

Agenda of Regular Meeting

The Board of Trustees Canutillo ISD

A Regular meeting of the Board of Trustees of Canutillo ISD will be held October 28, 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

5

2. **BOARD HONORS**

- A. Recognition of the Canutillo High School Marching Band for their Outstanding Performance at the 2025 Socorro ISD Marchfest Band Competition and a Successful Marching Season.
Presenter: G. Reveles
- B. Recognition of CISD Principals for their Contributions to the District During October, National Principals Month
Presenter: G. Reveles
- C. Recognition of the Canutillo ISD Human Resources Dept. During Texas Education Human Resources Day for their Important Contributions.
Presenter: G. 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. **SPECIAL PRESENTATION-OTHER**

- A. Lonestar Governance Goals 1 & 2

6

	Presenter: Ruby Palacios / Shawn Leggett	
B.	School Health Advisory Council (SHAC) Annual Report	44
	Presenter: Julie Scott & Dr. Monica Reyes	
5.	PUBLIC HEARING	
	Presenter: C. Pulley	
A.	A Public Hearing Will Be Held Regarding the Canutillo ISD's Financial Integrity Rating System of Texas (FIRST). The Public is Invited to Attend and Provide Public Comment.	57
	Presenter: C. Pulley	
B.	Discussion and Possible Action of Approval of the Canutillo ISD's Financial Integrity Rating System of Texas (FIRST)	
	Presenter: C. Pulley	
6.	BOARD OF TRUSTEE BUSINESS	
A.	Discussion and Possible Action Regarding the Allocation of a Percentage from Property Sales Proceeds to a Fund for Future Builds	
	Presenter: Trustee Carolina Ortega	
B.	Discussion and Possible Action Regarding District Compliance With Senate Bill 10.	
	Presenter: Jesica Arellano / Steve Blanco	
7.	CONSENT AGENDA-VOTING	
A.	<i>BUSINESS SERVICES</i>	
1.	Approval of the Monthly Donations	
	Presenter: C. Pulley	
a.	Board Acceptance of the October 2025 Donations Report	97
	Presenter: Cristina Pulley/Veronica Campbell	
2.	Approval of the Budget Amendments	107
	Presenter: C. Pulley	
3.	Approval of Guaranteed Maximum Price #1 (GMP) for Construction Manager-At-Risk (CMAR) Services for Earthwork and MEP at the New Alderete Middle School (AMS) RFQ 2025-02B, From Banes General Contractors in the Amount of \$26,493,133.56.	109
	Presenter: Ernesto Ortiz / PROCEDEO	
4.	Approval of Guaranteed Maximum Price #2 (GMP) for Construction Manager-At-Risk (CMAR) Services for Earthwork and MEP at the New Canutillo Middle School (CMS) RFQ 2025-02B, From Banes General Contractors in the Amount of \$25,748,877.34.	111
	Presenter: Ernesto Ortiz / PROCEDEO	
B.	<i>CURRICULUM AND INSTRUCTION</i>	
1.	Approval of the Memorandum of Understanding and Agreement between El Paso Child Guidance Center and Canutillo Independent School District.	113
	Presenter: Dr. Monica Reyes	
C.	<i>HUMAN RESOURCES</i>	
1.	Approval for 2025-2026 District and Campus Improvement Plans	117
	Presenter: Julieta Melendez	

8. **EXECUTIVE SESSION**

To Consult with Attorney Under Sections 551.071, 551.072, 551.074, and 551.076 of the Texas Government Code:

(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)

- A. Discussion Regarding the Potential Sale of District Owned Property Including Property Located at 7311 Bosque Rd. Canutillo, TX 79835 to El Paso County and Other Potential Sites.
Presenter: Oscar Rico
- B. Receive and discuss Intruder Detection Audit Report Findings for District campus.
Presenter: Chief Fernando Martinez
- C. Discussion Regarding the Recommendation of Administration to Terminate the Probationary Contract of G. R., Teacher at Jose Damian Elementary, for Job Abandonment Without Good Cause and Issue Appropriate Notice to SBEC.
Presenter: Martha Carrasco
- D. Discussion Regarding the Status and Possible Mediation in the Matter of T. Avent v. Canutillo ISD; Cause no. 2024DCV2484.
Presenter: Steve Blanco

