

Draft as of 8/21/2013

## Canutillo Core Beliefs

Culture of Excellence  
Student Centered  
High Expectations  
Accountability  
Transparency

### **Mission**

*Provide high quality educational opportunities that will inspire all students to acquire and use the knowledge and skills needed to become leaders and productive citizens in a culturally diverse and technologically sophisticated world.*

### **Vision**

*To become a premier school district with nationally-ranked, bi-literate graduates that will be able to create, collaborate, communicate, critically think, and apply the knowledge and skills to be successful in post-secondary and the workforce; and more importantly in life.*

## **Goal 1**

### **Provide a Safe & Secure Environment**

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1. Develop and implement a CISD safety and security plan.
2. Develop and implement a 5-year maintenance and facilities plan with short and long-term objectives.
3. Increase and monitor safety and security prevention strategies to limit the number of bullying incidents.
4. Increase and monitor positive discipline strategies to limit the number of discretionary referrals.
5. Create and collect longitudinal survey data to gauge a safe and secure CISD.

## **Goal 2**

### **Increase Student Academic Achievement**

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1. Increase overall Student Achievement scores by 4 percentage points.
2. Increase overall Student Progress scores by 2 percentage points.

3. Increase overall Closing Performance Gaps scores by 4 percentage points.
4. Increase Graduation Rate by 1.5 percent.
5. Increase CISD's attendance rate to 96 percent.
6. Increase and monitor technology integration in all learning environments.
7. All graduating seniors will take college entrance exams, apply to college/university; all students will be given the opportunity to apply for scholarships and financial aid.
8. Increase and diversify senior scholarships by 60 percent over the next two years.
9. Increase graduates with dual degrees at Northwest ECHS by 15 percent.
10. Increase and monitor college and career readiness focus and expectations K-12 and an expectation toward readiness on our students.
11. Develop a CISD Visual and Performing Arts program with greater emphasis and funding at the PK through 8th level, as well as an expansion of our high-school programs.
12. Integrate and provide learning opportunities for all students to apply 21<sup>st</sup> Century skills (critical thinking, collaboration, communication and creativity).

### **Goal 3**

#### **Enhance Student & Staff Character Formation**

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1. Continue "Character Counts in Canutillo ISD" to increase a heightened level of moral and ethical character for students and staff that will enable them to be effective leaders in a global environment.
2. Continue to implement and monitor CISD's No Place for Hate! Anti-Bullying program.
3. Develop an ethical creed for all students and employees of CISD.
4. Develop and implement a plan to provide every student in CISD with the communication and etiquette norms deemed appropriate for success in social and professional settings.

## **Goal 4**

### **Maximize all Resources**

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1. Meet 100 percent expenditure requirements for: Special Education, Career and Technology, Gifted and Talented, Compensatory Education, and Bilingual Education as listed in the TEA 2013-2014 Summary of Finances in order to meet academic goals and eliminate related audit findings.
2. Spend at a minimum 85 percent of federal allocated budgets in order to accomplish CISD goals and comply with federal guidelines. The remaining 15 percent will roll forward to the next fiscal year.
3. Implement staff absence monitoring to ensure absences are properly reported and to increase human resource availability.
4. Maintain staffing ratios at appropriate levels as recommended by benchmarking entities in order to maximize human resources.
5. Reduce the time for completing technology incidents by 20 percent.
6. Develop effective and efficient facilities and maintenance systems and processes to maximize utility, decrease loss/theft of resources, and increase accountability of employees.
7. Define, centralize and streamline construction project management processes by way of selecting and implementing CISD project management systems and processes to increase uniformity and efficiency among all present and future construction projects.
8. Commit to CISD becoming members of the United States Green Building Council.
9. Increase the functionality, visibility and presence of the CISD Internal Audit Department.
10. Ensure the quality, quantity and uniformity of food served to our students in our cafeterias is held to the highest standard.
11. Develop and implement strategies to reduce the use of paper in day-to-day District operations as a way to reach the District's fiscal and environmental goals.

## **Goal 5**

### **Build Citizenship & Community**

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1. Provide effective and timely customer service to all stakeholders, including students, parents, taxpayers and community members.

2. Develop and implement Partners in Education Program into CISD in a meaningful and cooperative manner
3. Develop stronger ties with all stakeholders in the community to help CISD meet its academic, community and fiscal goals.
4. Continue to target greater community participation from all CISD elementary-school family stakeholders — including parents, grandparents, legal guardians and other family members wishing to become involved in the education of our students.
5. Continue robust surveys of students, employees and community members in order to gauge performance and satisfaction surrounding CISD.
6. Develop and implement a Safety Patrol program at every elementary campus in order to create a heightened sense of security and promote citizenship among students.

## **Goal 6**

### **Increase timely and transparent communication about CISD utilizing multiple media outlets/resources**

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1. Promote transparency, effectiveness and accountability as a way to inform and empower its community, and help CISD grow in a proper manner.
2. Develop and implement a marketing plan that will address public and governmental relations, as well as community outreach.
3. Focus and increase the Public Information Office efforts on highlighting CISD student and staff successes in the local and regional media.
4. Increase effective communication with members of the Board, CBAC, CISD and the community regarding the current status of Bond Projects, to include financial status, budget analysis, construction status, close-out and occupancy status.