

Agenda of Regular Meeting

The Board of Trustees Canutillo ISD

A Regular meeting of the Board of Trustees of Canutillo ISD will be held March 25, 2025, beginning at 6:00 PM in the Canutillo ISD Administration Office, 7965 Artcraft, El Paso, TX 79932.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Although one or more board members may participate by video conference call, a quorum of the Board of Trustees will be physically present at this location for purposes of this meeting and in conformance with the Texas Open Meetings Act. One or more of the vendors being considered at this meeting may appear through video conference call/Microsoft Teams/Zoom. Any such presentation will be visible and audible to anyone attending the open meeting.

1. GENERAL FUNCTIONS-OTHER

- A. Call to Order
- B. Pledge of Allegiance
- C. Texas Pledge of Allegiance
- D. Roll Call
- E. CISD Vision and Mission Statements

4

2. BOARD HONORS

- A. Performance From the Canutillo High School Student Musicians Who Qualified for the Texas State UIL Solo and Ensemble Competition: Evelyn Blair in Flute. Leyla Vasquez in Clarinet and Brandon Lara in Euphonium.

Presenter: Gustavo Reveles

- B. Recognition of Canutillo High School Student Musicians Evelyn Blair, Leyla Vasquez. Brandon Lara, Oriana Mason, Keila Salayandia, and Diego Diaz for Earning a Division 1 Rating at the Recent Regional UIL Solo and Ensemble Competition.

Presenter: Gustavo Reveles

- C. Recognition of Canutillo High School student Cash Johnson and The Hospitals of Providence Project Search program for the impact being made among special needs students. Johnson is the first Project Search student in the country to receive a Pharmacy Training License.

Presenter: Gustavo Reveles

3. OPEN FORUM-OTHER

Any person wishing to address the Board during the period reserved for public comment at a Board meeting must sign up to be heard, in accordance with District policy BED(LOCAL):

Each participant will be limited to **THREE MINUTES** to make comments to the Board. The Board is **NOT** permitted to discuss or act upon any issues that are not posted on the agenda for tonight's meeting.

For further information on those policies, contact the Superintendent's Administrative Assistant.

4. **PUBLIC HEARING-OTHER**
 - A. Public Hearing Will be Held on Feb. 25, 2025, regarding the **2023-2024 District Annual Board Report**. The Public Will Be Invited for Public Comment. 5
Presenter: Jessica Harrison
5. **BOARD OF TRUSTEE BUSINESS**
 - A. Quarterly Update From PROCEDEO 29
Presenter: Ernesto Ortiz / PROCEDEO
 - B. Discussion and Possible Action: To consider and address the Superintendent and Administration's recommendation to approve and continue with the Program Changes under Policy DFFB (Local) previously authorized by Board resolution. This includes consideration of additional staffing adjustments at the elementary level if Deanna Davenport Elementary (DDE) is closed and consolidated with another campus. Additionally, authorization is sought to implement a reduction in force in the following employment areas, as proposed by the Superintendent:
 1. Central Office/Departments (includes all non-campus locations) Reorganization and restructuring
 2. Career and Technical Education (CTE) Department – Reorganization and restructuring.
 3. Library Programs Redesign– Program change.
 4. Counseling Program Redesign - Program Change
 5. Secondary Program Offerings Redesign - Program Change
 6. Campus Reorganization and Restructuring / Staffing - Program Change (elementary & secondary campuses)
 7. Elementary Music Program Redesign - Program Change
 8. Nursing and Health Services District-Wide – Program change.
 9. DDE Campus closure and consolidation
 10. Pre-K Program elimination
 11. Montessori Program elimination
 - C. The Board is requested to approve these recommendations and authorize the administration to proceed with the implementation of necessary workforce adjustments as outlined above.
Presenter: M Carrasco
6. **CONSENT AGENDA-VOTING**
 - A. *BUSINESS SERVICES*
 1. Approval of the Meeting Minutes
 - a. Approval of the March 4, 2025 SBM/Workshop Meeting Minutes 64
 2. Approval of the Monthly Donations
Presenter: C. Pulley
 - a. Board Acceptance of the February 2025 Donations Report 69
Presenter: Cristina Pulley
 3. Approval of the Budget Amendments
Presenter: C. Pulley

a. Februry 2025 Budget Ammenments	71
B. <i>CURRICULUM AND INSTRUCTION</i>	
1. Approval of CREED Grant MOU between Canutillo ISD and CREED for Academic year 2025-2026	73
Presenter: Dr. Jesica Arellano	
2. Approval of Professional Services Contract between Canutillo ISD and TNTP, Inc. for Academic Year 2025-2026	91
Presenter: Dr. Jesica Arellano	
7. ADJOURNMENT	

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

(A certified agenda or recording of a closed meeting is confidential and is not available to the public except by court order. A person who knowingly and without lawful authority makes a certified agenda or recording public commits a Class B misdemeanor. Any exceptions will be communicated in accordance with applicable policies and regulations)

CANUTILLO INDEPENDENT SCHOOL DISTRICT

Mission

We provide Equitable Opportunities to ensure our future-ready students are empowered to Explore, Learn, Grow and Excel.

Vision

LEAD today. IMPACT tomorrow.

#VivaCanutillo

Board of Trustees

Executive Summary of Board Agenda Item

Meeting Date: _____

Subject/Title for Agenda Posting:

Justification Statement:

Purpose of Agenda Item:

Information Discussion Action

Item Type:

Curriculum & Instruction HumanResources Business Services

Staff Responsible:

Signature of Requester(s)



Signature of Presenter(s)

Business Services Approval (Initials)

Date

Agenda Summary:

RECOMMENDATION:

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:

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

ATTACHMENT(S):






CANUTILLO A Premier District

2023-2024

District Annual Report

Canutillo Independent School District

7965 Artcraft | El Paso, TX 79932
915.877.7400 | www.canutillo-isd.org
Follow us on:   



➤ Report Sections

- **Section 1:** Texas Academic Performance Report (TAPR)
 - Student Performance in Postsecondary Institutions
 - Teacher Incentive Allotment
- **Section 2:** District F.I.R.S.T Accreditation Status
 - TAPR: District Financials Summary
- **Section 3:** Violent or Criminal Incidents Report
- **Section 4:** District Goals & Performance Objectives
- **Section 5:** Progress Toward House Bill 3 Board-Adopted

District Annual Report

CANUTILLO A Premier District



➤ Section 1: TAPR

Canutillo 2024 Accountability Ratings

- **2024 Accountability Rating :**
Not Available
- **Special Education Determination Status: Needs Assistance**

The 2023-24 District Annual Report is posted on the district's website at:

<https://www.canutillo-isd.org/departments/testing-accountability-research-department/district-annual-performance/texas-academic-performance-report>



CANUTILLO A Premier District



Section 1: TAPR

23-24 District Academic Performance Summary: All Grades

		English Language Arts			Mathematics			Science			Social Studies		
		District	Reg 19	State	District	Reg 19	State	District	Reg 19	State	District	Reg 19	State
Approaches Grade Level (Passing)	2024	77%	76%	76%	74%	74%	72%	78%	75%	75%	84%	79%	78%
	2023	78%	77%	77%	79%	77%	75%	81%	79%	77%	83%	80%	78%
Meets Grade Level	2024	53%	52%	54%	44%	42%	43%	45%	41%	43%	54%	49%	51%
	2023	53%	51%	53%	47%	44%	45%	47%	45%	47%	57%	52%	52%
Masters Grade Level	2024	18%	18%	22%	15%	15%	17%	14%	12%	16%	26%	23%	27%
	2023	18%	17%	20%	17%	15%	19%	16%	14%	18%	26%	25%	27%

CANUTILLO A Premier District



Section 1: TAPR

23-24 Elementary Campus Performance Summary

		English Language Arts						Mathematics					
		BCE	CES	DDE	GES	JDE	RES	BCE	CES	DDE	GES	JDE	RES
Approaches Grade Level (Passing)	2024	76%	85%	73%	82%	80%	91%	79%	80%	61%	72%	79%	85%
	2023	80%	78%	76%	79%	84%	95%	80%	80%	68%	73%	88%	90%
Meets Grade Level	2024	46%	53%	35%	55%	52%	68%	50%	47%	30%	45%	50%	59%
	2023	54%	54%	38%	51%	56%	75%	54%	57%	38%	37%	59%	70%
Masters Grade Level	2024	14%	27%	14%	26%	17%	33%	9%	16%	7%	15%	17%	25%
	2023	18%	24%	15%	17%	25%	44%	19%	23%	10%	14%	24%	38%

CANUTILLO A Premier District



Section 1: TAPR

23-24 Middle Schools Campus Performance Summary

		English Language Arts		Mathematics		Science		Social Studies	
		CMS	AMS	CMS	AMS	CMS	AMS	CMS	AMS
Approaches Grade Level (Passing)	2024	73%	78%	66%	76%	76%	84%	66%	77%
	2023	81%	79%	73%	76%	74%	89%	63%	77%
Meets Grade Level	2024	49%	54%	40%	43%	53%	59%	32%	43%
	2023	51%	51%	39%	47%	44%	65%	32%	47%
Masters Grade Level	2024	22%	20%	15%	19%	21%	18%	17%	18%
	2023	19%	18%	12%	20%	17%	24%	13%	19%

CANUTILLO A Premier District



Section 1: TAPR

23-24 District Academic Performance Summary: EOC

		Algebra I			Biology			English I			English II			US History		
		District	Reg 19	State	District	Reg 19	State	District	Reg 19	State	District	Reg 19	State	District	Reg 19	State
Approaches Grade Level (Passing)	2024	81%	87%	81%	90%	92%	91%	71%	69%	70%	77%	75%	75%	96%	96%	96%
	2023	85%	85%	79%	88%	89%	88%	75%	71%	72%	68%	73%	74%	95%	95%	94%
Meets Grade Level	2024	46%	49%	43%	53%	54%	56%	53%	49%	52%	60%	56%	58%	69%	67%	69%
	2023	48%	47%	43%	49%	51%	56%	55%	47%	52%	49%	50%	54%	72%	70%	70%
Masters Grade Level	2024	22%	25%	24%	14%	13%	19%	17%	13%	16%	8%	6%	9%	34%	33%	37%
	2023	23%	22%	23%	13%	14%	21%	14%	10%	13%	7%	6%	9%	35%	35%	38%

CANUTILLO A Premier District



Section 1: TAPR

23-24 Campus Academic Performance Summary: EOC

		Algebra I		Biology		English I		English II		US History	
		CHS	NW	CHS	NW	CHS	NW	CHS	NW	CHS	NW
Approaches Grade Level (Passing)	2024	65%	100%	87%	100%	62%	99%	74%	99%	95%	100%
	2023	77%	100%	87%	100%	70%	96%	63%	100%	94%	99%
Meets Grade Level	2024	20%	65%	44%	93%	39%	86%	54%	96%	66%	83%
	2023	32%	60%	43%	90%	46%	90%	42%	94%	66%	96%
Masters Grade Level	2024	5%	24%	5%	52%	6%	32%	5%	26%	32%	41%
	2023	8%	28%	10%	34%	9%	33%	4%	22%	29%	61%

CANUTILLO A Premier District



Section 1: TAPR

23-24 Middle Schools Performance Summary: EOC

		Algebra I		English I	
		CMS	AMS	CMS	AMS
Approaches Grade Level (Passing)	2024	99%	97%	100%	100%
	2023	92%	96%	100%	100%
Meets Grade Level	2024	79%	67%	100%	97%
	2023	65%	82%	97%	100%
Masters Grade Level	2024	46%	38%	56%	70%
	2023	34%	61%	45%	29%



CANUTILLO A Premier District



Section 1: TAPR

23-24 Bilingual/English as a Second Language Academic Performance Summary: Current EB Students

		Reading Language Arts			Mathematics			Science			Social Studies		
		District	EB/EL	BIL	District	EB/EL	BIL	District	EB/EL	BIL	District	EB/EL	BIL
Approaches Grade Level (Passing)	2024	77%	66%	78%	74%	69%	78%	78%	69%	57%	84%	75%	*
	2023	78%	66%	79%	79%	73%	80%	81%	71%	65%	83%	75%	
Meets Grade Level	2024	53%	39%	47%	44%	36%	46%	45%	28%	16%	54%	34%	*
	2023	53%	38%	52%	47%	40%	52%	47%	31%	30%	57%	35%	
Masters Grade Level	2024	18%	12%	23%	15%	11%	15%	14%	6%	6%	26%	11%	*
	2023	18%	12%	27%	17%	13%	21%	16%	7%	13%	26%	11%	

CANUTILLO A Premier District



Section 1: TAPR

23-24 District Academic School Progress Annual Growth



		All Grades: RLA			All Grades: Math		
		CISD	Reg 19	State	CISD	Reg 19	State
Growth Rates: All Students	2024	65%	66%	67%	58%	61%	60%
	2023	61%	63%	63%	68%	66%	66%
Growth: HB1416 Students	2024	28%	31%	30%	39%	43%	35%
	2023	37%	39%	35%	47%	49%	40%

CANUTILLO A Premier District



Section 1: TAPR

23-24 STAAR Participation Rates

	Canutillo ISD	Region 19	State
Assessment Participation			
2024	99%	99%	99%
2023	99%	99%	99%
Students Absent			
2024	1%	1%	1%
2023	1%	1%	1%
Accelerated Testers: ACT/SAT Participation			
2024	92%	97%	93%
2023	97%	99%	93%



CANUTILLO A Premier District



Section 1: TAPR: 23-24 District Graduation Profile



Graduates (Annual 2022-2023 Graduates)	District Count	District Percent	State Count	State Percent
Total Graduates:	440	100%	377,367	100%
By Graduation type:				
Minimum HS Program	0	0%	433	0.1%
Recommended HS Program/Distinguished Achievement Program	0	0%	270	0.1%
Foundation HS Program (No Endorsement, 22 credits)	22	5%	49,278	13.1%
Foundation HS Program (Endorsement, 22 credits)	33	7.5%	16,475	4.4%
Foundation HS Program (DLA – Distinguished Level of Achievement, 26 credits plus endorsement)	385	87.5%	310,689	82.3%
Special Education Graduates	28	6.4%	34,589	9.2%
Economically Disadvantaged Graduates	279	63.4%	206,367	54.7%
Emergent Bilingual (EB)/English Learner (EL) Graduates	91	20.7%	50,229	13.3%
At-Risk Graduates	215	48.9%	168,430	44.6%
CTE Completers	162	36.8%	119,959	31%

CANUTILLO A Premier District



Section 1: TAPR

23-24 District Longitudinal Graduation Rates



	Canutillo	Region 19	State Percent
4-Year Longitudinal Rate (Gr 9-12)			
Class of 2023	92.4%	87%	90.3%
Class of 2022	93.4%	86.6%	89.7%
5-Year Longitudinal Rate (Gr 9-12)			
Class of 2022	94.5%	90.1%	91.8%
Class of 2021	95.9%	90.1%	92.2%
6-Year Longitudinal Rate (Gr 9-12)			
Class of 2021	96.3%	90.7%	92.7%
Class of 2020	94.6%	91.9%	94.6%

CANUTILLO A Premier District



Section 1: TAPR

23-24 College, Career, & Military Readiness (CCMR) Profile:

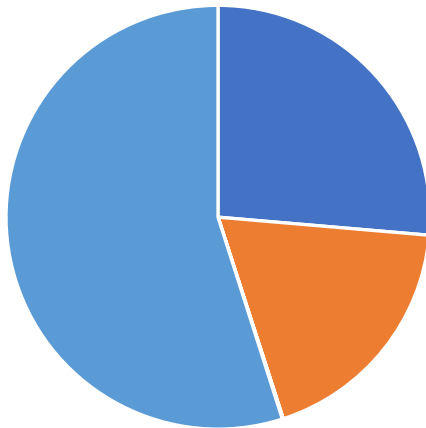
Annual Graduates Class of 2023	CISD	Reg 19	State
CCMR Met (Total Percentage)	81.5%	81.7%	76.3%
College Ready	60.2%	67.3%	57.8%
Met TSI Criteria in ELAR	64.3%	70.1%	62.8%
Met TSI Criteria in Math	58.9%	62.1%	54.3%
Met TSI Criteria in Both Subjects	53.9%	53%	48.4%
Met AP Criteria	22.3%	20.4%	20.4%
Associate Degree Completion	14.3%	6.6%	2.5%
Dual Course Credits in Any Subject	25.5%	27.7%	23.6%
Onramps Course Credits	3.0%	8.4%	4.8%
Special Education Graduates: Advanced Diploma	5%	6%	5.6%
Career or Military Ready	58.6%	41.0%	39.5%
Approved Industry Based Certification (CTE)	54.3%	35.2%	33.4%
Completed IEP & Workforce Readiness	1.1%	2.2%	2.7%

CANUTILLO A Premier District



Section 1: Enrollment in Postsecondary Institutions

2022 Graduates: 450



- 4-Year Public University: 110
- 2-Year Public University: 84
- Independent College/University: 5
- Non-Trackable: 26
- Not-Found: 225

Source:
Texas Higher Education Coordinating Board



CANUTILLO A Premier District



Section 1: TAPR

23-24 Canutillo Teacher Incentive Allotment (TIA)



TIA Designation	Canutillo	Avg. Payout	Texas	Avg. Payout
Recognized	40	\$4962	9,429	\$5848
Exemplary	44	\$9752	10,279	\$11,434
Master	14	\$17,057	5,255	\$21,235

CANUTILLO A Premier District





➤ **Section 2:**
Canutillo 2024
Accreditation Status
2023 F.I.R.S.T. Rating:
A Superior Achievement
Accredited

[Obtained from: TEA 22-23 Accreditation Statuses](#)

CANUTILLO A Premier District



Section 2:

PEIMS FINANCIAL STANDARDS REPORTS (22-23 Actual):

