary education (STEAM Fair) in Spring 2026.

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.

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

Performance Objective 7: During the 2025-26 school year, the physical education department will enhance instruction by implementing a variety of activities and having access to resources that not only increase moderate to vigorous physical activity minutes but also promote a healthy lifestyle and align with and reinforce core curriculum standards within the classroom. We will enhance student health and fitness levels by leveraging data from research-based assessments, including the School Health Index developed by the CDC.

Performance Objective 8: In order to facilitate a smooth 6th-grade student transition from elementary to high school, CMS will hire staff, develop and host summer bridge camps during the summer, and increase participation by 5% each year.

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

Performance Objective 1: During the academic school year, CMS and CISD will provide professional development for all campus employees in teaching and learning, using social-emotional skills, and providing customer service to all stakeholders.

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.

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.

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

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

Performance Objective 2: During the academic school year, CMS Leadership will engage with educators and stakeholders to promote growth and advancement of Latino and other minority learners in Texas.

Performance Objective 3: Throughout the school year, all CMS parents will be involved in parental leadership opportunities that enable participation in Social Emotional Learning and bullying prevention activities.

Performance Objective 4: During the academic school year, CMS 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.

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.

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.

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.

Canutillo Independent School District

Canutillo High School

2025-2026 Performance Objectives



Mission Statement

Canutillo ISD is a premier school district with nationally-ranked, multi-literate graduates ready to excel in college, their careers, their community, and in-life.

Vision

Canutillo ISD's purpose is to provide high quality educational experiences that will inspire and prepare all students to apply the knowledge and skills necessary to become effective leaders and productive citizens.

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: * Academic Growth*Student Safety/Well Being * College Career Military Readiness

Performance Objective 1: Academic Growth:

For the 2025-2026 school year, CHS will increase student attendance from 91% last year to 96% by end of this school year.

Performance Objective 2: Student Safety & Well Being:

In the 2025-2026 school year, CHS will support and maintain PBIS (positive behavior intervention support) and MTSS systems to establish social, cultural, and behavioral supports in an effective, positive learning environment through monthly meetings in order to reduce campus discipline referrals by 5% overall. Last year's discipline referrals were: 9th graders had 202, 10th graders had 98, 11th graders had 78, 12th graders had 39. 101 incidents resulted in the District Alternative Education Program - Lone Star Academy, or DAEP.

Performance Objective 3: College Career Military Readiness:

For the 2025-26 school year, CHS will grow 5% in student achievement from last year's 72 to 75.6 for our accountability ratings based on improving last year's component scores: graduation rate of 94.3, College, Career, and Military Readiness (CCMR) of 70, and STAAR Performance of 43. Last year, out of 360 graduates, only 253 graduates (70%) earned a CCMR point.

Performance Objective 4: Academic Growth:

For the 2025-26 school year, CHS will grow 5% in student achievement from last year's 72 to 75.6 for our accountability ratings based on improving last year's component scores: graduation rate of 94.3, College, Career, and Military Readiness (CCMR) of 70, and STAAR Performance of 43. CHS will achieve a minimum approaches rate of 70% from 63%, a minimum meets rate of 50% from 40%, and a masters rate of 10% from 3% last year for Reading/Language Arts. CHS will achieve a minimum approaches rate of 80% from 72%, a minimum meets rate of 40% from 29%, and a masters rate of 20% from 11% last year for Algebra 1 for end of course STAAR assessments.

Performance Objective 5: Academic Growth:

For the 2025-26 school year, CHS will support student fitness with curriculum and supplies that increase student outcomes to ensure they participate in moderate to vigorous physical activity demonstrated through teacher observation, grading and assessment.

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

Performance Objective 1: Professional Learning & Quality Staff:

In the 2025-2026 school year, teachers will be provided specific supports related to MTSS, PBIS, T-TESS, TELPAS and curriculum updates through daily campus PLC's where teachers will work with instructional leaders to understand student data along with participating in professional development opportunities.

Performance Objective 2: Staff Safety & Well-Being:

For 2025-2026 school year, CHS will practice campus wide emergency procedures with drills and practice security protocols.

Performance Objective 3: Staff Satisfaction:

For 2025-2026 school year, CHS will practice campus wide incentives for teachers who comply with campus, district, and state requirements like timely and accurate attendance posting, participating in staff development, and leading committees which improve the CHS culture.

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

Performance Objective 1: Family Engagement:

For 2025-2026 school year, CHS will promote community and school-based activities (Eagle fair, Post ASVAB Parent Seminar, CTE night, parent conferences, information night for dual credit, CCMR, AP, and P-TECH, FAFSA night, Senior/Parent meetings, Coffee with the Principal) utilizing parent liaison at 100% to recruit and advertise campus activities that are inclusive to families.