9. **NEW BUSINESS (continued); OTHER**

- A. Discussion and Possible Action Regarding the Potential Sale of District Owned Property Including Property Located at 7311 Bosque Rd. Canutillo, TX 79835 to El Paso County and Other Potential Sites.
Presenter: Oscar Rico
- B. District Report: An Intruder Detection Audit was Conducted in the District by Region 19 ESC / Texas Education Agency (TEA). Findings Will Be Shared With the District School Safety and Security Committee, and the Board of Trustees. A Plan of Action is in Place and Will Be Shared With the Board of Trustees.
Presenter: Chief Fernando Martinez
- C. Discussion and Possible Action Regarding the Recommendation of Administration to Terminate the Probationary Contract of G. R., Teacher at Jose Damian Elementary, for Job Abandonment Without Good Cause and Issue Appropriate Notice to SBEC.
Presenter: Martha Carrasco
- D. Discussion and Possible Action Regarding Mediation in the Matter of T. Avent v. Canutillo ISD; Cause no. 2024DCV2484.
Presenter: Steve Blanco

10. **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



Canutillo Independent School District
Best Small District In Texas

CISD LSG 1 & 2 October 2025 Update

October 2025

- **Goal 1 - Early Childhood Literacy**
- **Goal 2 - Early Childhood Mathematics**



Early Childhood Literacy LSG Goal 1

The percentage of 3rd grade students reading on grade level will increase from 46% in June 2024 to 56% by June 2027.



2024-2025 Implementation Actions

- **Canutillo ISD executed the Year 1 implementation of our literacy initiative.**
- **Our implementation included all grade levels (K-12), with an emphasis on K-5.**
- **Our goal is to set a strong foundation to ensure students begin on grade level and maintain that performance throughout their academic career.**



2024-2025 Implementation Actions

- We gained support from our partners in education to provide financial support, guidance and feedback.
- CISD was awarded the CREEED Literacy Grant to support our partnership with TNTP for literacy framework implementation.
- CISD was awarded the Texas Reads and Leads Literacy Grant to support our K-3 structured literacy program.



2024-2025 Implementation Actions

- We reallocated and standardized our elementary instructional minutes to ensure a consistent and appropriate dosage of literacy minutes K-5.
- We provided professional development for teachers on implementation of high-quality instructional materials.
- We provided professional development for district and campus literacy leadership teams on structured literacy.



2024-2025 Implementation Actions

- We streamlined our assessment strategy to focus on research-based assessments.
- We discontinued use of supplemental instructional materials not aligned to structured literacy.
- We set literacy SMART goals across K-10 grade levels at the district and campus level.



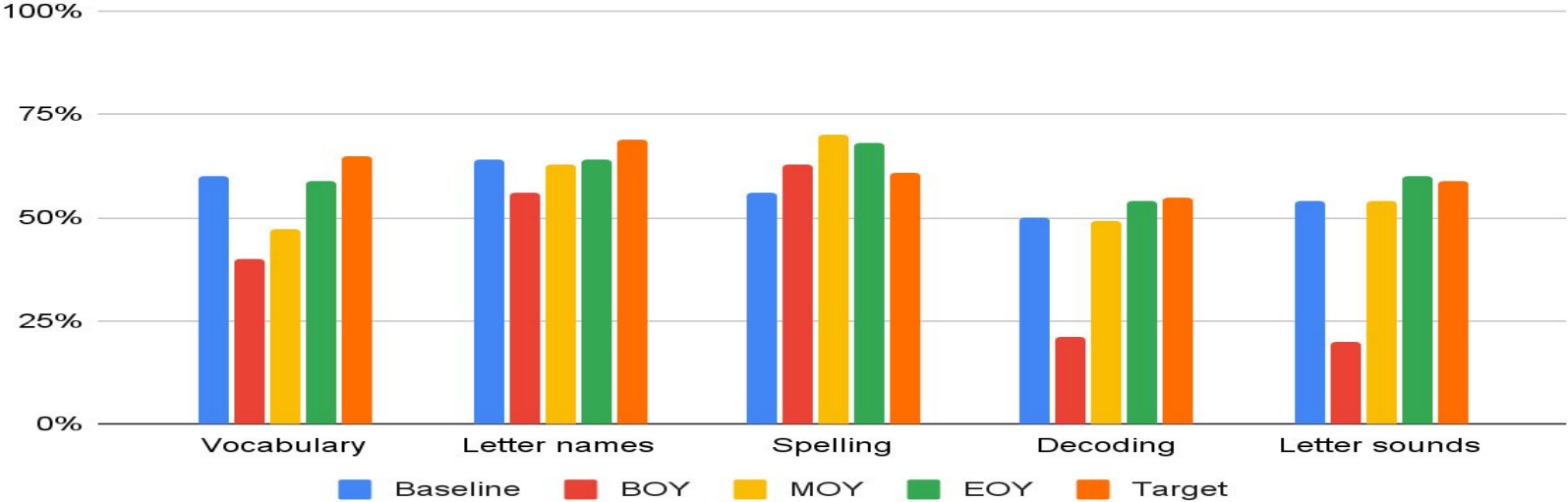
Implementation Outcomes

- Our focus is on grade level proficiency and we analyze the percentage of students performing at grade level or better (STAAR meets or masters).
- We set performance goals based on 2023-2024 data as a baseline.
- We set goals on a 3 year plan using a sliding scale based on baseline performance.