2022 - 2023 Actual Financial Data
 Totals for CANUTILLO ISD (071907)
 Total Enrolled Membership: 6,054

	District						State			
	General Fur	%	Per Studer	All Funds	%	Per Studer	All Funds	%	Per Studer	
Instruction (Function 11,95)	\$38,462,329	54.41%	\$6,353	\$43,065,658	52.82%	\$7,114	\$37,694,253,296	55.29%	\$6,849	
Instructional Resources & Media Services (Function 12)	\$809,791	1.15%	\$134	\$1,025,939	1.26%	\$169	\$666,798,594	0.98%	\$121	
Curriculum & Staff Development (Function 13)	\$650,839	0.92%	\$108	\$2,217,462	2.72%	\$366	\$1,695,187,680	2.49%	\$308	
Instructional Leadership (Function 21)	\$535,191	0.76%	\$88	\$1,366,060	1.68%	\$226	\$1,229,238,310	1.80%	\$223	
School Leadership (Function 23)	\$4,084,334	5.78%	\$675	\$4,216,330	5.17%	\$696	\$3,907,731,028	5.73%	\$710	
Guidance Counseling Services (Function 31)	\$2,374,058	3.36%	\$392	\$2,657,398	3.26%	\$439	\$2,737,811,247	4.02%	\$497	
Social Work Services (Function 32)	\$223,502	0.32%	\$37	\$483,711	0.59%	\$80	\$252,643,229	0.37%	\$46	
Health Services (Function 33)	\$939,047	1.33%	\$155	\$1,065,027	1.31%	\$176	\$732,011,214	1.07%	\$133	
Transportation (Function 34)	\$1,816,259	2.57%	\$300	\$1,815,381	2.23%	\$300	\$2,059,867,566	3.02%	\$374	
Food Services (Function 35)	\$5,283,293	7.47%	\$873	\$5,283,293	6.48%	\$873	\$3,474,009,318	5.10%	\$631	
Extracurricular (Function 36)	\$1,547,091	2.19%	\$256	\$1,775,950	2.18%	\$293	\$2,112,169,842	3.10%	\$384	
General Administration (Function 41,92)	\$3,942,656	5.58%	\$651	\$4,025,818	4.94%	\$665	\$2,263,873,359	3.32%	\$411	
Facilities Maintenance & Operations (Function 51)	\$6,391,711	9.04%	\$1,056	\$7,630,128	9.36%	\$1,260	\$6,750,271,702	9.90%	\$1,227	
Security & Monitoring Services (Function 52)	\$1,427,703	2.02%	\$236	\$1,429,012	1.75%	\$236	\$909,865,518	1.33%	\$165	
Data Processing Services (Function 53)	\$2,173,796	3.08%	\$359	\$3,053,974	3.75%	\$504	\$1,317,893,172	1.93%	\$239	
Community Services (Function 61)	\$23,020	0.03%	\$4	\$416,241	0.51%	\$69	\$352,764,015	0.52%	\$64	
Total Operating Expenditures by Function	\$70,684,620	100.00%	\$11,676	\$81,527,382	100.00%	\$13,467	\$68,178,348,415	100.00%	\$12,389	

PEIMS Financial Standard Reports (22-23 Actual)

CANUTILLO A Premier District



Section 3:

23-24 Report on Violent or Criminal Incidents on Campuses



Reason Code	Description	Canutillo Elementary School	Canutillo High School
14	Used, exhibited, possessed prohibited weapon	*	
36	Felony controlled substance violation		*
	Total Incidents:	*	*
	Student Enrollment (Fall 2023 PEIMS Snapshot):	491	1540
	Incident Rate:	0.1%	0.2%

CISD PD- Safety & Security

CANUTILLO A Premier District



Section 4: District Performance Objectives

Canutillo ISD District Goals	Goal 1 - Student Success: *Student Safety & Well Being * Academic Growth* College Career Military Readiness	Goal 2 - Staff Success: *Staff Safety & Well Being * Professional Learning & Quality Staff * Staff Satisfaction	Goal 3 - Community Engagement & Partnerships: *Family Engagement * Community Partnerships * Customer Satisfaction	Goal 4 – Fiscal & Operational Systems: Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	Goal 5 – Technology Resources: Apple Refresh 1:1 * Wireless Access/Testing * Infrastructure/Safety * Community Connectivity.
Summary of Objectives:	Overall growth in academics, CCMR, attendance rates, safety practices, & social emotional learning.	Professional development cycles, evaluation systems, teacher retention rates, organizational health & Safety Response Protocols	Focus on providing parent/family opportunities for learning, engagement, and participation in district/campus committees.	Maintain fiscal A+ rating, update strategic plan, strategic allocation of resources, yearly maintenance, stakeholder surveys, & reinforces proper departmental practices.	Refreshing infrastructure with bond funds, update wireless access points, safety infrastructure, technology refresh, & departmental websites.
Objectives Evaluation Results	4 Met 5 Significant Progress 4 Some Progress	3 Met 1 Some Progress	3 Met 1 Exceeded Progress 1 Some Progress	3 Met 2 Significant Progress 1 Some Progress	3 Significant Progress 2 Some Progress

District & Campus Improvement Plans

CANUTILLO A Premier District



Section 5: 23-24 Progress on District Board-Adopted HB 3 Goals

	Early Literacy						College, Career, Readiness Measures		
	Reading			Mathematics			CCMR		
	The percentage of 3 rd grade students that score meets grade level or above will increase from 34% in June 2021, to 70% by June 2027.			The percentage of 3 rd grade students that score meets grade level or above will increase from 22% in June 2021, to 70% by June 2027.			The percentage of graduates that earn a CCMR indicator will increase from 58% in 2021, to 88% by June 2027.		
Year	21-22	22-23	23-24	21-22	22-23	23-24	21-22	22-23	23-24
CISD	56%	54%	46%	47%	55%	44%	58.9%	68.9%	81.5%
Reg. 19	50%	52%	47%	42%	45%	40%	72%	75.2%	81.7%
Texas	51%	50%	48%	43%	45%	42%	65.2%	70%	76.3%

CANUTILLO A Premier District



Thank you

This presentation
is now open for
public discussion

For questions or more information, contact:

Jessica Harrison

Canutillo Testing, Research, & Accountability Administrator

915-877-7434

jharrison@canutillo-isd.org



CANUTILLO

INDEPENDENT SCHOOL DISTRICT



Board of Trustees Meeting (BOT) - PROCEDEO Quarterly Update (Q2)

PROCEDEO

Agenda

- Bond Website
- Program Dashboard
- Program Timeline
- Program Schedule
- Tariff Impacts to Construction
- Risk Alert Calculator
- Overall Program Budget
- Budget per Project
- Bond Interest Recommendations
- Program Status Update
- Community Engagement Update
- Update per Project

OFFICE OF THE DISTRICT CLERK

CANUTILLO INDEPENDENT SCHOOL DISTRICT 2024 Bond Program

Voters in the Canutillo Independent School District passed the historic Canutillo Bond 2024 on May 4, 2024. Canutillo Bond 2024 is the largest per-capita bond ever approved in El Paso County and is a catalyst program in helping Canutillo modernize existing campuses, address continued growth within the District’s boundaries and upgrade the District’s safety and security infrastructure.



Note- The 2024 Bond Website will be updated based on the information provided and approved by CISD in this report. The 2024 Monthly Budget Report and Program Schedule are uploaded to the 2024 CISD Bond Website.

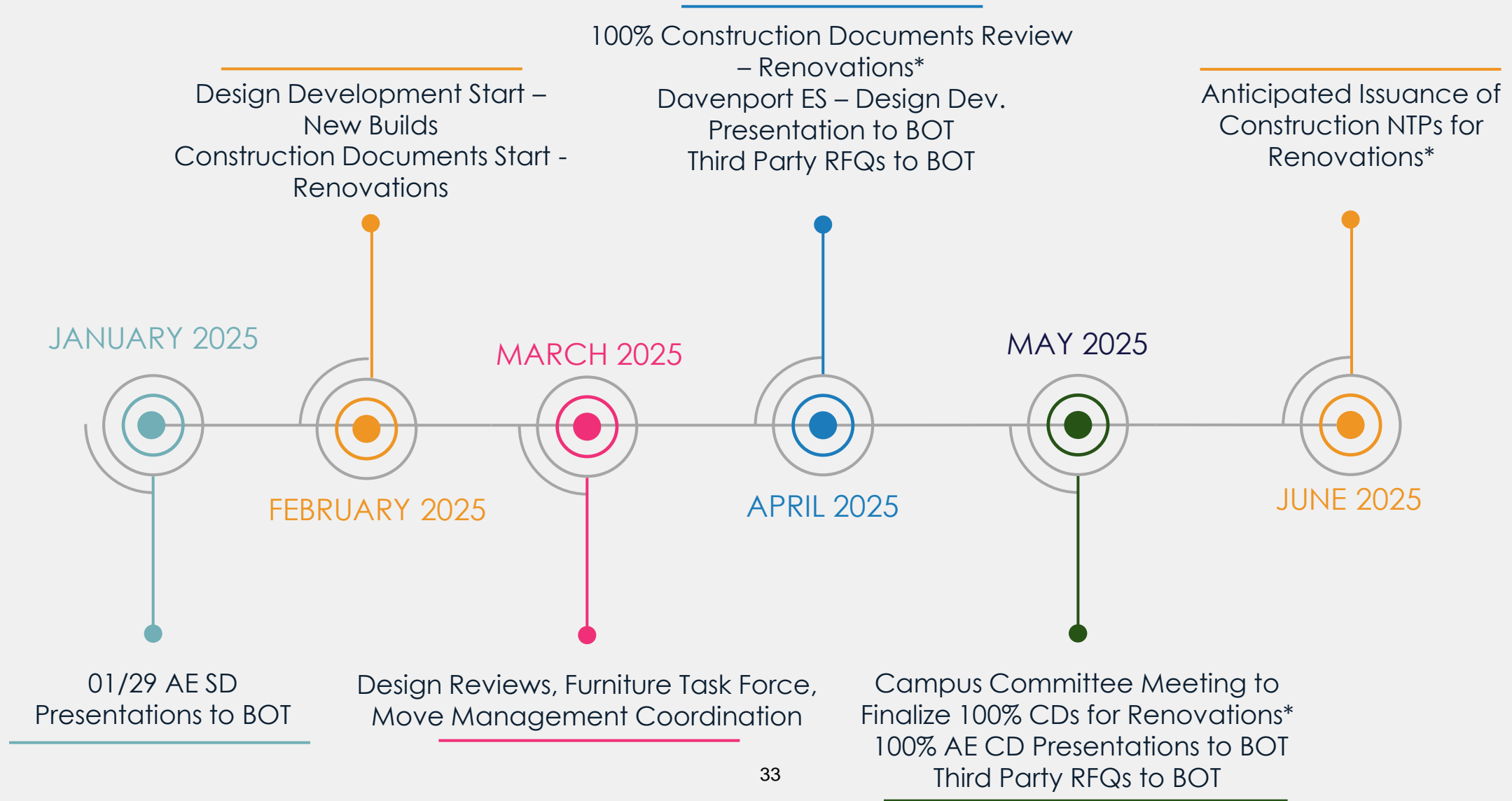
2024 Bond Program Status – Program Dashboard



PROGRAM DASHBOARD

Project #	Project	Budget	Architect	CMAR	Design NTP Date	Design Phase	% Complete
001-001	Canutillo HS	\$ 16,375,565	GA Architecture Inc.	AO General Contractors	10/22/24	Construction Documents	20%
	Playfields Lighting	\$ 620,129	MNK Architects Inc.	Musco Lighting	10/15/24	Closeout	100%
101-001	Canutillo ES	\$ 9,570,316	GA Architecture Inc.	Banes General Contractors Inc.	10/22/24	Construction Documents	30%
104-001	Childress ES	\$ 7,269,598	Mijares-Mora Architects	Jordan Foster Construction	10/22/24	Construction Documents	30%
103-001	Damian ES	\$ 7,299,537	Mijares-Mora Architects	Jordan Foster Construction	10/22/24	Construction Documents	30%
105-001	Garcia ES	\$ 7,007,109	Mijares-Mora Architects	Jordan Foster Construction	10/22/24	Construction Documents	30%
106-001	Reyes ES	\$ 1,998,731	GA Architecture Inc.	Banes General Contractors Inc.	10/22/24	Construction Documents	30%
	Technology Upgrades	\$ 370,583	N/A	UDT	PO Date 8/6/24	Complete	100%
999-001	District Security Up.	\$ 1,412,680	--	--	10/30/24	Construction	35%
003-001	NW Early College HS	\$ 40,458,824	MNK Architects Inc.	Jordan Foster Inc.	10/22/24	Design Development	20%
042-001	Alderete MS	\$ 106,813,514	DLR Group	Banes General Contractors Inc.	10/22/24	Design Development	15%
041-001	Canutillo MS	\$ 106,847,954	DLR Group	Banes General Contractors Inc.	10/22/24	Design Development	15%
102-001	Davenport ES	\$ 73,901,172	Pfluger Architects	LDCM Solutions	10/22/24	Design Development	10%
				32			

2024 Bond Program Status – Program Timeline



2024 Bond Program Status – Program Schedule



as of March 4, 2025

Project	Schedule Updates	2024	2025	2026	2027	2028
Canutillo HS	Tentative Construction Start: Aug 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
Canutillo ES	Tentative Construction Start: Jun 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
Childress ES	Tentative Construction Start: Jun 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
Damian ES	Tentative Construction Start: Jun 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
Garcia ES	Tentative Construction Start: Jun 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
Reyes ES	Tentative Construction Start: Jun 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
NW Early College HS	Tentative Construction Start: Aug 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
Alderete MS*	Tentative Construction Start: Nov 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
Canutillo MS*	Tentative Construction Start: Nov 2025 Potential Issues: Tariffs, Permitting, Supply Chain					
Davenport ES*	Tentative Construction Start: Sept 2025 Potential Issues: Tariffs, Permitting, Supply Chain					

10/22/24
Design
NTP

TODAY

*Schedule subject to change; verify with Program Director

1. Likely Increase In Material Costs

Steel & Aluminum: Tariffs on Canadian and Mexican imports could result in higher costs for beams, rebar, and framing materials, fundamental to commercial infrastructure projects. Effective March 12, 2025.

Lumber & Concrete Additives: If China faces increased tariffs, this could affect the cost of engineered wood products and concrete components, both of which are essential for construction.

Critical Minerals & Electrical Components: With China announcing export restrictions on key minerals, there is a reasonable probability that electrical systems, HVAC components, and renewable energy infrastructure could face cost increases and supply chain bottlenecks.

2. Possible Supply Chain Disruptions

Stockpiling Behavior
Longer Lead Times
Contract Renegotiation Strategies

Strategic Considerations

- Early Bid Packages for Steel for New Construction
- Alternative Material Considerations/Solutions
- Work with CMAR on Diversifying Suppliers or Alternative Sourcing Options

2024 Bond Program Status – Risk Alert Calculator



Applicable for New Construction Projects:

- Canutillo MS
- Alderete MS
- Davenport ES
- NW Early College HS

Example: NW Early College HS
Potential Construction Cost Impact
Risk Alert Calculator

Input Risk/Probability/Impact

Input Project Cost of Work

Input Project Cost of Work

Projected Cost Impact

RISK ALERT 03

US Tariffs

date: 3/25/2025

project #: 003-001

Issue: The US has enforced a 25% tariff on imported steel and aluminum. This goes into effect on March 12, 2025.