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

Performance Objective 1: Strategic Allocation of Resources : State Comp & Title 1

For the 2025-26 school year, CHS will address drop out and at-risk students to reduce off cohort graduates and minimize dropouts from last year's 20 to 0 this year by allocating funding for Title 1 (211) and State Comp (185) for At-Risk prevention (drop out, intervention for graduation, staff allocation and training) and intervention classes and programs for students to improve reading comprehension.

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

Performance Objective 1: Hardware resources:

For the 2025-26 school year, CHS will address demand for updated teacher and student computers and ensure adequate support to technology as it relates to instructional outcomes. CHS will provide updated laptops, calculators and headphones.

Performance Objective 2: Software resources:

For the 2025-26 school year, CHS will support both teacher effectiveness and student outcomes by providing up to date software which will enhance writing, math, and reading learning objectives. Software will include student learning platforms to measure student growth and behavior platforms to track bathroom passes and limit undesirable behavior.

Canutillo Independent School District

Northwest Early College High School

2025-2026 Performance Objectives



Mission Statement

Northwest Early College High School will promote a highly rigorous learning environment to ensure that students earn the distinguished achievement plan diploma and the associate of arts/science degree from El Paso Community College and transition to a 4 year college/university to pursue a bachelor's degree.

Vision

Northwest Early College High School students will be educated in an environment that promotes scholarship, leadership, character education and community service.

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: For the 2025-2026 school year, all students will pass EOC on their first attempt. The number of students earning Master's level will increase by at least 5%.

Performance Objective 2: Northwest will retain 95% of our entering freshman class (from freshmen year to sophomore year) and 85% of students in each cohort as indicated through the enrollment data as of the last day of school in May 2026.

Performance Objective 3: By December 2025, all students in the class of 2028 will have passed the ELA TSI 2.0. All students enrolled in Algebra II will have passed the math TSI. By May, all students in the class of 2029 will have passed ELAR TSI and those in Algebra II will pass Math TSI.

Performance Objective 4: During the 2025-2026 school year, NWECHS will monitor progress for all students, grades 9-12, including special populations such as EB, SPED, Economically Disadvantaged, 504 and GT, every three weeks to ensure 100% of seniors will graduate College, Career and Military Ready and core complete through EPCC.

Performance Objective 5: By May 2026, NWECHS will increase college readiness and AP scores. Average composite scores on ACT to 23 by providing instruction on ACT prep through our College Readiness Coordinator. Increase core area performances on any examination required to maintain quartile 1 distinctions.

Performance Objective 6: All students enrolled in Physical Education will complete at least one fitness assessment.

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

Performance Objective 1: In 2025-2026 school year, to ensure the safety of our students, all staff will be trained on emergency operating protocols, and prevention of bullying.

Performance Objective 2: For the 2025-26 school year, NWECHS will reach the goal of 98.0% attendance in all grade levels through increased focus on accurate attendance record keeping, use of positive attendance incentives, PBIS strategies, parent meetings, and parent/student attendance plans as needed.

Performance Objective 3: In 2025-2026 school year, NWECHS will support all teachers anchored to Texas Teachers Evaluation Support System (TTESS) and Student Learning Objectives (SLO) by providing necessary professional development. In addition, administration and support staff will partake in professional development, both local and out of town, to ensure student growth.

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

Performance Objective 1: NWECHS will plan at least four school-wide events throughout the 2025-2026 academic year addressing student social and emotional needs including teacher professional development.

Performance Objective 2: By June 2026, NWECHS will regularly recognize and promote the achievements of our students during our fall semester and spring awards ceremony and through social media.

Performance Objective 3: NWECHS will hold quarterly parent meetings throughout the year on various educational/college readiness topics and will recruit for active parent participation in different committees/councils throughout the 2025-26 school year.

Performance Objective 4: Student Council and National Honor Society will organize at least four opportunities for community service throughout the 2025-2026 school year.

Performance Objective 5: NECHS will effectively use website, school messenger, parent portal, social media and other electronic resources to communicate with stakeholders through monthly updates with any relevant and marketable success of the campus throughout the 2025-2026 school year.

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

Performance Objective 1: NWECHS will host at least two community events, one per semester, to market our program.

Performance Objective 2: By December 2025, NWECHS will promote their campus through at least 2 recruitment events focused on Middle Schools.

Performance Objective 3: State Comp and Title 1 Funds will be properly allocated to serve our at-risk and economically disadvantaged students. 100% of those funds will be spent to meet the needs of NWECHS students in those categories by June 2026.

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

Performance Objective 1: During the 2025-26 school year NWECHS's technology infrastructure will be able to support various clubs and organizations as well Practicum/Career Preparation for Cybersecurity and Computer Programming.

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

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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.