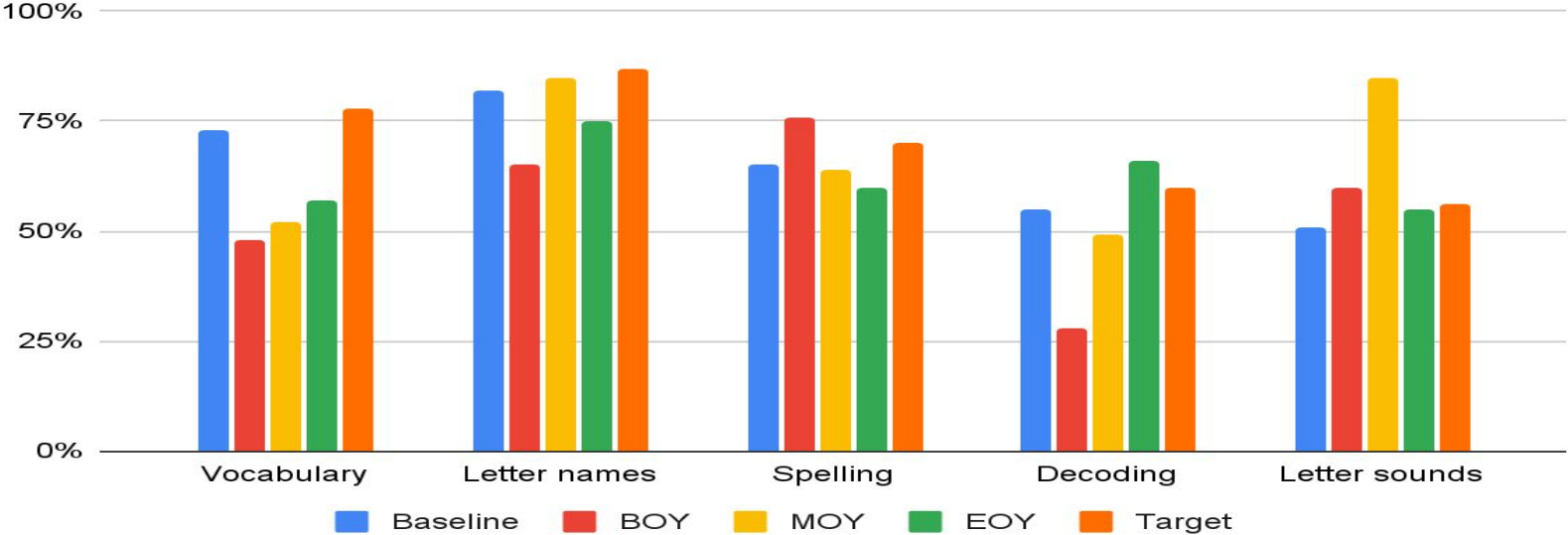
Implementation Outcomes - Kindergarten

Kinder / TX-KEA: 2024 to 2025 Outcomes



Implementation Outcomes - Kinder Spanish

Kinder / TX-KEA Spanish : 2024 to 2025 Outcomes



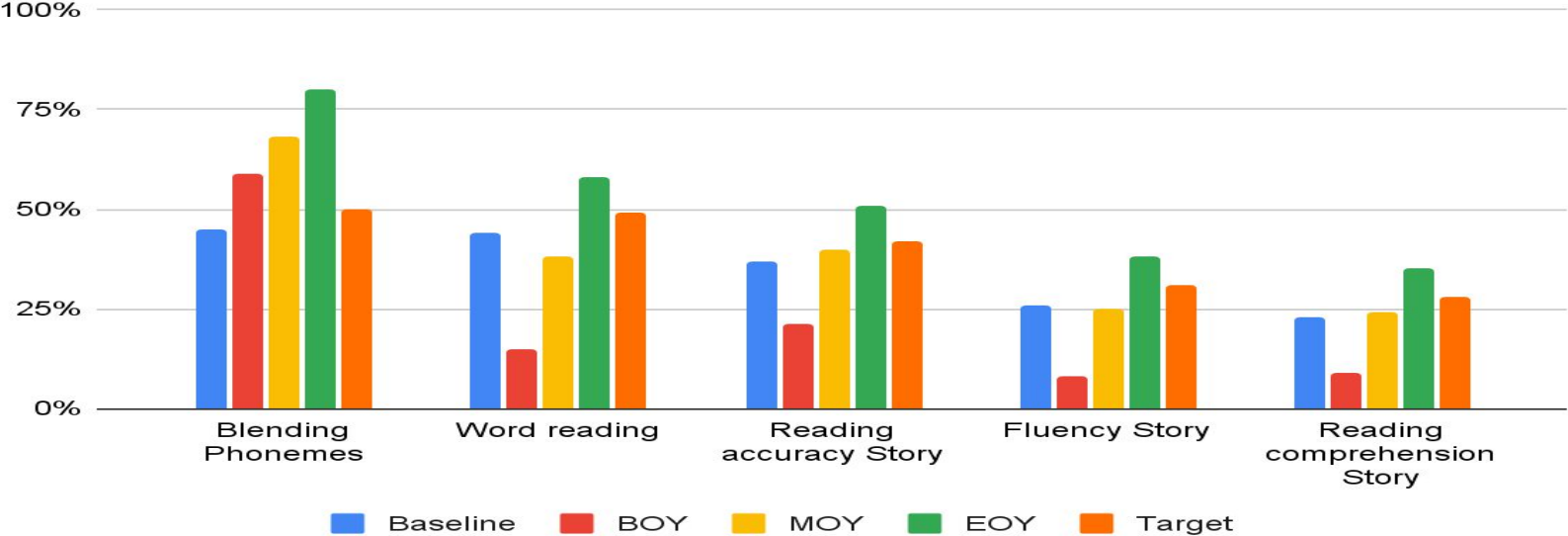
Implementation Outcomes - Kindergarten

- Growth was observed in spelling, letter sounds and decoding.