Risk: **Budget** Probability: **High** Impact: **High**

Steel **If structural steel accounts for 25% of the total construction costs**

A 25% increase in steel prices leads to:

$$25\% \times 25\% = 6.25\%$$

\$ 40,548,567.00 X 6.25% = \$ **2,534,285**

Alum. **If aluminum accounts for 5% of the total construction costs**

Provide a 2% allowance for tariff increase:

$$25\% \times 5\% = 1.25\%$$

\$ 40,548,567.00 X 1.25% = \$ **506,857**

Potential Budget Impact \$ **3,041,142.53**

Original Cost of Work Budget \$ 40,548,567.00

Allowance for Tariffs \$ 3,041,142.53

***New Cost of Work Budget \$ 37,507,424.48**

*The allowance for tariffs is absorbed in the cost of work. Meaning the cost per SF decreases which in turn decreases the quality. If you cannot decrease quality, you must decrease SF

2024 Bond Program Status – Overall Program Budget

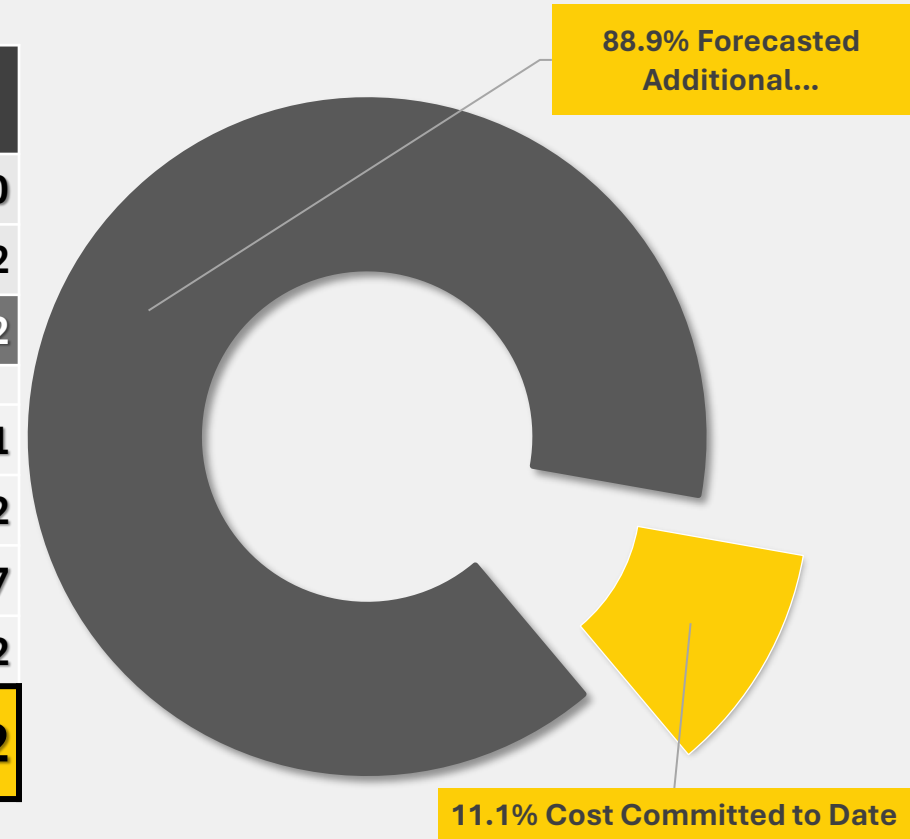


4yr
2024-2028

10
PROJECTS

\$379M
PROPOSITION A

CATEGORY	Budget Managed by PROCEDEO	Total
New Facilities/Renovations for 10 Projects	\$ 378,955,000	\$ 378,955,000
Interest Earned to Date	\$ 477,502	\$ 477,502
Canutillo ISD 2024 Bond Program Total	\$ 379,432,502	\$ 379,432,502
Encumbered to Date		\$ 26,590,551
Amount Paid to Date		\$ 11,208,512
Forecasted Additional Commitments		\$ 341,155,937
Interest Earned to Date		\$ 477,502
Total		\$ 379,432,502



2024 Bond Program Status – Budget per Project



RENOVATIONS/UPGRADES

Project #	Project	Initial Budget	Updated Budget	Paid to Date	Encumbered	Unencumbered	
001-001	Canutillo HS	\$ 16,539,978	\$ 16,375,565	\$ 785,173	\$ 1,319,524	\$ 14,270,868	Playfield Lighting
101-001	Canutillo ES	\$ 9,681,338	\$ 9,570,316	\$ 119,917	\$ 942,043	\$ 8,508,356	
104-001	Childress ES	\$ 7,395,244	\$ 7,269,598	\$ 53,594	\$ 601,853	\$ 6,614,151	
103-001	Damian ES	\$ 7,395,244	\$ 7,299,537	\$ 257,050	\$ 837,597	\$ 6,204,891	Security/Wi-fi Upgrades
105-001	Garcia ES	\$ 7,158,629	\$ 7,007,109	\$ 51,790	\$ 673,810	\$ 6,281,510	
106-001	Reyes ES	\$ 2,236,000	\$ 1,998,731	\$ 389,795	\$ 161,811	\$ 1,447,125	Wi-fi Upgrades
999-001	District Security Upgrades		\$ 1,412,680	\$ 714,090	\$ 655,285	\$ 43,305	

NEW CONSTRUCTION

Project #	Project	Initial Budget	Updated Budget	Paid to Date	Encumbered	Unencumbered	
003-001	NW Early College HS	\$ 40,548,567	\$ 40,458,824	\$ 299,865	\$ 2,660,094	\$ 37,498,864	
042-001	Alderete MS	\$ 107,000,000	\$ 106,813,514	\$ 684,245	\$ 6,504,198	\$ 99,625,072	
041-001	Canutillo MS	\$ 107,000,000	\$ 106,847,954	\$ 7,455,690	\$ 7,250,146	\$ 92,142,118	Land purchase
102-001	Davenport ES	\$ 74,000,000	\$ 73,901,172	\$ 397,304	\$ 4,984,190	\$ 68,519,678	
	TOTALS		\$ 378,955,000	\$ 11,208,512	\$ 26,590,551	\$ 341,155,937	

- % of all project budgets allocated for District Security Upgrades, to be replenished by bond interest at later date.

2024 Bond Interest Expected Allocations



Project	Description	
NW Early College HS	- Portable demo/removal	TBD
	- New emergency ingress/egress lane	TBD
New AMS	- Utilities Agreements – Electrical/Water (\$300K)	\$300,000
	- Traffic Improvements	TBD
	- Land Purchase Replenishment (\$691K)	\$ 691,000
	- Water Reuse	TBD
New CMS	- Environmental Assessment of Existing Site/Structure	TBD
	- Abatement/Demo for Existing Building	TBD
	- Utilities Agreements – Electrical/Water (\$300K)	\$300,000
	- Traffic Improvements	TBD
	- Water Reuse	TBD
New DDES	- Utilities Agreements – Electrical/Water (\$300K)	\$ 300,000
	- Land Purchase Replenishment (\$672K – tentative \$1.5M savings)	\$ 672,000
Existing AMS/CMS/DDES Campuses	Unforeseen scope at existing campuses (demolition, site work, etc.)	TBD
Reno Projects	Life Safety Upgrades per AHJ	TBD
District Network/Security Upgrades	Replenish Project Budgets from Bond Interest (pending transfers)	\$ 234,000
All Projects Outside EP County	Third Party Inspectors	TBD
Administrative Expenses	Bond Cost Accountant and other miscellaneous expenses	\$ 429,218
Total Projections to Date		\$ 2,926,218

2024 Bond Program Status – Program Status Update



Since our last Quarterly Update...



Board Meetings

- 01/29 Schematic Design Presentations



Coordination

- Webex System District Upgrades
- Wi-Fi Upgrades
- Third Party RFQs
- AE/CMAR Project Meetings
- AE/CMAR Project Cost Discussions



Design

- 01/16 Community Meeting
- Design Meetings per Project(s) at Campuses
- Furniture Task Force Meetings
- SLI Survey Coordination
- Environmental Assessments, Traffic Impact Analysis



Community Engagement

- CHS Ribbon Cutting Ceremony
- 01/16 Community Meeting
- El Pasoan of the Year
- Doing Business with CISD

← January 13, 2025

March 25, 2025 →



District Community Meeting

January 16, 2025





Alderete MS Community Meeting

January 30, 2025





Canutillo MS Community Meeting

February 05, 2025





Canutillo HS Ribbon Cutting Ceremony

February 06, 2025





**Doing Business
with CISD**

February 26, 2025



Update per Project

- 001001 Canutillo HS
- 101001 Canutillo ES
- 104 001 Childress ES
- 103 001 Damian ES
- 105 001 Garcia ES
- 106 001 Reyes ES
- 003001 NW Early College HS
- 042001 Alderete MS
- 041001 Canutillo MS
- 102001 Davenport ES

PROCEDEO

001-001 Canutillo HS

6675 S Desert Blvd, El Paso, TX 79932

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
AO General Contractors

Construction Mgr.
Anthony Mariscal

Architect
GA Architecture

▶ Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 16,375,565	\$ 10,903,241	\$ 17,055,303

▶ Construction Update

Design Procurement

100%

Design

20%

Constr. Procurement

0%

Construction

0%

Design NTP
October 22, 2024

Pre-Con NTP
October 23, 2024

Construction NTP
Pending

BOT Approval
Pending

GMP
Guaranteed Maximum Price

Project Overview

Status: **In Design**

Project Work: Renovations

Total Project Size: 90,000 SF

Renovations: TBD

Current Enrollment: 1499

Tentative Construction Start: August 2025

Tentative Sub Com: Summer 2026

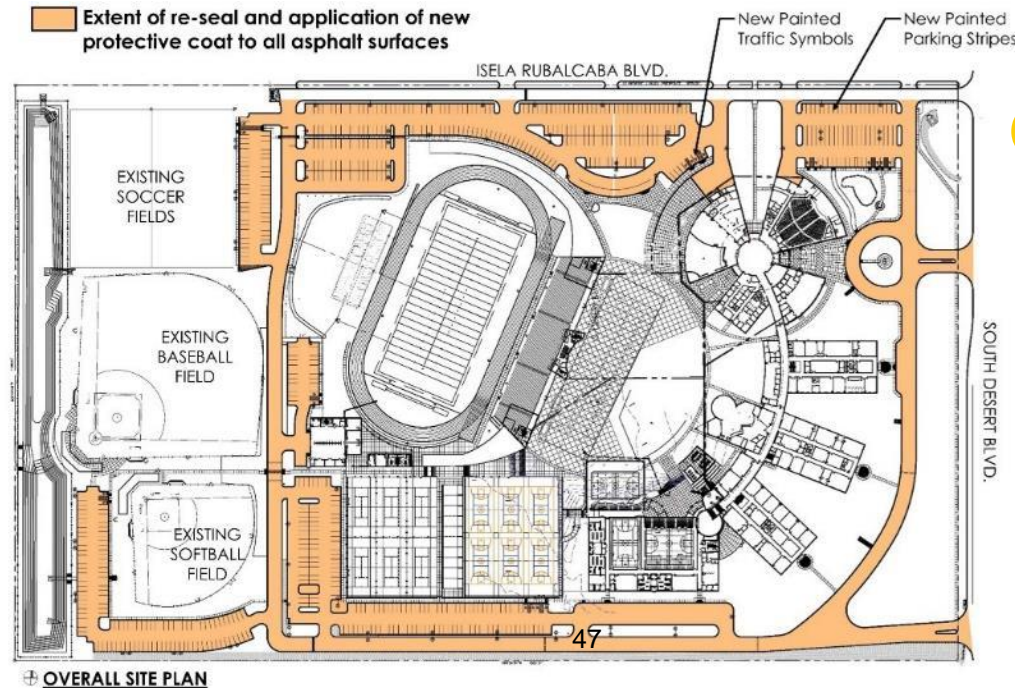
General Scope

- Safety & Security – Vestibule, PA/Fire Alarm/Cameras/Access Control System Upgrades
- Roofing Upgrades Repairs
- New Cooling Towers, Boilers, Heat Pumps, Replace Evaporative Cooling System
- CTE Upgrades – Robotics/Engineering
- Technology Upgrades
- New Softball/Baseball Playfields Lighting
- New Instructional Technology

Possible Alternates on Contingent on Project Savings (Prioritized by Campus Committee)

- 1A – New Tennis Courts
- 1B – Fine Arts Striping and Plaza
- 02 – Exterior Lighting at Plaza Area
- 03 – Replace/Repair Window Wall Gaskets
- 04 – Reseal Exterior Masonry
- 05 – Replace Ceilings Ceiling Replacement

▶ Project Floor Plan



▶ Project Updates

	Update	Context/Resolution
1	Playfield Lighting Groundbreaking Ceremony took place 10/30	
2	Campus Design Meeting Held 11/13, 01/07	
3	Baseball/Softball Playfields Reached Substantial Completion 01/13!	Playfields Ribbon Cutting Ceremony took place 02/07
4	01/29 Schematic Design approved by Board of Trustees	
5	Roto-rooter Main/Sewer Lines Scoped/Flushed	
6	ALTA/Topographical Surveys for New HVAC System	

101-001 Canutillo ES

651 Canutillo Ave, Canutillo, TX 79835

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
Banes General Contractors

Construction Mgr.
Anthony Mariscal

Architect
GA Architecture

Project Overview

Status: **In Design**

Project Work: Renovations

Total Project Size: 90,000 SF

Renovations: TBD

Current Enrollment: 511

Tentative Construction Start: June 2025

Tentative Sub Com: Early 2026

General Scope

- Safety & Security Upgrades - Vestibule, Fire Alarm/PA/Emergency Notification Systems, Cameras & Access Control
- Technology Upgrades
- New Rooftop Units
- New Roof & Repairs to Parapets
- New Instructional Technology

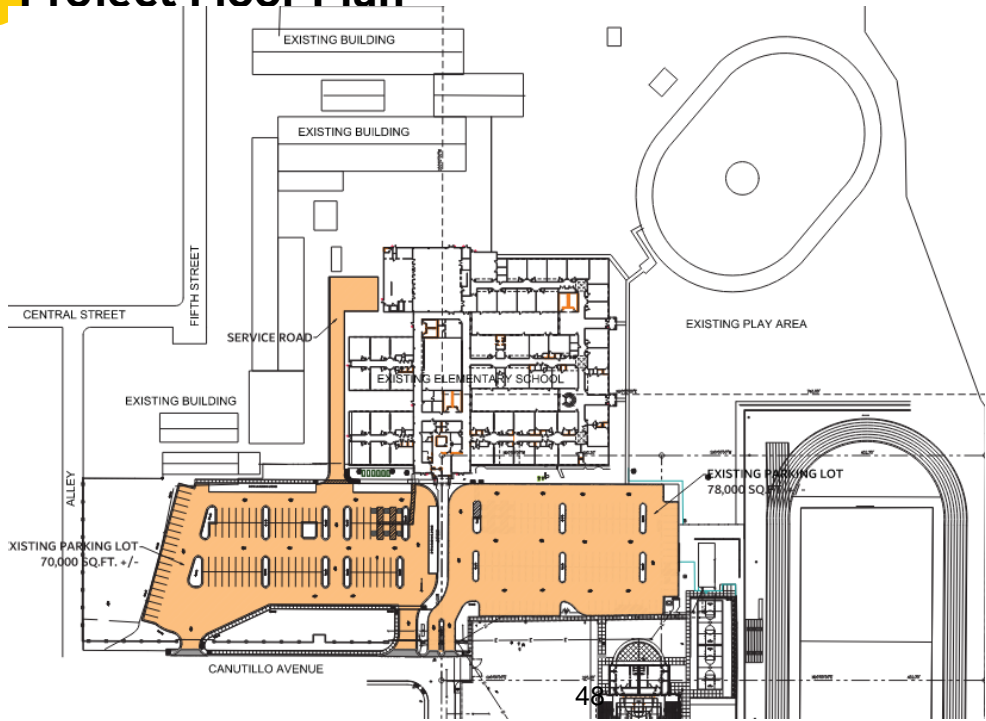
Possible Alternates on Contingent on Project Savings (Prioritized by Campus Committee)

- 01 - Upgrade Floor Finish (Carpet to LVT)
- 02 - Replace Missing/Damaged Ceiling Tiles
- 03 - Renovate Exterior Restroom at Playground
- 04 - Replace Blacktop
- 05 - Repaint Building Exterior
- 06 - Paint Interior Spaces (except classrooms)

Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 9,570,316	\$ 6,435,422	\$ 6,983,696

Project Floor Plan



Construction Update

Design Procurement	Design
100%	30%
Constr. Procurement	Construction
0%	0%

- Design NTP
October 22, 2024
- Pre-Con NTP
October 23, 2024
- Construction NTP
Pending
- BOT Approval
Pending
- GMP
Guaranteed Maximum Price

Project Updates

	Update	Context/Resolution
1	Campus Design Meeting Held 11/13, 01/08	
2	01/29 Schematic Design approved by Board of Trustees	
3	Roto-rooter Main/Sewer Lines Scoped/Flushed	
4	ALTA/Topographical Surveys for Upcoming Renovation	
5		

104-001 Childress ES

7700 Cap Carter Rd. Vinton, Texas 79821

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
Jordan Foster

Construction Mgr.
Anthony Mariscal

Architect
Mijares-Mora Architects

Project Overview

Status: **In Design**

Project Work: Renovations

Total Project Size: 90,000 SF

Renovations: TBD

Current Enrollment: 386

Tentative Construction Start: June 2025

Tentative Sub Com: Spring 2026

General Scope

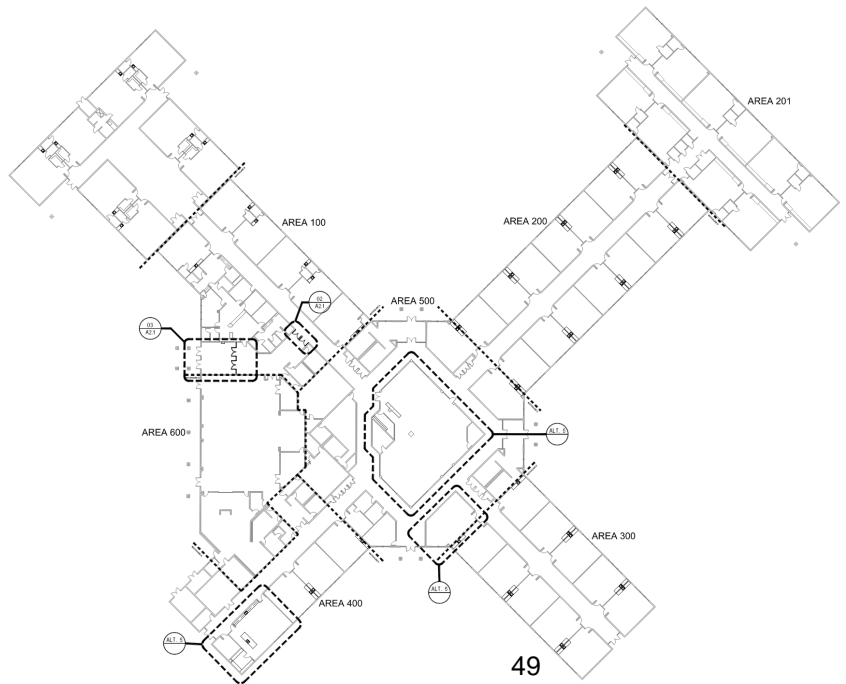
- Safety & Security Upgrades - Vestibule, Fire Alarm/PA/Emergency Notification Systems, Cameras & Access Control
- Roof Maintenance - Sealants & Walk Pad
- New Rooftop Units
- Technology Upgrades
- New Instructional Technology

- Possible Alternates on Contingent on Project Savings (Prioritized by Campus Committee)**
- 01 - Replace Black-Top w/ Post-tensioned concrete slab
 - 02 - Upgrade Floor Finish (Carpet to LVT)
 - 03 - Replace Millwork & Sinks at Classrooms
 - 04 - Shade Structures at Soccer Field
 - 05 - Renovate Science, Computer Labs and Library - flooring, paint millwork, lights

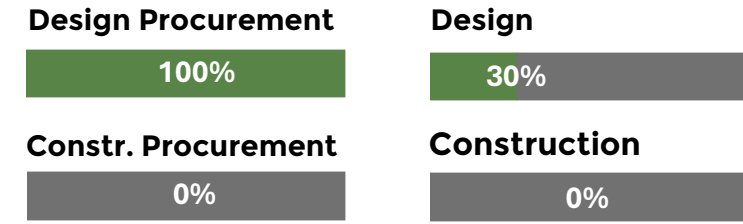
Project Budget

	Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$	7,269,598	5,030,471	7,228,828

Project Floor Plan



Construction Update



- Design NTP**
October 22, 2024
- Pre-Con NTP**
October 23, 2024
- Construction NTP**
Pending
- BOT Approval**
Pending
- GMP**
Guaranteed Maximum Price

Project Updates

	Update	Context/Resolution
1	Campus Design Meeting Held 11/05, 01/07	
2	01/29 Schematic Design approved by Board of Trustees	
3	Roto-rooter Main/Sewer Lines Scoped/Flushed	
4		
5		

103-001 Damian ES

6300 Strahan Rd, El Paso, TX 79932

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
Jordan Foster

Construction Mgr.
Anthony Mariscal

Architect
Mijares-Mora Architects

▶ Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 7,299,537	\$ 5,030,471	\$ 7,659,595

▶ Construction Update

Design Procurement

100%

Design

30%

Constr. Procurement

0%

Construction

0%

Design NTP
October 22, 2024

Pre-Con NTP
October 23, 2024

Construction NTP
Pending

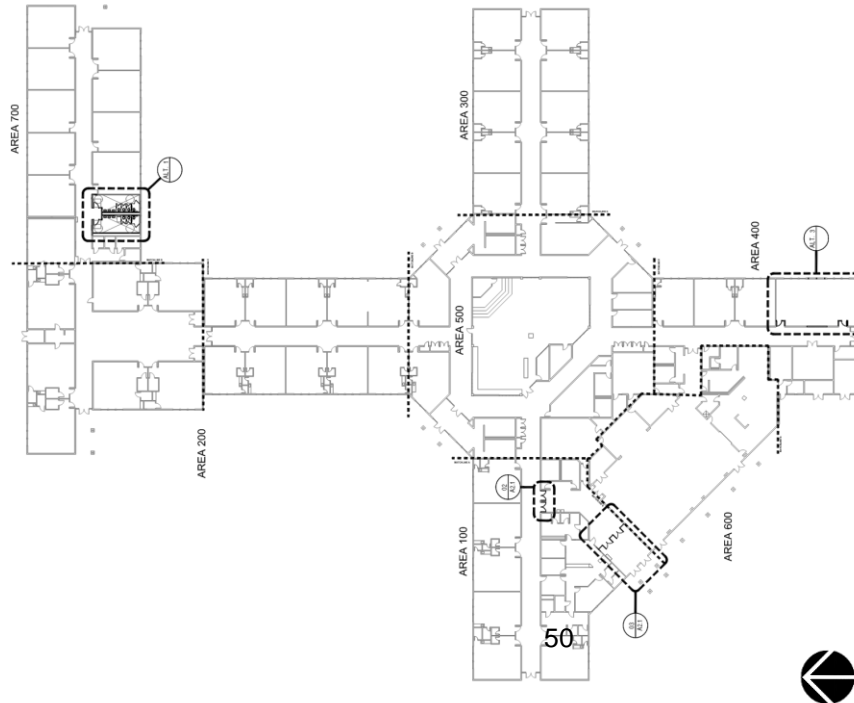
BOT Approval
Pending

GMP
Guaranteed Maximum Price

▶ Project Updates

	Update	Context/Resolution
1	Campus Design Meeting Held 11/06, 01/08	
2	01/29 Schematic Design approved by Board of Trustees	
3	Coordination for Campus Wi-fi Upgrade/Cameras/Access Control - Project Kickoff 03/24	
4	Webex IT for Damian ES Complete	
5	Roto-rooter Main/Sewer Lines Scoped/Flushed	

▶ Project Floor Plan



Project Overview

Status: **In Design**

Project Work: Renovations

Total Project Size: 90,000 SF

Renovations: TBD

Current Enrollment: 320

Tentative Construction Start: June 2025

Tentative Sub Com: Spring 2026

General Scope

- Safety & Security Upgrades - Vestibule, Fire Alarm/PA/Emergency Notification Systems, Cameras & Access Control
- Roof Maintenance - Sealants & Walk Pad
- New Rooftop Units
- Technology Upgrades
- New Instructional Technology
- Possible Alternates on Contingent on Project Savings (Prioritized by Campus Committee)
- 01 - Additional Student Restrooms
- 02 - Interior Paint, Seal Cracks/Damage
- 03 - New Multi-purpose Space at 400-Wing
- 04 - Seal Exterior Masonry Joints
- 05 - Exterior Stucco Repairs & Paint
- 06 - Replace All Water Heaters

105-001 Garcia ES

6550 Westside Dr, El Paso, TX 79932

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
Jordan Foster

Construction Mgr.
Anthony Mariscal

Architect
Mijares-Mora Architects

▶ Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 7,007,109	\$ 4,869,400	\$ 5,859,933

▶ Construction Update

Design Procurement



Design



Constr. Procurement



Construction



Design NTP
October 22, 2024

Pre-Con NTP
October 23, 2024

Construction NTP
Pending

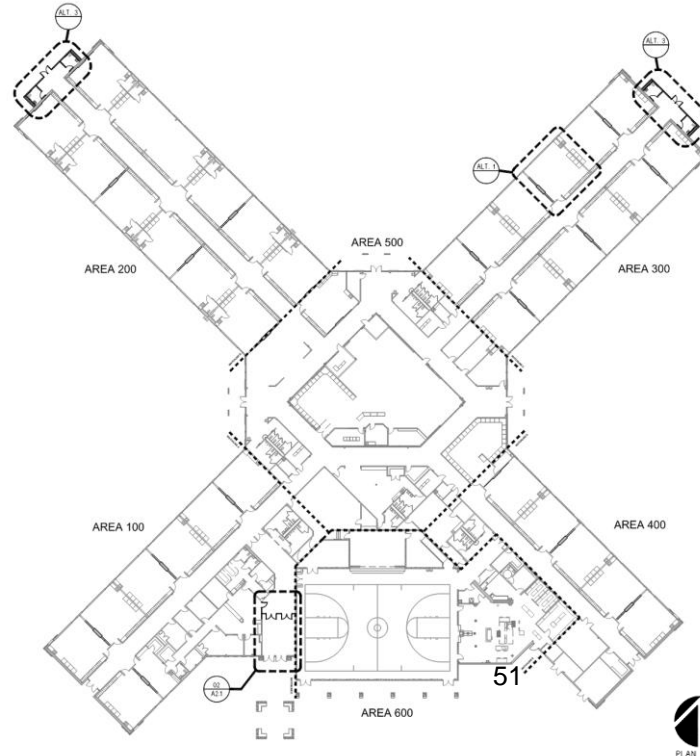
BOT Approval
Pending

GMP
Guaranteed Maximum Price

▶ Project Updates

	Update	Context/Resolution
1	Campus Design Meeting Held 11/12, 01/08	
2	01/29 Schematic Design approved by Board of Trustees	
3	Roto-rooter Main/Sewer Lines Scoped/Flushed	
4		
5		

▶ Project Floor Plan



Project Overview

Status: **In Design**

Project Work: Renovations

Total Project Size: 90,000 SF

Renovations: TBD

Current Enrollment: 453

Tentative Construction Start: June 2025

Tentative Sub Com: Spring 2026

General Scope

- Safety & Security Upgrades - Vestibule, Fire Alarm/PA/Emergency Notification Systems, Cameras & Access Control
- Roof Maintenance - Sealants & Walk Pad
- New Rooftop Units
- Infrastructure Upgrades - Network Switches & Cabling, Wi-Fi
- New Instructional Technology
- Possible Alternates on Contingent on Project Savings (Prioritized by Campus Committee)
 - 01 - Classroom Instructional Technology
 - 02 - Replace Water Heaters
 - 03 - Additional Staff Restroom at 200 & 300 Classroom Wings
 - 04 - Speaker System at Gymnasium Stage
 - 05 - Pedestrian Gate at Westside Drive
 - 06 - Repaint Specific Interior Spaces
 - 07 - Replace Existing Playground Canopies

106-001 Reyes ES

7440 Northern Pass Dr, El Paso, TX 79911

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
Banes General Contractors

Construction Mgr.
Anthony Mariscal

Architect
GA Architecture

Project Overview

Status: **In Design**

Project Work: Renovations, Additions

Total Project Size: 90,000 SF

Renovations: TBD

Current Enrollment: 578

Tentative Construction Start: June 2025

Tentative Sub Com: Early 2026

General Scope

- Safety & Security Upgrades
- MEP Backup Chiller & Cooling Tower
- Technology Upgrades
- New Instructional Technology

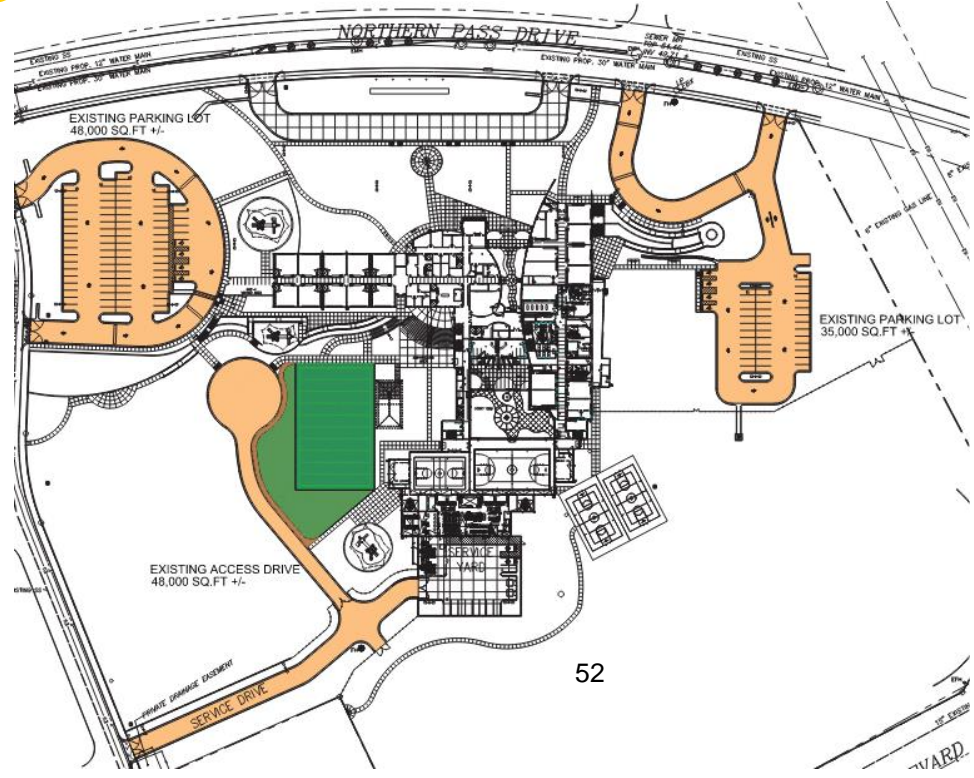
Possible Alternates - Contingent on Project Savings (Prioritized by Campus Committee)

- 01 - Walking Surface
- 02 - Artificial Turf
- 03 - Metal Shade Structure
- 04 - Reseal/Recoat Asphalt Pavements

Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 1,998,731	\$ 1,151,707	\$ 1,376,116

Project Floor Plan



Construction Update

Design Procurement	Design
100%	30%
Constr. Procurement	Construction
0%	0%

- Design NTP
October 22, 2024
- Pre-Con NTP
October 23, 2024
- Construction NTP
Pending
- BOT Approval
Pending
- GMP
Guaranteed Maximum Price

Project Updates

	Update	Context/Resolution
1	Campus Design Meeting Held 11/12	
2	Wireless infrastructure upgrades completed November 2024	
3	01/29 Schematic Design approved by Board of Trustees	
4	Roto-rooter Main/Sewer Lines Scoped/Flushed	
5	ALTA/Topographical Surveys for Upcoming Renovation	
6	Webex IT for Reyes ES Complete	

003-001 NW Early College HS

6701 S Desert Blvd, El Paso, TX 79932

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
Jordan Foster

Construction Mgr.
Anthony Mariscal

Architect
MNK Architects

Project Overview

Status: **In Design**

Project Work: New Construction

Total Project Size: 30,000 SF

Renovations: N/A

Current Enrollment: 353

Target Student Capacity: 600

Tentative Construction Start: August 2025

Tentative Sub Com: Spring 2027

General Scope

- New state-of-the-art 21st Century Learning Facility: Classrooms, CTE, Athletics, Science, Fine Arts, Admin, New Parking, Bus Loop

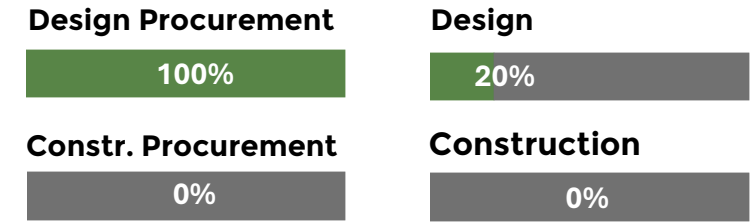
Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 40,458,824	\$ 30,236,149	\$ 33,289,940

Project Floor Plan



Construction Update



- Design NTP**
October 22, 2024
- Pre-Con NTP**
October 23, 2024
- Construction NTP**
Pending
- BOT Approval**
Pending
- GMP**
Guaranteed Maximum Price

Project Updates

	Update	Context/Resolution
1	Campus Design Meeting Held 10/30, 11/19, 12/04	
2	Land Acquisition Update - Pending Ground Lease Agreement	Pending EPCC Board Approval
3	01/29 Schematic Design approved by Board of Trustees	
4	Campus Design Meeting Held 02/05 - Start of Design Development	
5		

042-001 Alderete MS

TBD

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
Banes General Contractors

Construction Mgr.
Anthony Mariscal

Architect
DLR Group/Root Archite

▶ Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 106,813,514	\$ 75,759,104	\$ 83,012,117

▶ Construction Update

Design Procurement

100%

Design

15%

Constr. Procurement

0%

Construction

0%

Design NTP
October 22, 2024

Pre-Con NTP
October 23, 2024

Construction NTP
Pending

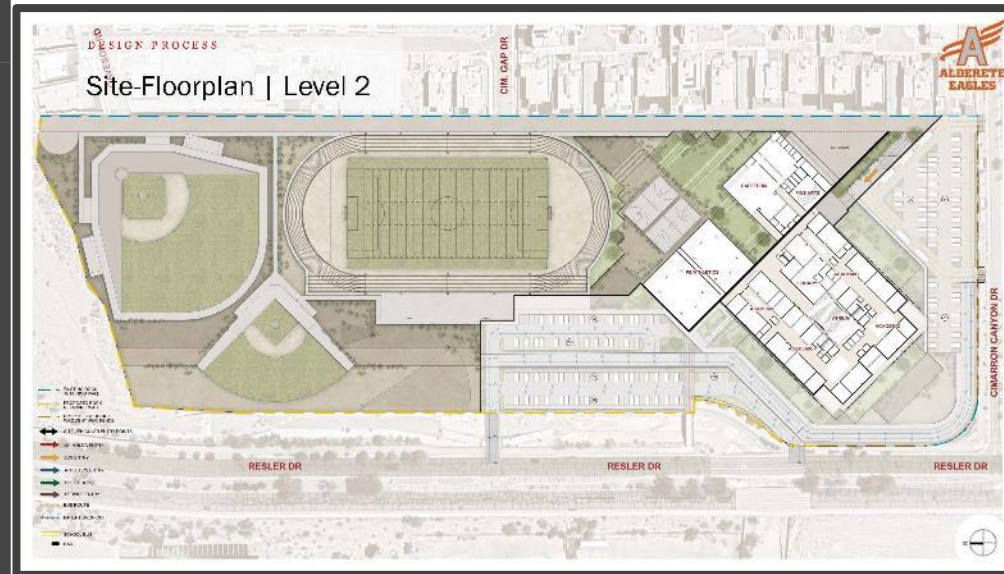
BOT Approval
Pending

GMP
Guaranteed Maximum Price

▶ Project Updates

	Update	Context/Resolution
1	Campus Design Meeting Held 10/28, 11/20, 12/11	
2	Land Acquisition Update - PSA Agreement pending CISD approval	
3	01/29 Schematic Design approved by Board of Trustees	
4	Campus Design Meeting Held 01/30 - Start of Design Development	
5		

▶ Project Site Plan



Project Overview

Status: **In Design**

Project Work: New Construction

Total Project Size: 165,000 SF

Renovations: N/A

Current Enrollment: 555

Target Student Capacity: 1000

Tentative Construction Start: November 2025

Tentative Sub Com: Fall 2027

General Scope

- New state-of-the-art 21st Century Learning Facility: Cafeteria, Library, Gymnasium, Admin, Collaboration Spaces, Special Education, New Playfields, New Parking, Bus Loop

041-001 Canutillo MS

6201 Strahan Rd, El Paso, TX 79932

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
Banes General Contractors

Construction Mgr.
Anthony Mariscal

Architect
DLR Group/Root Archt

▶ Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 106,847,954	\$ 76,593,005	\$ 80,651,709

▶ Construction Update

Design Procurement

100%

Design

15%

Constr. Procurement

0%

Construction

0%

Design NTP
October 22, 2024

Pre-Con NTP
October 23, 2024

Construction NTP
Pending

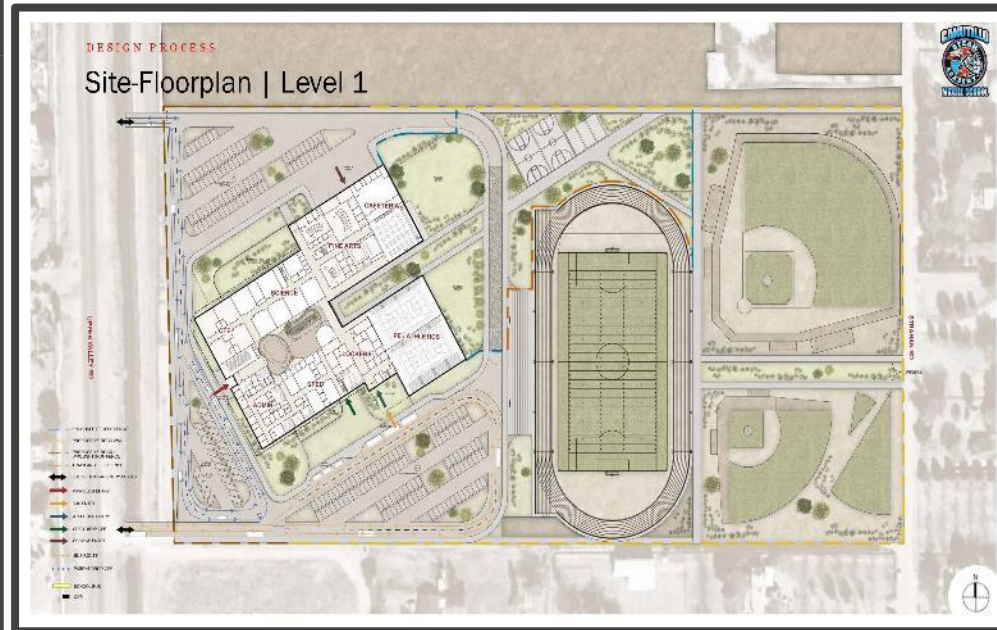
BOT Approval
Pending

GMP
Guaranteed Maximum Price

▶ Project Updates

	Update	Context/Resolution
1	Campus Design Meeting Held 10/28, 11/13, 02/05	
2	Land Acquisition Update - Closed	
3	01/29 Schematic Design approved by Board of Trustees	
4	Campus Design Meeting Held 02/05 - Start of Design Development	
5		

▶ Project Floor Plan



Project Overview

Status: **In Design**

Project Work: New Construction

Total Project Size: 165,000 SF

Renovations: N/A

Current Enrollment: 721

Target Student Capacity: 1000

Tentative Construction Start: November 2025

Tentative Sub Com: Fall 2027

General Scope

- New state-of-the-art 21st Century Learning Facility: Cafeteria, Library, Gymnasium, Admin, Collaboration Spaces, Special Education, New Playfields, New Parking, Bus Loop

102-001 Davenport ES

TBD

Owner's Rep
Alec Kleinhans

CISD District Rep.
At Large

Design Mgr.
Peter Aguilar

Contractor (CMAR)
LDCM Solutions

Construction Mgr.
Anthony Mariscal

Architect
Pfluger Architects

Project Overview

Status: **In Design**

Project Work: New Construction

Total Project Size: 125,000 SF

Renovations: N/A

Current Enrollment: 502

Target Student Capacity: 700

Tentative Construction Start: September 2025

Tentative Sub Com: Spring 2027

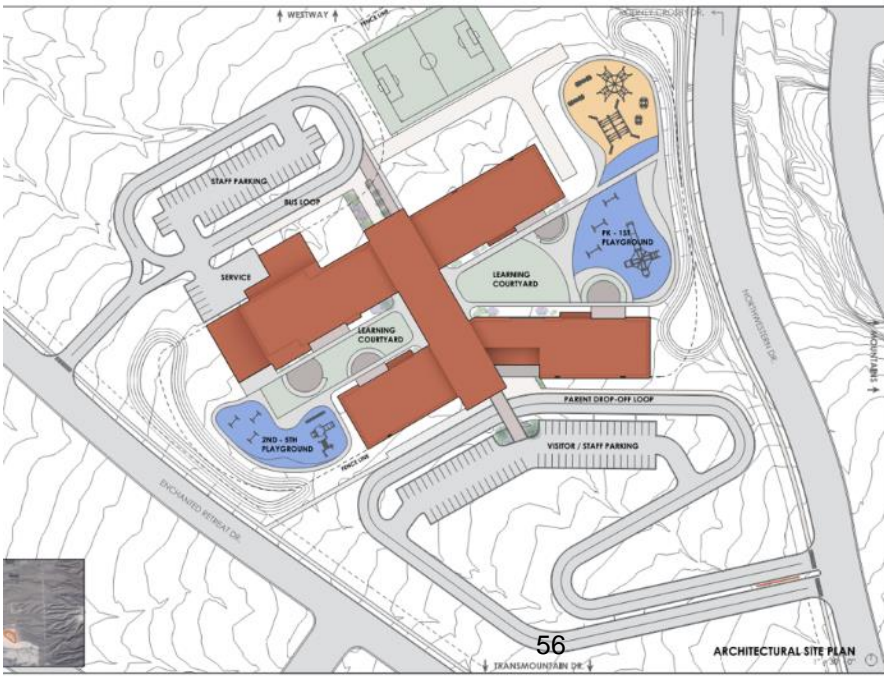
General Scope

- New state-of-the-art 21st Century Learning Facility: Cafeteria, Library, Gymnasium, Admin, Collaboration Spaces, Special Education, New Playfields, New Parking, Bus Loop

Project Budget

Project Budget	Project Construction Budget	CMAR Cost Estimate at End of SD Phase 01/29
\$ 73,901,172	\$ 50,468,664	\$ 53,370,460

Project Floor Plan



Construction Update

Design Procurement	Design
100%	10%
Constr. Procurement	Construction
0%	0%
<input checked="" type="checkbox"/> Design NTP October 22, 2024	<input checked="" type="checkbox"/> Pre-Con NTP October 23, 2024
<input type="checkbox"/> Construction NTP Pending	<input type="checkbox"/> BOT Approval Pending
<input type="checkbox"/> GMP Guaranteed Maximum Price	

Project Updates

	Update	Context/Resolution
1	Campus Design Meeting 10/29, 11/19, 12/16	
2	Land Acquisition Update - Executed PSA	
3	01/29 Schematic Design approved by Board of Trustees	
4	Campus Design Meeting Held 02/03 - Start of Design Development	
5		

An aerial photograph of a city grid, rendered in a dark, monochromatic style. The streets and buildings are visible as a complex pattern of lines and shapes. The overall tone is dark, with the text providing a strong contrast.

PROCEDEO



Canutillo Independent School District

Budget Deficit Workshop Recap

Items Reviewed & Discussed by Each Trustee Group

March 25, 2024

Addressing the \$5.83M Deficit

Trustee Group	Addressing Budget Deficit
Group 1 Trustees Borrego, Martinez and Zuñiga	Proposed Cuts: \$4.2M Deficit Remaining: \$1.6M
Group 2 Trustees Ortega and Rodriguez	Proposed Cuts: \$3.9M Deficit Remaining: \$1.9M
Group 3 Trustees Barnes and Maldonado	Proposed Cuts: \$5.7M Deficit Remaining: \$130K
Administration's Recommendation	Proposed Cuts: \$6.2 Surplus: \$370K

Items Reviewed & Discussed by Group 1: Borrego, Martinez & Zuñiga

YES	MAYBE	NO
Central Office	Nursing Restructure	Montessori
CTE	DDE and BCE Consolidation	Universal PK-3
Elementary Music		
Library Program		
Elementary Counseling		
Secondary Offerings		
Secondary & Elementary Campus Restructure	60	

Items Reviewed & Discussed by Group 2: Ortega & Rodriguez

YES	MAYBE	NO
Central Office	Nursing Restructure	Montessori
CTE	DDE and BCE Consolidation	
Library Program	Universal PK-3	
Elementary Counseling	Elementary Music	
Secondary Offerings		
Secondary & Elementary Campus Restructure	61	

Items Reviewed & Discussed by Group 3: Barnes & Maldonado

YES	MAYBE	NO
Central Office	Nursing Restructure	None
CTE	Universal PK-3	
Library Program		
Secondary Offerings		
Secondary & Elementary Campus Restructure		
Elementary Music		
DDE & BCE Consolidation		
Elementary Counseling	62	
Montessori		

Addressing the \$5.83M Deficit

Trustee Group	Addressing Budget Deficit
Group 1 Trustees Borrego, Martinez and Zuñiga	Proposed Cuts: \$4.2M Deficit Remaining: \$1.6M
Group 2 Trustees Ortega and Rodriguez	Proposed Cuts: \$3.9M Deficit Remaining: \$1.9M
Group 3 Trustees Barnes and Maldonado	Proposed Cuts: \$5.7M Deficit Remaining: \$130K
Administration's Recommendation	Proposed Cuts: \$6.2 Surplus: \$370K

1. **GENERAL FUNCTIONS-OTHER**

1.A. Call to Order

Meeting was called to order at **5:34 PM**

1.B. Roll Call

Trustees Present: Barnes, Maldonado, Martinez, Ortega, Rodriguez, Zuniga

Trustees Absent: Borrego (She texted Dr. Galaviz she would be out taking care of her mother who came out of the hospital)

2. **OPEN FORUM-OTHER**

Any person wishing to address the Board during the period reserved for public comment at a Board meeting must sign up to be heard, in accordance with District policy BED(LOCAL):

Each participant will be limited to THREE MINUTES to make comments to the Board.

The Board is NOT permitted to discuss or act upon any issues that are not posted on the agenda for tonight's meeting.

For further information on those policies, contact the Superintendent's Administrative Assistant.

No community members signed up to be heard

3. **Workshop**

3.A. TASB Study Presentation

Mrs. Martha Carrasco introduced Mrs. Karen Dooley from TASB HR Services who created a Staffing Review at the boards request to assist with the Budget Process. Ms. Dooley Presented on the findings in staffing of Central Office and some other non-instructional areas.

Board members requested additional information as to what programs and staffing per program that were added since or after COVID. BOT suggested historical data from SY 2018-19 till present.

3.B. Budget Workshop Presentation

Gustavo Reveles and Cristy Pulley Presented to the Board of Trustees the Workshop Presentation which included information about how school districts in Texas are facing a financial crisis at this time. Mrs. Pulley elaborated and answered questions from the Trustees about how funding is received from the state as well as how its allocated by administration. Mr. Reveles presented information on district's good monetary stewardship.

Trustees mention they want access to state of finance document to monitor the district's budget more closely. President Rodriguez mentioned that classrooms should be the least impacted by restrictions or budget cuts followed by campus and then central office.

Trustees requested to have another budget workshop on March 18th to follow up and expand on some of the areas covered by budget presentation.

Mr. Blanco and Mrs. Carrasco reiterated the importance of having another meeting to explore the possible budget cuts since Teacher Contracts need to be issued as well as providing employees ample notice in the case their position gets collapsed or eliminated.

- 3.C. Discussion and Possible Action to Approve a Resolution Opposing School Vouchers and Advocating Increased Funding for Public Education
Motion to approve resolution by Trustee Zuniga, second By Mrs. Maldonado
Mrs. Barnes-No, Mrs. Maldonado-Yes, Mrs. Ortega-No, Mr. Martinez- Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

Trustee Barnes added for the record “my vote is no, and I have a comment for the record um the state does need to fund our public schools and I just can't support this

simply because I do support school choice and parents having the right to choose what's best for their children”

Trustee Ortega added for the record “I too um am all for um public school funding but I'm also for allowing parents to choose for school vouchers so a no from me”

Trustee Martinez stated for the record “I think that if we're going to represent this school district, we need to represent it 100% this is not a voucher program. if you really want to represent a voucher program you need to go to a private school”

4. Lone Star Governance

- 4.A. Discussion and Possible Action to Approve Lonestar Governance Resolution

4.A.1. Goal 1 - Reading

The percentage of 3rd grade students that score meets grade level or above will increase from 50% (2023) to 78% by June 2027

4.A.2. Goal 2 - Math

The percentage of 3rd grade students that score meets grade level or above will increase from 40% on June 2023 to 80% by June 2027.

4.A.3. Goal 3 - College, Career, Military Readiness (CCMR)

The percentage of graduates that earning a CCMR point will increase from 64% 2022 to 88% by June 2026.

Motion to approve resolution by Mrs. Barnes and a second by Mrs. Zuniga
Mrs. Barnes-Yes, Mrs. Maldonado-Yes, Mrs. Ortega-Yes, Mr. Martinez- Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

4.B. Discussion Regarding Leadership Definitions

Dr. Kerney and Arellano talked to the aboard on the Leadership definitions and added that the definitions were developed by district administration alongside with staff.

4.C. Discussion and Possible Action to Approve the Superintendent's Evaluation Framework for SY 2025-26.

Item was tabled to March 25th

5. **BOARD OF TRUSTEE BUSINESS**

5.A. Discussion and Possible Action to Approve Participation in Public Utility Commission of Texas (PUC) Proceeding, Docket No. 57568/ SOAH Docket No. 473-25-11219; Application of El Paso Electric Company to Change Rates, Subject to at Least 50% of Prior Rate 41 Member Participants (by Percentage of Usage) Also Intervening and Subject to Approval at a Future Meeting of a Definitive Interlocal Agreement and Engagement with Special Counsel.

Mr. Steve Blanco presented to the board about the advantages of being part of the Public Utility Commission of Texas. Mr. Blanco also answered questions from board members regarding possible consequences of not joining as well as possible cost if they decide to join.

Mr. Blanco suggested not taking action until board is presented with an actual figure of cost associated with participation in Public Utility Commission of Texas. Item Tabled.

6. **CONSENT AGENDA-VOTING**

6.A. *BUSINESS SERVICES*

6.A.1. Approval of the Meeting Minutes

6.A.1.a. Approval of January 29, 2025 Meeting Minutes

6.A.2. Approval of the Monthly Donations

6.A.2.a. Board acceptance of January 2025 Donations Report

6.A.3. Approval of the Budget Amendments

6.A.3.a. Approval of the January Budget Amendments

6.A.4. Approval of Educational Experience Affiliation Agreement and Undergraduate Program Agreement with University of Texas at El Paso School of Nursing.

6.A.5. Final payment authorization for Central Office remediation/location project as needed for TxDOT right of way, approved under CMAR 2024-05

6.A.6. Approval of a sponsorship agreement between Superior HealthPlan and Canutillo ISD

6.B. *CURRICULUM AND INSTRUCTION*

6.B.1. Executive Summary: Christian Congregation of Jehovah's Witnesses
Facility Request

6.C. *HUMAN RESOURCES*

6.C.1. Discussion and recommendation to approve TASB Localized Policy
Update 124

Consent agenda voting approval with exception of item 6.A.5. Motion made by
Trustee Maldonado and Second by Trustee Ortega.

Mrs. Barnes-Yes, Mrs. Maldonado-Yes, Mrs. Ortega-Yes, Mr. Martinez- Yes, Mr.
Rodriguez-Yes, Mrs. Zuniga-Yes

Motion Passes.

Item 6.A.5

Trustee Martinez asked for further clarification on change order #1 for the Central
Office Remediation Project.

Dr. Oscar Rico listed the changes made to the original designs. Trustee Martinez
further questioned some of the items on the list provided by Dr. Rico.

Dr. Rico also explained changes were needed due to TEXDOT changing the
construction start date.

Motion to approve item 6.A.5 made by Trustee Martinez, Second by Mrs. Zuniga
Mrs. Barnes-Yes, Mrs. Maldonado-Yes, Mrs. Ortega-Yes, Mr. Martinez- Yes, Mr.
Rodriguez-Yes, Mrs. Zuniga-Yes

Motion Passes.

7. **EXECUTIVE SESSION** Meeting closed at 8:51 PM
**To Consult with Attorney Under Sections 551.071 and 551.072 of the Texas
Government Code:**

7.A. Discussion With Legal Counsel Regarding Potential Amendment to Real Estate
Contract and Transaction For Real Property Described as, a Tract of Land Out of
Lot 1, Block 48, Enchanted Hills Unit Six and a Portion of Tracts 4B, 4B1, 5A,
5B & 6, Laura E. Mundy Survey 2237, to be Platted as Enchanted Hills Unit 7.

8. **NEW BUSINESS (continued); OTHER** Meeting Resumed at 9:22 PM

8.A. Discussion and Possible Action to Amend or Revise the Real Estate Contract
and Transaction For Real Property Described as, a Tract of Land Out of Lot 1,
Block 48, Enchanted Hills Unit Six and a Portion of Tracts 4B, 4B1, 5A, 5B & 6,
Laura E. Mundy Survey 2237, to be Platted as Enchanted Hills Unit 7.

Mr. Blanco reiterated that based on discussion in closed session the board would
like to approve the amendment discussed in closed session. And to go ahead and
approve contract of purchase of that property and to authorize administration to
sign necessary documents to confirm that amendment.

Motion to approve by trustee Martinez, Second by Mrs. Barnes,

Meeting Minutes
Board Workshop
Tuesday, March 4, 2025 5:30 PM

Canutillo ISD Administration Office
7965 Artcraft
El Paso, TX 79932

Mrs. Barnes-Yes, Mrs. Maldonado-Yes, Mrs. Ortega-Yes, Mr. Martinez- Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

9. ADJOURNMENT 9:24 PM

The meeting was adjourned at **9:24 PM** under unanimous consent.

Presented to the Board of Trustees for approval on **3-25-25**. The minutes reflect all agenda items in the order as originally posted and do not necessarily reflect the order in which they were discussed.

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Board Acceptance of the February 2025 Donations Report

Justification Statement: Presentation for your review and acceptance of the February 2025 Donations Report.

Purpose of Agenda Item: Information Discussion Action
Item Type: Curriculum & Instruction HumanResources Business Services

Staff Responsible: _____
Signature of Requester(s)

Signature of Presenter(s)

Elizabeth B. Sida *Elizabeth B. Sida* 03/04/2025
Business Services Approval (Initials) *Date*

Agenda Summary:

The Financial Services Department presents the following donations reported to Finance in February 2025.

Administration recommends that the Board accept the February 2025 Donations Report as presented.

RECOMMENDATION:

PRIOR BOARD ACTION: Yes AWARDED: N/A AWARDED AMOUNT: N/A

AMOUNT(S): \$13,450.39

ACCOUNT NO(S): N/A

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

REQUESTING DEPARTMENT: N/A

CONSEQUENCES OF NON-APPROVAL: N/A

IMPLEMENTATION TIMELINE: N/A

ATTACHMENT(S): February 2025 Donations Report





FINANCIAL SERVICES
CANUTILLO A Premier District

TO: Board of Trustees
 Dr. Pedro Galaviz, Superintendent

FROM: Cristina Pulley, Executive Director for Financial Services

DATE: March 17, 2025

SUBJECT: Budget Amendments for February 2025

Budget Amendments submitted are summarized below for your review and consideration.

Administrative Cost Ratio Formula:

21 Instructional Leadership + 41 General Administration

All Expenses

BC #346696 -This amendment will allocate funds for Academic tutor services for at-risk students. This budget amendment will have no impact on the administrative cost ratio.

Budget Account Number		Current Budget	Change	Amended Budget
185.13.6411.00.103.30	Employee Travel, Training & Subsistence	\$ 3,771	\$ (1,312)	\$ 2,459
185.11.6126.03.103.30	Part time/Temp Pay-Academic Tutor	\$ 1,875	\$ 1,269	\$ 3,144
185.11.6141.03.103.30	Medicare	\$ 46	\$ 19	\$ 65
185.11.6143.03.103.30	Workers Comp	\$ (7)	\$ 22	\$ 15
185.11.6145.03.103.30	Unemployment Compensation	\$ 3	\$ 2	\$ 5

BC #346706 -This amendment will allocate funds for substitutes needed for teachers to attend training . This budget amendment will have no impact on the administrative cost ratio.

Budget Account Number		Current Budget	Change	Amended Budget
185.13.6411.00.103.30	Employee Travel, Training & Subsistence	\$ 1,807	\$ (1,807)	\$ -
185.11.6112.13.103.30	Substitutes-Staff Development	\$ 652	\$ 1,770	\$ 2,422
185.11.6141.13.103.30	Medicare	\$ 10	\$ 26	\$ 36
185.11.6143.13.103.30	Workers Comp	\$ 4	\$ 9	\$ 13
185.11.6145.13.103.30	Unemployment Compensation	\$ 1	\$ 2	\$ 3

BC #346716 -This amendment will allocate funds to cover deficit balances. This budget amendment will have no impact on the administrative cost ratio.

Budget Account Number		Current Budget	Change	Amended Budget
185.11.6398.00.920.26	Controlled Assets-Technology	\$ 223	\$ (222)	\$ 1
185.11.6396.32.920.30	Software License/Subscriptions < \$5,000	\$ (76)	\$ 76	\$ -
185.32.6396.00.920.24	Software License/Subscriptions < \$5,000	\$ (146)	\$ 146	\$ -

Street Address:
 7965 Artcraft Rd.
 El Paso, TX 79932

Mailing Address:
 P.O. Box 100
 Canutillo, TX 79835

P: (915) 877-7516
 F: (915) 877-7524
 canutillo-isd.org

BC #346764 -This amendment will allocate funds for CTE student travel. This budget amendment will have no impact on the administrative cost ratio.

Budget Account Number		Current Budget	Change	Amended Budget
199.11.6112.96.917.22	Substitutes-Duty related not staff development	\$ 6,032	\$ (3,000)	\$ 3,032
199.11.6396.00.917.22	Software License/Subscriptions < \$5,000	\$ 311	\$ (310)	\$ 1
199.11.6397.00.917.22	Controlled Assets Other-Furniture & Equipment	\$ 185	\$ (184)	\$ 1
199.11.6399.00.917.22	General Supplies	\$ 7,092	\$ (4,000)	\$ 3,092
199.11.6411.89.917.22	In City Mileage Reimbursement	\$ 320	\$ (220)	\$ 100
199.11.6494.00.917.22	Transportation Charges	\$ 3,787	\$ (2,700)	\$ 1,087
199.11.6499.00.917.22	Misc. Operating Expenses	\$ 2,918	\$ (2,500)	\$ 418
199.21.6411.00.917.22	Employee Travel, Training & Subsistence	\$ 614	\$ (613)	\$ 1
199.21.6499.00.917.22	Misc. Operating Expenses	\$ 186	\$ (186)	\$ -
199.36.6411.00.917.22	Employee Travel, Training & Subsistence	\$ 9,837	\$ 3,799	\$ 13,636
199.36.6412.00.917.22	Misc. Operating Expenses	\$ 25,043	\$ 9,914	\$ 34,957

BC #346772 This amendment will for TOA Spring Intercession Extra Duty. This budget amendment will have no impact on the administrative cost ratio.

Budget Account Number		Current Budget	Change	Amended Budget
185.13.6399.32.920.30	General Supplies	\$ 121	\$ (121)	\$ -
185.11.6399.00.920.26	General Supplies	\$ 502	\$ (111)	\$ 391
185.11.6398.00.920.26	Controlled Assets Technology	\$ 400	\$ (399)	\$ 1
185.11.6117.05.920.26	Extra Duty-Professional	\$ -	\$ 560	\$ 560
185.11.6141.05.920.26	Medicare	\$ 3	\$ 9	\$ 12
185.11.6143.05.920.26	Workers Comp	\$ 1	\$ 3	\$ 4
185.11.6145.05.920.26	Unemployment Compensation	\$ 1	\$ 1	\$ 2
185.11.6146.05.920.26	Teacher Retirement	\$ 2	\$ 47	\$ 49
185.11.6149.05.920.26	TRS Entity Contribution	\$ 3	\$ 11	\$ 14

**MEMORANDUM OF UNDERSTANDING
GRANT AWARD
("MOU")**

**Council on Regional Economic Expansion and Educational Development
("CREEED")
4110 Rio Bravo St., Suite 103
El Paso, TX. 79902**

To

**Canutillo Independent School District
("Grantee")**

Primary Contact:

Dr. Jesica Rendon Arellano
Executive Director of Curriculum and Instruction
jarellano@canutillo-isd.org

Secondary Contact:

Shawn Leggett
Curriculum Coordinator | Reading Language Arts
Canutillo ISD
7965 Artcraft
El Paso, TX 79932
915-877-7433

In the amount of
\$125,000.00

Payable as follows:

May 2025 - \$75,000
September 2025 - \$25,000
January 2026 - \$25,000

For the benefit of

Canutillo Literacy Improvement Initiative

In consideration of the commitment and support pledged by the Council on Regional Economic Expansion and Educational Development ("CREEED"), a Texas Non-Profit Corporation, duly formed and organized under the Texas Business Organization Code and a tax exempt

organization under the provisions of 501 (c) (6) of the Federal Income Tax Code, along with its affiliated organization, CREEED Foundation, duly formed and organized under the Texas Business Organization Code and a tax exempt organization under the provisions of 501 (c) 3 of the Federal Income Tax Code, in the form of a grant in the total amount of **\$125,000** in support of the Grantee and its **Literacy Improvement Initiative (“Program” or “Literacy Implementation Plan”)**.

Description of Program

Canutillo Independent School District (“CISD “or “Canutillo ISD”) is a strong learning community where all stakeholders are motivated to engage in the purposeful literacy tasks to ensure its students become effective readers, writers, and communicators.

CREEED is an organization geared towards assisting public education in meeting its objectives of providing a quality public education to all students regardless of background or status and graduating college ready high school seniors ably prepared to pursue post-secondary education successfully in order to secure the necessary skill and capabilities for individual success in meeting the demands of the 21st Century economy.

CREEED uses its philanthropy to enable public schools in the El Paso County, Texas region to advance the preparation of students in college ready courses, specifically advanced mathematics, particularly Algebra, and grade level literacy in all its aspects (reading, writing, communication, and analytical application) and at all grade levels.

Literacy remains a challenge in the United States and within the public schools of El Paso County, Texas.

Consistency in the teaching of literacy is regarded as necessary in order to assure comprehensive learning and development of the skills reflected in high literacy, i.e. reading, writing, communication, and analytical application. It is understood that without mastering these skills a student’s ability to engage in post-secondary education or the economy in general is compromised.

The objective of the CREEED Grant is to further the Literacy Implementation strategy and plan initially put together with the support from TNTP, a national non-profit founded by teachers driven by the belief that the nation’s public schools are able to fulfill an excellent education for all students. The goal is to train effective teachers in order to ensure rigorous and engaging classrooms, and ultimately high end learning on the part of the students in the area of Literacy. Excellence in the classroom is met by providing quality teachers who understand the subject matter and the means to teach and apply it. This is a specific goal of the Program. The CREEED Grant provides support for the components necessary to assure these objectives.

The application seeks to fully implement, by means of High Quality Instructional Material (HQIM) consistency in the teaching of reading, writing, communication, and analytical

application, grade level literacy throughout the Canutillo ISD at all grade levels. The CREEED Grant will assist Canutillo ISD to fully implement the Literacy Framework and Implementation Plan, incorporated herein by reference, originally piloted through a Strong Foundation Planning Grant.

The efforts of the Literacy Framework and Implementation Plan is targeted within the plan to the various stakeholders involved in this effort, namely Teachers, Students, Campus Leaders, District Leaders, and most significantly, Families.

To confirm the effectiveness of the Program, Canutillo ISD will provide CREEED reports and assessments utilizing the following:

- TX-KEA (Kindergarten Entry Assessment)
- Texas Primary Reading Inventory (TPRI), 1st & 2nd grade
- Renaissance Star Reading (TSR) 3rd-10th grade

Progress reports will be submitted for TX-KEA/TPRI/Renaissance Star to CREEED:

- Beginning of Year (Oct)
- Middle of Year (Feb)
- End of Year (June)

Also included will be:

- STAAR Interim - (Feb)
- STAAR summative
 - Preliminary Data – (Jul)
 - TAPR- (Dec-Jan)

In addition, Canutillo will track and report the metrics and goals they have established under the Canutillo ISD SMART Goals, the details of which are contained in Exhibit “A” to this MOU Grant Agreement and are incorporated into this MOU Grant Agreement by reference, as if fully detailed in the body of this MOU Grant Agreement.

A written report to CREEED describing the benefits and outcomes of the Program in line with the established metrics and goals, within a year of the initial grant provided to Grantee in May 2026 and thereafter until the goals detailed in Exhibit “A” to this MOU are achieved. This written report will be detailed in a presentation to the CREEED Board of Directors on the status and impact of the Program and its extension of the high-quality education seats within the Grantee’s organization, at the May Board meeting. This Board meeting date may be amended by the CREEED Board of Directors to accommodate its schedule of meetings and presentations.

Grantee will be provided proper notice of any meeting date change.

Literacy goals and metrics are detailed in Exhibit “A”. Ultimately, the objective is to elevate literacy levels to over 90%.

Miscellaneous.

- Without the prior written consent of the other party, no party shall have the right or power to assign this MOU in whole or in part. THIS MOU SHALL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF TEXAS AND IS PERFORMABLE IN EL PASO COUNTY, TEXAS.

- This MOU, and its provisions, shall be binding upon and inure to the benefit of the parties and their respective successors and permitted assigns.
- Wherever the context shall require, the singular shall include the plural, and the male gender shall include the female gender and the neuter, and vice versa.
- In the event that either party brings an action to enforce or interpret any provision of this MOU, the prevailing party will be entitled to recover its costs and expenses, including, without limitation, reasonable attorney's fees, costs, and necessary disbursements, in addition to any other relief to which it shall be entitled to receive.
- No consent or waiver, express or implied, by a party to or for any breach of any provision of this MOU by the other party shall be deemed a consent or waiver to or for any other breach of the same provision of any other provision of this MOU.
- All funds paid under the terms of this MOU shall be used exclusively for charitable or educational purposes.
- All funds paid under this MOU shall be used exclusively to carry out the purpose described in this MOU.
- Any provision, or part thereof, of this MOU held by a court of competent jurisdiction to be invalid or unenforceable shall not impair or invalidate the remainder of this MOU and the effect thereof shall be confined to the provision, or part thereof, so held to be invalid or unenforceable.
- Grantee shall remain an organization described in 501 (c) 3 of the Internal Revenue Code of 1986, as amended ("Code"), and shall be and remain organized and operated exclusively for the exempt purposes for which it is organized and operated as of the date of this MOU.
- This MOU contains the entire understanding of the Parties with respect to the subject matter of the MOU and supersedes all other agreements and understandings, both oral and written, between the Parties related to the subject matter of the MOU.
- This MOU may be executed in multiple counterparts (including by means of facsimile or electronic signature pages), any one of which need not contain the signatures of more than one Party, but all such counterparts taken together shall constitute one and the same instrument.
- The MOU to the extent signed and delivered by means of facsimile or email with scan or facsimile attachment, shall be treated in all manner and respects as an original agreement or instrument and shall be considered to have the same binding legal effect as if it were the original signed version of the MOU delivered in person. At the request of any Party, each other Party shall re-execute original forms of the MOU and deliver them to all other Parties. No Party shall raise the use of a facsimile machine or email to deliver a signature or the fact that a signature was transmitted or communicated through the use of a facsimile machine or email as a defense to the formation or enforceability of the MOU, and each Party forever waives any such defense.

Prohibited Uses.

- No Grant funds may be used for any of the following purposes:

- To carry on propaganda, or otherwise attempt to influence legislation with the meaning of Code Section 4945 (d);
- To influence the outcome of any specific public election, or to carry on, directly or indirectly, any voter registration drive within the meaning of Code Section 4945 (d) (2);
- To test for public safety; and
- To undertake any activity for any purpose other than religious, charitable, scientific, literary, or educational purposes.

If Grantee expends any of the Grant funds for prohibited use, Grantee shall notify CREEED immediately of such expenditures and Grantee shall refund to CREEED those funds and CREEED may terminate this MOU without any further obligation to Grantee. Any forbearance by CREEED in exercising any right or remedy under this MOU, or otherwise afforded by applicable law, shall not be a waiver of or preclude the exercise of any right or remedy.

Amendment. Any Amendment to this MOU must be in writing and signed by all the Parties to be effective.

In Witness Whereof, the Parties have executed and entered into this MOU on the _____ day of _____ 2025.

Canutillo Independent School District

Name:
 Title:
 Address:

 Signatory

Council on Regional Economic Expansion and Educational Development (“CREEED”)
 4110 Rio Bravo, Suite 103
 El Paso, Tx. 79902

 Eduardo A. Rodriguez, Executive Director

Exhibit A
CREED MOU Grant
Canutillo Literacy Improvement Initiative

CISD Literacy Goals and Timetable

Canutillo ISD has developed a [progress monitoring tool](#) and SMART Goals to measure the literacy outcomes for our students across grades K-10. Our 2023-2024 academic year summative results are our benchmark dataset. Our current efforts to redesign literacy instruction in Canutillo ISD began during the 2024-2025 academic year.

Progress Monitoring Assessments

To monitor progress throughout the academic year, we will utilize the following assessments:

Kindergarten:

- Texas Kindergarten Entry Assessment (TX-KEA) - A TEA commissioner-approved kindergarten reading instrument, TX-KEA is a foundational literacy assessment given at the beginning, middle, and end of the year to assess grade-level proficiency in reading.

1st and 2nd Grade:

- Texas Primary Reading Inventory (TPRI) - A TEA commissioner-approved 1st and 2nd-grade reading instrument, TPRI is a foundational literacy assessment given at the beginning, middle, and end of the year to assess grade-level proficiency in reading.

3rd - 10th Grade:

- Renaissance Star Reading - A reading comprehension assessment given at the beginning, middle, and end of the year to assess grade-level proficiency in reading. This assessment also provides a predictive measure for student performance on the summative STAAR assessment.
- STAAR Interim - A TEA-designed interim assessment designed to provide a predictive measure for student performance on the summative STAAR assessment.
- State Assessments of Academic Readiness (STAAR) - The summative STAAR Assessment is the state accountability tool and primary measure of student grade level proficiency.

CREEED Reporting Timeline

Canutillo ISD and TNTP will report outcomes for the assessments listed to CREEED as that data becomes available. The timeline for the release of data is listed below:

1. TX-KEA
 - a. Beginning of the Year (BOY) - October
 - a. Middle of the Year (MOY) - February
 - a. End of the Year (EOY) - June

0. TPRI
 - a. Beginning of the Year (BOY) - October
 - b. Middle of the Year (MOY) - February
 - c. End of the Year (EOY) - June

0. Renaissance Star Reading
 - a. Beginning of the Year (BOY) - October
 - b. Middle of the Year (MOY) - February
 - c. End of the Year (EOY) - June

0. STAAR Interim
 - a. February

0. STAAR Summative
 - a. Preliminary Data - July
 - b. Texas Academic Performance Report (TAPR) -
December-January
 - i. TAPR scores are the official state performance reports for the STAAR summative.

Canutillo ISD SMART Goals

CISD has established literacy SMART goals across a 3-year timeline based on a goal structure provided by our Texas Reads Texas Leads partners in education. The CISD Literacy Committee adopted these goals utilizing the following structure:

- **Kindergarten:** By June 2027, CISD will increase the TX-KEA composite scores for each grade level by at least 15 percentage points.
 - The percentage of kindergarten students reading on grade level will increase from 43% in June 2024 to 58% by June 2027.

- **1st and 2nd Grades:** By June 2027, CISD will increase the TPRI/Tejas Lee composite scores for each grade level by at least 15 percentage points.
 - The percentage of 1st-grade students reading on grade level will increase from 60% in June 2024 to 75% by June 2027.
 - The percentage of 2nd-grade students reading on grade level will increase from 54% in June 2024 to 69% by June 2027.

- **3rd Grade - 10th grade:** By June 2027, CISD will increase the percentage of students scoring "Meets Grade Level" on STAAR between 8 and 15 percentage points depending on 2023-2024 results as described below. Progress monitoring at the beginning, middle, and end of the year will be conducted using the Renaissance Star Reading assessment.
 - If the 2023-2024 Meets score was < 35%, the target is +15 percentage points.
 - If the 2023-2024 Meets score was 36 - 45%, the target is +12 percentage points.
 - If the 2023-2024 Meets score was 46 - 50%, the target is +10 percentage points.
 - If the 2023-2024 Meets score was > 50%, the target is +8 percentage points.
 - The percentage of 3rd-grade students reading on grade level will increase from 46% in June 2024 to 56% by June 2027.
 - The percentage of 4th-grade students reading on grade level will increase from 54% in June 2024 to 62% by June 2027.
 - The percentage of 5th-grade students reading on grade level will increase from 60% in June 2024 to 68% by June 2027.
 - The percentage of 6th-grade students reading on grade level will increase from 51% in June 2024 to 59% by June 2027.
 - The percentage of 7th-grade students reading on grade level will increase from 50% in June 2024 to 60% by June 2027.
 - The percentage of 8th-grade students reading on grade level will increase from 44% in June 2024 to 56% by June 2027.
 - The percentage of 9th-grade students reading on grade level will increase from 53% in June 2024 to 61% by June 2027.

- The percentage of 10th-grade students reading on grade level will increase from 60% in June 2024 to 68% by June 2027.

Canutillo ISD Early Childhood STAAR Meets Predictor

Canutillo ISD is currently working with Region 19, CLI Engage and Texas Reads Texas Leads (TXRL) to identify TX KEA, TPRI and Tejas LEE subtests that will serve as predictors of STAAR Meets Grade Level proficiency when students test in 3rd grade.

The STAAR Meets performance level “indicates that students have a high likelihood of success in the next grade or course but may still need some short-term, targeted academic intervention. Students in this category generally demonstrate the ability to think critically and apply the assessed knowledge and skills in familiar contexts” (TEA).

We want to ensure this predictor is one that provides high levels of confidence. This work is ongoing in consultation with our partners. Canutillo ISD will provide CREEED with an update once this tool is complete and implemented in our data analysis toolkit.

Literacy Implementation Plan – Strategic Supports

Canutillo ISD Proposal to CREEED for TNTP
Supports

June 2024



Introduction

TNTP believes our nation's public schools can offer all children an excellent education. A national nonprofit founded by teachers; we help school systems end educational inequality. We work at every level of the public education system to attract and train talented teachers and school leaders, ensure rigorous and engaging classrooms, and create environments that prioritize great teaching and accelerate student learning. Since 1997, we've partnered with more than 300 public school districts,

charter school networks, and state departments of education. Today, TNTP works directly with school systems in 35 states.

In Texas, we are currently collaborating with more than 250 diverse school systems and TEA in all parts of the state. Our commitment to our work in Texas is clear—out of our national staff of 600+, TNTP has over 120 full-time employees who lead work in Texas to improve outcomes for students in classrooms, whole schools, across districts, and throughout communities. At the state level, we are currently supporting several large scale, statewide initiatives, including Resilient Schools Support Program, School Action Fund, Strong Foundations, CRIMSI, Product Academies, and Effective Advising Initiatives. Additionally, TNTP developed the Research-Based Instructional Strategies (RBIS) in partnership with TEA, articulating the why, what, and how that bring content-specific best practices to life for students. Based on this work across the state, TNTP staff bring extensive knowledge of organizational change management, content-specific instruction, HQIM implementation, and Research-Based Instructional Strategies (RBIS).

In addition to our experience in the field, TNTP provides deep support grounded in the perspective of our research. In our recent study, *The Opportunity Myth*, we found that the common approach of “meeting students where they are,” though well intentioned, practically guarantees students will lose more academic ground and reinforces misguided beliefs that some students can’t do grade-level work. The report highlighted that greater access to grade-level work can and does improve student achievement—particularly for students who start the school year behind. Additionally, TNTP co-authored *Accelerate, Don’t Remediate*, which found that students who experienced learning acceleration struggled less and learned more than those who experienced remediation, and that learning acceleration can be especially effective for students of color and those from low-income families.

As a result of engaging with TNTP, we aspire for partnering districts to be on a trajectory towards instructional coherence. In *Instructional Coherence: A Key to High-Quality Learning Acceleration for All Students*, we outlined that instructional program coherence means ensuring that every element of an instructional program— from core instruction to interventions to adjusted or extended time - work in concert, not in opposition, to advance the same set of priorities, goals, and grade-level student experiences. In addition to improved experiences and outcomes for students, school systems which focus on advancing coherence across their instructional program benefit from stronger educator satisfaction and retention. **Therefore, TNTP seeks to partner with Canutillo ISD in charting the course to bring to life the coherent and effective literacy experience for students, families, and educators that was envisioned through the Strong Foundations Planning Grant.**

Our Strategy

At TNTP, we believe that any efforts to improve coherence across a system must begin with understanding students’ daily experience in school. Our partnerships are designed with the goals to ensure all students feel that school is:

- **Logical:** Students perceive a sense of purposeful organization in how things are done at their school.
- **Predictable:** Students’ daily routines within and across classrooms leave them feeling secure, with clarity on the actions that lead to success.
- **Unified:** Students’ experiences at school are meaningful and connected across days, weeks, and years.

To accomplish this, we aim to address instructional coherence at both the school and system level.

Build an understanding of students’ experience of coherence within their school and system.
Collecting and analyzing evidence of

	stakeholders' experience with coherence.
Identify areas of incoherence and their root causes.	Engaging a diverse group of stakeholders to contribute to naming and prioritizing of root causes of incoherence aligned with TNTP's six levers.
Name specific goals for improvement and prioritize key essential levers necessary for change .	Engaging a diverse group of stakeholders in equity-focused strategic planning to ensure goals and targets center students furthest from opportunity.
Provide all educators with the knowledge, skills, and conditions necessary to improve coherence in the prioritized area.	Developing and implementing an action plan with aligned leadership actions and educator supports.
Create systems for de-siloing across teams and developing cross-functional collaboration.	Establishing structures for cross-department activities (e.g. retreats, stepbacks, recurring meetings).
Commit to ongoing reflection on threats to coherence in prioritized areas.	Developing a strategic approach to change management and continuous improvement through data-driven decision making.
Benefit from an inclusive, aligned ecosystem of learning in which they feel that they belong and they matter.	

Leveraging these principles, TNTP seeks to partner with Canutillo ISD to implement an instructionally coherent literacy program through:

- **Strategic Advising:** We will guide and support district leadership through navigating the technical and adaptive challenges of strengthening and executing the Implementation Plan developed through the Strong Foundations Planning Grant.
- **Capacity Building:** We will design and lead training sessions for key stakeholders within the district – with a focus on principals, coaches, the community, teachers serving multilingual learners, and teachers serving students with IEPs.
- **Progress Monitoring:** We will leverage improvement cycles to drive progress by considering key data including implementation fidelity, stakeholder experiences and feedback, educator capacity, and student outcomes.

Phase 1: Prior Partnerships (June '23 – July '24)

Through the Strong Foundations Planning Grant, TNTP partnered with Canutillo ISD to develop a guiding coalition within the district committed to improving literacy outcomes for students – aligned behind the newly developed Canutillo ISD Literacy Framework. Following the development of the Instructional Framework, Canutillo ISD partnered with TNTP to develop an Implementation Plan that charts the course from the district's current state to a future state aligned to the Literacy Framework.

During the period from March – July 2024, TNTP and Canutillo ISD have continued our partnership in order to ensure training for district leaders, school leaders, and teachers aligned to the RLA RBIS and the Canutillo ISD Literacy framework. During this period of time, TNTP is providing regular strategic advising and coaching for district leaders as they prepare for the 24-25 school year in alignment with the Implementation Plan.

Phase 2: School Year Supports (August '24 – May '25)

As the school year begins, the scope of our support pivots to implementation of the plan. While the detailed vision for School Year Supports will be defined within the Implementation Plan, key inputs will include:

Strategic Advising: We will guide and support district leadership through navigating the technical and adaptive challenges of executing the Canutillo ISD Literacy Framework Implementation Plan, including:

- Ongoing and frequent coaching and support for designated senior leaders and initiative leads within the district, to support effective leadership practices in response to the technical and adaptive challenges of executing the Implementation Plan, including the vision and strategy for improving outcomes for multilingual learners & students with IEPs.

Capacity Building: We will design and lead training sessions for key stakeholders within the district – with a focus on principals, coaches, the community, teachers serving multilingual learners, and teachers serving students with IEPs.

- Ongoing training aligned to the RLA RBIS as well as newly designed training sessions for prioritized tiers of leadership within the district, with a recommendation of prioritizing school principals.
- Ongoing training to support the effectiveness of coherence-boosting routines prioritized within the Implementation Plan for teachers serving multilingual learners & students with IEPs.

Progress Monitoring: We will leverage improvement cycles to drive progress by considering key data including implementation fidelity, stakeholder experiences and feedback, educator capacity, and student outcomes.

- Establishing and managing the vision for data & assessment practices aligned to the Implementation Plan.
- Conducting bi-monthly walkthroughs to monitor the evidence of the RLA RBIS within classroom instruction.
- Gather critical feedback from teachers and school leaders across all district schools utilizing TNTP's Instructional Culture Insight Survey tools and additional customized content to assess experiences and perceptions of the RLA implementation. For more details of the content and components of this data collection and reporting, see Appendix A.
- Facilitate improvement cycles that holistically consider implementation fidelity, educator capacity, and student outcomes, naming clear and accountable next steps.

Phase 3: Preparation for 25-26 School Year (June – July '25)

During the Spring & Summer of 2025, TNTP will support the development of Canutillo ISD's 25-26 Literacy Implementation Plan as well as facilitate aligned trainings for Canutillo ISD district leaders, school leaders, and teachers to accelerate progress towards the Canutillo ISD Literacy Framework.

Staffing

As an organization, we work to ensure that all young people have the opportunity to succeed in school and life and work to disrupt inequities at every level of the education system. Internally, we work to shape an organizational culture that is people-centered and takes an asset-based approach to leveraging the diverse talents of our team and works to position all our staff towards success.

Each TNTP project leverages the support of a central team of specialists who are among the nation's best thinkers in their respective areas of expertise. While official project members will be assembled upon contract award, the team supporting Canutillo ISD will consist of a Partner, Director, Leadership Coach, Data Analyst, and Senior Manager. Below you can find a brief description of each team member's contribution.

Partner: The Partner provides strategic advisory throughout the engagement and provides internal management to the project team. The Partner will manage the relationship with senior central office leaders to ensure successful delivery of services and provide team and project oversight.

Director: The Director will oversee planning, implementation, and evaluation of all components of the services and supports TNTP will provide. The Director will ensure the successful design and successful delivery of all services and provide direct coaching to district senior leaders and additional technical assistance providers.

Senior Manager: Senior Managers will manage and execute the strategy and are responsible for the team's delivery of results as well as innovative solutions and achievement of goals.

TNTP Insight Team: The TNTP Insight Team leads the administration and rollup of actionable data and insights to inform the continuous improvement of district-level and school-based strategies.

The composition of the TNTP project team will prioritize both expertise with RLA RBIS, supporting diverse and multilingual learners, and relationships with Canutillo ISD.

Project Budget

Our project budget is inclusive of all costs associated with the TNTP consulting team dedicated to Canutillo ISD, including travel for in-person meetings, trainings, and walkthroughs, during the period from **August 1, 2024 – August 1, 2025**.

Project Budget: \$290,875
August 1, 2024 – August 1, 2025

TNTP Supports

- TNTP Consulting Team to lead TNTP Scope of Work outlined in “Our Strategy” (\$169,199)
- TNTP Travel Costs for In-Person Professional Development & Progress Monitoring (\$46,676)
 - TNTP Insight Survey (\$40,000)

Canutillo ISD Costs

- Additional Professional Development Costs (\$35,000)
 - Expenses related to team culture & coverage
 - \$30,000 allocated for substitute coverage for teachers attending professional development sessions.
 - \$100/substitute per day for 2 days of training

- 150 teachers trained
- \$5,000 allocated for miscellaneous cost to host PD activities including, but not limited to:
 - Food items to maximize time at work during training sessions
 - Supplies and materials for training sessions

Conclusion

TNTP is incredibly excited about the opportunity to partner with Canutillo ISD to provide holistic supports to bring to life the Literacy Framework & Implementation Plan established through the Strong Foundations Planning Grant. We would be honored to work alongside Canutillo ISD’s leadership team to prioritize students’ wellbeing and ensure that best practices are implemented in a way that is both positive and sustainable. For more information, please reach out to Lars Nelson (lars.nelson@tntp.org), Texas-based Partner. We look forward to continuing the conversation about this exciting new opportunity for collaboration. Thank you for your time and consideration.

Appendix A

TNTP’s *Instructional Culture Insight* (“Insight”) surveys provide district and school leaders with a roadmap for improving leadership practices by first collecting feedback on specific actionable practice from all stakeholders, including teachers, families, students, school support staff, school leadership teams, and central office staff. Leaders are then provided tools and resources to use that feedback to identify strengths and opportunities for improvement at their school, relative to schools nationally where practices are strongest. Data from Insight has shown that schools with strong instructional cultures and leadership practices can retain more effective teachers and support strong student achievement. Each participating school receives reports containing specific, actionable feedback that school teams can work together to assess and address quickly. Stakeholder surveys provide an overview of the needs of the district, which can be helpful in coordinating ongoing support and improvement efforts.

Available Insight Survey Instruments

TNTP’s survey tools encourage districts and schools to put student learning at the heart of all improvement efforts. Each stakeholder group plays a specific role contributing to student success, and our survey tools ask stakeholders about the experiences they are uniquely able to speak to because of their role. TNTP has developed survey instruments to solicit feedback from teachers, school support staff, school leadership, central teams staff, families, and students.

To support RLA Implementation, TNTP has included the administration of the Insight **Teacher Survey** and the **School Leadership Survey** to gather feedback from critical stakeholders.

Teacher Survey	Teachers are asked to share about their experiences with leadership practices related to instructional culture, including topics such as observation and feedback, academic expectations, peer culture, instructional planning, and more. Teachers also share their retention plans and reasons for staying or leaving.

School Leadership Survey	School Leadership staff provide valuable information on the quality of support schools receive from direct supervisors, central office support structures, and district leadership to build and maintain strong instructional cultures at their school.
---------------------------------	---

In addition to the above Insight survey content, **TNTP will incorporate standard and customized survey items that are intended to capture teachers and school leaders experiences with Literacy Implementation.** These additional items are intended to gain a better understanding of how the instructional materials your district has selected have impacted classroom practices.

Information will be collected around topics such as Expectations, Usability of Materials, Impact of Materials, and Knowledge & Mindsets. In addition, items will also explore teacher and leader perceptions of the support they are receiving to implement selected materials. This data can be used to inform future planning and support of literacy implementation.

Data Collection, Reporting & Engagement Details

Details aligned with survey administration, reporting and implementation include the following:

Survey Administration: TNTP collects survey responses from teachers and school leaders through online surveys. TNTP's responsibilities include:

- Provide standard, research-based survey instruments
- Support discussions to finalize survey content including custom items aligned with RLA Implementation efforts
 - Provide communication materials to inform relevant stakeholders about upcoming surveys ● Facilitate all aspects of online survey administration, including survey set-up and close-out, roster management, data collection and cleaning, respondent reminders, and technical support
 - Set response rate targets to meet minimum reporting requirements & monitor response rates
 - Provide district contacts with access to a portal where they can monitor response rates by school

Reporting: TNTP analyzes and packages data into interactive, online Tableau reports. TNTP's responsibilities include:

- Minimum response thresholds are required to receive reports. TNTP determines minimum reporting thresholds to maintain respondent confidentiality, reliability of the data and validity of results. These thresholds were based on an external study conducted by the American Institutes for Research
- All survey responses (with the exception of open-ended comments) are shared in reports in aggregate when minimum thresholds are met. Guidance is provided to survey participants on how to share feedback anonymously when responding to open-ended survey questions
- Provide online district-level reports with results aggregated at the network-level by stakeholder as well as all individual school results (if applicable)
- Provide online school reports with individual school-leader access: school-level results by stakeholder where minimum response rates are met, and guidance for building a roadmap for improvement
 - Comparisons to national and local benchmarks, where available
- Up to three school group filters, if requested, including School Level and two other client-designated groups

Engagement & Resources: TNTP provides a full suite of support tools and resources. TNTP's responsibilities include:

- Online reports contain a link to additional guidance and resources on how to read and use reports, as well as guidance and templates for sharing results with teachers
- Included on the Insight Help Center, you will see a section called “Browse Resources by Domain” that includes materials aligned with Insight domains to support leaders understand best practices and take action on their data.
- TNTP’s Teacher Talent Toolbox and Student Experience Toolkit contain hundreds of tools and resources sourced from schools aligned to the Insight survey that leaders can use to address key growth areas on stakeholder surveys
- “Introduction to Insight” webinar to introduce new users to the survey. Topics include: survey and report basics, best practices for sharing results with others, and a preview of TNTP available resources.
- “District/Network Snapshot” webinar provides an overview of the client’s results, highlighting areas of strength and opportunities for growth based on the data-findings.



CANUTILLO INDEPENDENT SCHOOL DISTRICT
FINANCIAL SERVICES DIVISION/PURCHASING

Contract Routing and Approval Form

FOR PURCHASING OFFICE USE ONLY			
Contract Request Received		Assigned Contract No	
Routed for Internal Approval		Contract Fully Executed	
Routed for Vendor Approval		Notification To Proceed	

CONTRACT APPROVAL PROCESS: 1. All agreements shall be routed through the purchasing office. 2. Purchasing will review for compliance and determine procurement method(s). 3. Be advised that some agreements may require Legal Counsels review 4. Following final review, purchasing will route for additional signature(s), either district personnel and/or supplier. to ensure receipt of fully executed documents. 5. Purchasing will notify requestor when process has been completed.

NO SERVICES SHALL COMMENCE WITHOUT AN EXECUTED AGREEMENT AND AN APPROVED PURCHASE ORDER

IT IS THE REQUESTORS RESPONSIBILITY TO SUBMIT ALL DOCUMENTS PERTAINING TO THE SERVICE REQUESTED WITH AMPLE TIME TO ALLOW FOR FULL PROCESS. MUST INCLUDE Vendor agreement, vendor quote, vendor terms, any other docs related to the service, etc. This Contract Routing and Approval form is required to ensure we have the information needed to route documents for the necessary signatures.

THIS FORM MUST BE COMPLETED BY THE REQUESTING CAMPUS/DEPARTMENT

Must check off Contract Type: Professional Service Contracted Services Vendor Agreement Term Contract Interlocal
 Lease Agreement MOU MOA Construction Other _____

Campus/Department: Curriculum and Instruction Department

Campus/Department Contact person: Jesica Arellano, Executive Director of Curriculum and Instruction

Contact Number: 915-877-7440

Requestors email: jarellano@canutillo-isd.org

Contract Title: TNTP Literacy Framework Implementation Plan Supports

Contract Description: Professional Services Contract to provide services outlined in the TNTP Literacy Framework Implementation Plan Supports Proposal.

VENDOR INFORMATION – MUST PROVIDE ALL INFORMATION LISTED BELOW: Required to obtain all necessary signatures.

Vendor/Company Name: TNTP, Inc.

Vendor Full Address: 500 Seventh Avenue, 8th Floor New York, NY 10018

Name of Representative: Reyna Sotelo representatives' email: reyna.sotelo@tntp.org

Rep. Office Phone: 945-324-1143

Rep Mobile Number: _____

Vendor's Authorized Signer: Reyna Sotelo

Signer's email: reyna.sotelo@tntp.org

Contract Amount: \$75,000.00

Funding Source: CREED Grant

Account No(s): _____

Anticipated Start Date: April 1, 2025

End Date: December 30, 2025

Is this a New Agreement? Yes No

Is this Agreement a renewal? Yes No If yes; specify the reason for renewal, what is it replacing? _____

Agreement Term: April 1, 2025 - December 30, 2025

Does agreement term include renewal options? Yes No

If yes, specify renewal options: _____

Does agreement require Insurance coverage? Yes No **If yes, route agreement to Human Resources department for review, and to provide the necessary insurance requirements.**

Human Resources staff review: _____

Date: _____

By signing this approval request form, I, the budget authority confirm that the agreement attached has been reviewed and all necessary documents pertaining to this agreement are being submitted.

Budget Authority Signature: _____

Date: 3/7/25

Attachments: Must submit vendor agreement and all pertaining documents, quotes, etc., with this routing form.

Purchasing review: _____



Canutillo Independent School District
7965 Artercraft Rd. Mailing Address: P.O. Box 100
El Paso, TX 79932 Canutillo, TX 79835

PROFESSIONAL SERVICES CONTRACT **CONTRACT #** _____

*1. This contract is entered by and between **Canutillo Independent School District**, hereinafter designated "District" and TNTP, Social Security or Employer Identification Number _____ Hereinafter designated "Contractor" (W-9 form must be completed).

*2. My name and title are Jesica Arellano-Curriculum and Instruction Executive Director, As the **department/school supervisor**, I authorize that during the period beginning April 1, 2025 and ending December 30, 2025, Contractor, as an independent contractor, who is not an employee or agent of the District, shall provide to the District, the following services for the use and benefit to public education in Texas:

Services Provided (Be Specific) TNTP will provide a series of professional development sessions and consultation with a focus on developing our Reading Language Arts teacher's understanding of the concepts of Instructional Coherence, Learning Acceleration, and the implementation of High-Quality Instructional Materials.

Time: To Be Determined (Dates to be scheduled within term dates) Location: Virtual and In-Person

*3. For the performance, satisfactory to the District, of the services described above, the District shall pay to Contractor a fee equal to the sum of \$75,000.00. The total amount payable to the Contractor by the District pursuant to this contract shall in no event exceed the sum of \$ 75,000.00 **All payments due to Contractor shall be made by a District check upon completion of work and submission of an itemized invoice with District Supervisor's Signature. (Payment will be generated within 30 days after the items or service is received along with an original invoice)**

4. All materials and products developed pursuant to this contract shall be the property of the District. The contractor shall not assert any claim or equity, or assert any claim to statutory copyright and/or patent in such materials and products without the prior written permission of the District

5. This contract is subject to all State of Texas and Federal laws, rules, and regulations including, but not limited to Title VI of the Civil Rights Act of 1964, as amended. This contract shall be interpreted according to the laws of the State of Texas.

*6. Contractor is is not incorporated. If incorporated, Contractor must attach a current franchise tax

Certificate of Good Standing, available from the Texas State Comptroller to this contract when signed and returned to the District.

7. Contractor Affirms that this contract does not create a conflict of interest with his/her present employer.
8. This contract may not be assigned by the Contractor without the written consent of the District.
9. Either party may terminate this contract without cause on ten (10) days written notice. The District for cause may also terminate this contract. Specifically, although not exclusively, cause shall include the District having to cancel an event related to the Contractor's performance for reasons beyond its control, or for the Contractor's failure to perform as contemplated by the District. In this case of the cause described herein, should a dispute arise over whether cause exists, the judgment of the District will control. On termination, the Contractor shall be due only compensation earned and reimbursement for approved costs. No fee will be due when termination was on ten (10) day notice.
10. The Contractor shall indemnify and save harmless the District and its Board of Trustees, agents, and employees from all suits, actions or claims of any character, type, or description, brought or made for or on account of any injuries or damages received or sustained by any person or persons or property, arising out of, or occasioned by the negligent acts, errors or omission of the Contractor, his agents or employees in the performance of its duties under the terms of this contract.

Except for a Party's indemnification obligations under this contract, (i) in no event shall either party be liable for any indirect, consequential, special, incidental or punitive damages arising from or relating to performance under this contract.

11. In the event that the District must substantially modify or reduce the size or scope of the project due to financial exigency or lack of funding the District shall give 10 day notice to Contractor.

12. ***Note: This process takes seven to ten (7-10) business days to complete. Please plan accordingly and realize that this contract is not authorization to proceed without and approved District Purchase Order.***

13. **If the scope of the project requires the Contractor to have direct contact with students, the CISD originator must provide a copy of the TB test results and a Criminal History Release form to the Human Resources Department.**

*14. This Contract shall be governed by the laws of the State of Texas and be performable in El Paso County, Texas.

AGREED and accepted on behalf of Contractor to be effective on the earliest date written above by a person authorized to bind Contractor.

Contractor must sign and return.

Contractor:



Authorized Signature

Lin Johnson III

Printed Name

Chief of Strategic Growth & Finance

Title

District Supervisor's Signature: _____

Department/Campus: Curriculum and Instruction

Account Number to Charge: _____

*All Items with asterisk must be completely filled in

1. Will the contractor have continuing duties throughout the year?*	Yes
2. Will the contractor have direct contact with the students?*	No
3. Will the contractor work on a contract for services?*	Yes
4. Will Contractor be unsupervised with students?*	No

TO BE FILLED OUT BY FINANCIAL SERVICES DIVISION

AGREED on behalf of the District this _____ day of _____ (month and year), by a person authorized to Bind the District.

Director of Finance

TO BE FILLED OUT BY HUMAN RESOURCES DEPARTMENT

- Criminal History Release: _____
 - Authorization to Proceed: _____, Human Resources Executive Director
- Date: _____

Proposal for Canutillo ISD

Literacy Implementation Plan

November 2024



Introduction

TNTP's mission remains unchanged. We are unwavering in our commitment to end the injustice of educational inequality and ensure all students get the education they need to become successful adults. Through Strong Foundations supports and observations by TNTP, we have had the opportunity to see firsthand, Canutillo ISD's relentless commitment to improving student performance, closing the opportunity gap, providing and implementing rigorous academics, continuing culture of high expectations, and engaging stakeholders in student success. TNTP shares CISD's ambitious vision of equitable and engaged schools that prepare students for success in the classroom and beyond.

TNTP proposes to continue to provide professional support grounded in Instructional Coherence, HQIM training, accelerated learning, and support to Canutillo ISD's teachers. This approach will be an anchor in supporting the advancement of capacity and professional learning of the teachers across the district to increase the academic achievement of CISD students.

Our Strategy

Continuing the arc of learning and professional knowledge of campus teachers, as well as research-based best practices, TNTP will support, sharpen, and leverage the tools for teachers in their implementation of High-Quality Instructional Materials. TNTP will monitor the progress of CISD's HQIM implementation and investment goals. Using classroom observations, student work analysis, and leadership observation and reflection, TNTP will provide regular feedback to CISD leaders about progress toward plan goals and suggestions for necessary adjustments to reach goals and enact successful change efforts. Included in this work will be a plan for how CISD can sustain progress monitoring in future years by building a core progress monitoring team to capture, codify and scale this process in future school years. TNTP will provide targeted support in specified, additional academic areas across the school district by providing thought partnership and capacity building with key district office leaders in their respective areas of work. These supports may include the creation of guidance documents, workplans, classroom visits or content development for professional learning sessions and assisting with facilitation. Additionally, TNTP consultants will provide insights into local and national research and trends in education, sharing ideas that CISD might glean about successful academic initiatives in other strong school districts as they consider current and future strategic planning.

The series of support will focus on supporting educators develop their understanding of the concepts of Instructional Coherence, Learning Acceleration, and the implementation of **High-Quality Instructional Materials**

- Define instructional coherence and learning acceleration.
- Identify elements of this vision within the locus of control.
- Build the knowledge and skills necessary to support instructional coherence and learning acceleration within their locus of control, leveraging **High Quality Instructional Materials**.
- Build knowledge and coherence on dual language instruction using best practices to make content more comprehensible.

- Teachers will participate in a learning series in defining instructional coherence and accelerated learning, understand what these concepts look like in classroom instruction, and leverage HQIM for their students. The educator series focuses on the unique elements of accelerated instruction and evidence-based practice in these content areas. Dual language teachers will receive focused support on cross linguistic connections, content-based language instruction, and support in Texas Effective Dual Language Immersion Framework (TxEDLIF)
- Teachers' individual growth is supported and adapted to include coaching session topics *The Opportunity Myth*, *Building Relationships*, *Dismantling the School to Prison Pipeline*, and *All Means All*.
- Teachers will receive coaching and feedback based on instructional walks provided by Canutillo ISD leadership and TNTP.
- Canutillo ISD leadership will receive support in creation of guidance documents, workplans, classroom visits or content development for professional learning sessions and assisting with facilitation.

TNTP seeks to partner with Canutillo ISD to implement an instructionally coherent literacy program through:

- **Strategic Advising:** We will guide and support district leadership through navigating the technical and adaptive challenges of strengthening and executing the Canutillo ISD Literacy Framework Implementation Plan developed through the Strong Foundations Planning Grant.
 - Ongoing and frequent coaching and support for leaders to support effective leadership practices in response to the technical and adaptive challenges of executing the Implementation Plan, including the vision and strategy for improving outcomes for multilingual learners & students with IEPs.
- **Capacity Building:** We will design and lead training sessions for key stakeholders within the district – with a focus on principals, coaches, the community, teachers serving multilingual learners, and teachers serving students with IEPs.
 - Ongoing training aligned to the RLA RBIS as well as newly designed training sessions for prioritized tiers of leadership within the district, with a recommendation of prioritizing school principals.
 - Ongoing training to support the effectiveness of coherence-boosting routines prioritized within the Implementation Plan for teachers serving multilingual learners & students with IEPs.
- **Progress Monitoring:** We will leverage improvement cycles to drive progress by considering key data including implementation fidelity, stakeholder experiences and feedback, educator capacity, and student outcomes.
 - Establishing and managing the vision for data & assessment practices aligned to the Implementation Plan.
 - Conducting bi-monthly walkthroughs to monitor the evidence of the RLA RBIS within classroom instruction.
 - Gather critical feedback from teachers and school leaders across all district schools

- Facilitate improvement cycles that holistically consider implementation fidelity, educator capacity, and student outcomes, naming clear and accountable next steps.

Proposed Timeline, Scope, and Budget

TNTP aims to accomplish HQIM Instructional Coherence vision setting, advising, and initiating implementation in eight months. This work will support CISD’s continued development and long-term success. Our partnership will include:

Timeline	Scope	Budget
April & May 2025	Strategic Advising and Vision Setting with Canutillo ISD Leaders <ul style="list-style-type: none"> • Through conversations and advising, TNTP will build relationships and build capacity with leaders. • Establish clear definition of Instructional Coherence and Learning Acceleration through professional learning • Leaders will establish and maintain systems and expectations that anchor the instructional walk literacy framework as a tool to enhance professional learning for leaders and teachers • The systems that will ensure time is prioritized in a way that is aligned to the district and schools’ vision Professional Learning – Day (In Person)	\$15,000
June & July 2025	Capacity Building, Rigorous Learning and HQIM Literacy Framework Implementation – <ul style="list-style-type: none"> • Through coaching and conversations, leaders will build relationships and acquire the skills to lead instructionally through instructional walks and implement literacy framework • Leaders will establish and maintain systems and expectations that anchor the instructional walk as a tool to enhance professional learning for leaders and teachers • The systems that will ensure time is prioritized in a way that is aligned to the district and schools’ vision • TNTP will deliver a report of progress and data to Canutillo ISD • Professional Learning – 2 Days (In Person) 	\$10,000
August-December 2025	Progress Monitoring, Rigorous Learning, HQIM Literacy Framework Implementation, and Instructional Walks <ul style="list-style-type: none"> • Leaders will learn how to lead campuses by meaningful goals to drive towards the vision and short and long-term improvement. To prioritize and plan with the end in mind, leaders and teachers will be 	\$50,000

	<p>trained on actively diagnosing and monitoring progress toward the vision and goals.</p> <ul style="list-style-type: none"> • Through coaching and conversations, leaders will build relationships and acquire the skills to lead instructionally through instructional walks • Leaders and teachers will receive support in support great teaching by communicating actionable feedback or developing teachers' instructional skills in debriefing instructional walks. • Positive school culture supported through vision, mission, goals and values, explicit instructional vision that supports student achievement. • TNTP will deliver a report of progress and data to Canutillo ISD • Instructional Walk – Day (In Person) • Coaching/Feedback Day (Virtual) 	
TOTAL		\$75,000

Conclusion

TNTP is incredibly excited by the opportunity to support Canutillo ISD's mission to improve outcomes for students and act as a thought partner in instructional coherence. We would be honored to continue to partner with Canutillo ISD's leadership to provide holistic support that brings the Literacy Framework and Implementation Plan to life. We are excited about the opportunity to train leaders and in Instructional Coherence, the implementation of the HQIM Literacy Framework and Plan, rationale, and ensure the sustainability of best practices that support *all* students by conducting instructional walks. For more information, please reach out to Reyna Sotelo, TNTP Consulting Partner, at reyna.sotelo@tntp.org. We look forward to continuing the conversation about this potential partnership.

Board of Trustees

Meeting Date: _____

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Approval of Professional Services Contract between Canutillo ISD and TNTP, Inc. for Academic Year 2025-2026.

Justification Statement: CISD is in the implementation phase of our Literacy Framework process and we are seeking to continue our work with TNTP, Inc. to ensure our Reading Language Arts teachers and campus leadership have an understanding of the concepts of Instructional Coherence, Learning Acceleration, and the implementation of High-Quality Instructional Materials. As our Approved Providers during the LASO Strong Foundations Literacy Framework Grant process, we believe continuing our partnership with TNTP, Inc. on this work will provide continuity and support.

Purpose of Agenda Item: Information Discussion Action
Item Type: Curriculum & Instruction Human Resources Business Services

Staff Responsible: _____
Jessica Aull
Signature of Requester(s)

Jessica Aull
Signature of Presenter(s)

Business Services Approval (Initials) _____ Date _____

Agenda Summary:

Canutillo ISD received an MOU from CREEED to provide financial support for our continued partnership with TNTP, Inc. This MOU will be presented for board view jointly with this executive summary. This partnership supports the implementation phase of our Literacy Framework Process. Curriculum and Instruction is requesting board approval for \$75,000.00 to be paid to our partner, TNTP, Inc. over the course of our grant project cycle. These payments will be made in 3 installments as phases of the work are completed. The CREEED grant will be the funding source for this work.

RECOMMENDATION: To approve the professional services contract between Canutillo ISD and TNTP, Inc. TNTP will provide professional development sessions and consultation supports for our Literacy Framework Implementation process.

PRIOR BOARD ACTION: AWARDED: AWARDED AMOUNT:

AMOUNT(S): \$75,000.00 - To be paid using CREEED Grant funds.
ACCOUNT NO(S): 487.11.6299.20.916.24 = \$95,000-
489.13.6411.20.916.24 = \$20,000-
Substitutes = \$10,000-

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

REQUESTING DEPARTMENT:
Curriculum and Instruction

CONSEQUENCES OF NON-APPROVAL:
We will not be able to access professional development services to support our Literacy Framework implementation process.

IMPLEMENTATION TIMELINE:
April 1, 2025 - December 30, 2025

ATTACHMENT(S): 1) Professional Services Contract
 2) TNTP Scope of Work Documentation