- SMART goals were not met in 3 of 5 domains tested.
- Overall, limited growth was observed in kindergarten outcomes.



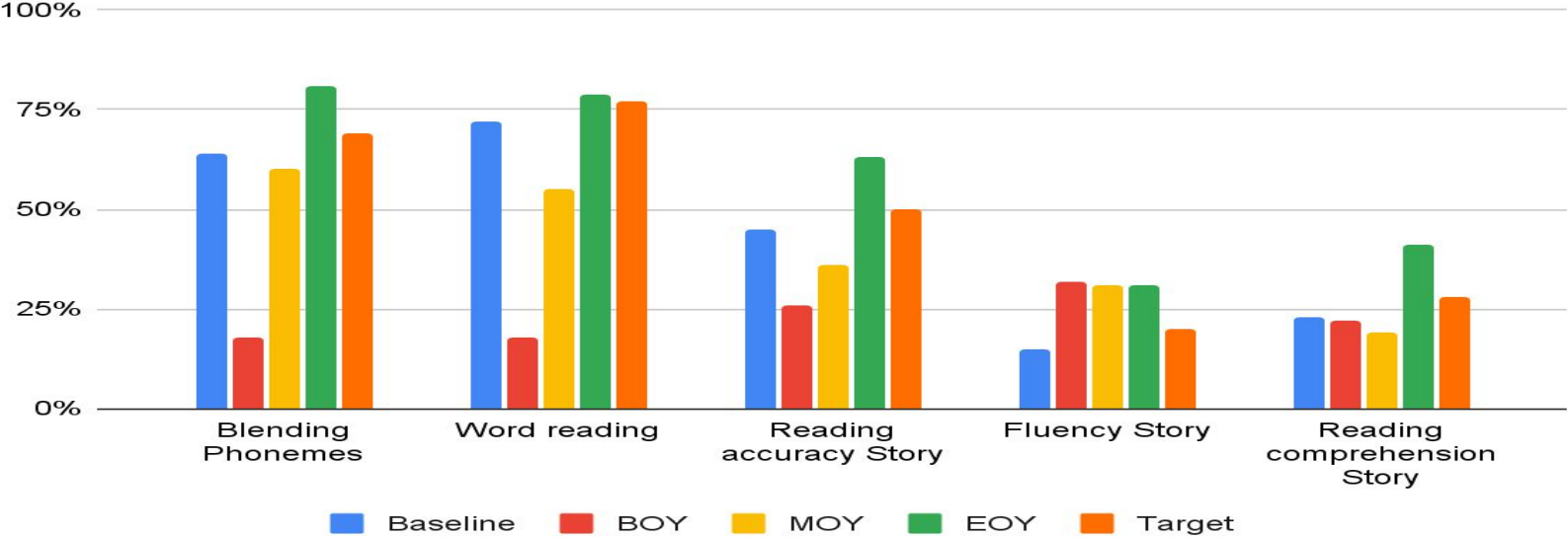
Implementation Outcomes - 1st Grade

1st / TPRI: 2024 to 2025 Outcomes



Implementation Outcomes - 1st Gr Spanish

1st / Tejas Lee: 2024 to 2025 Outcomes



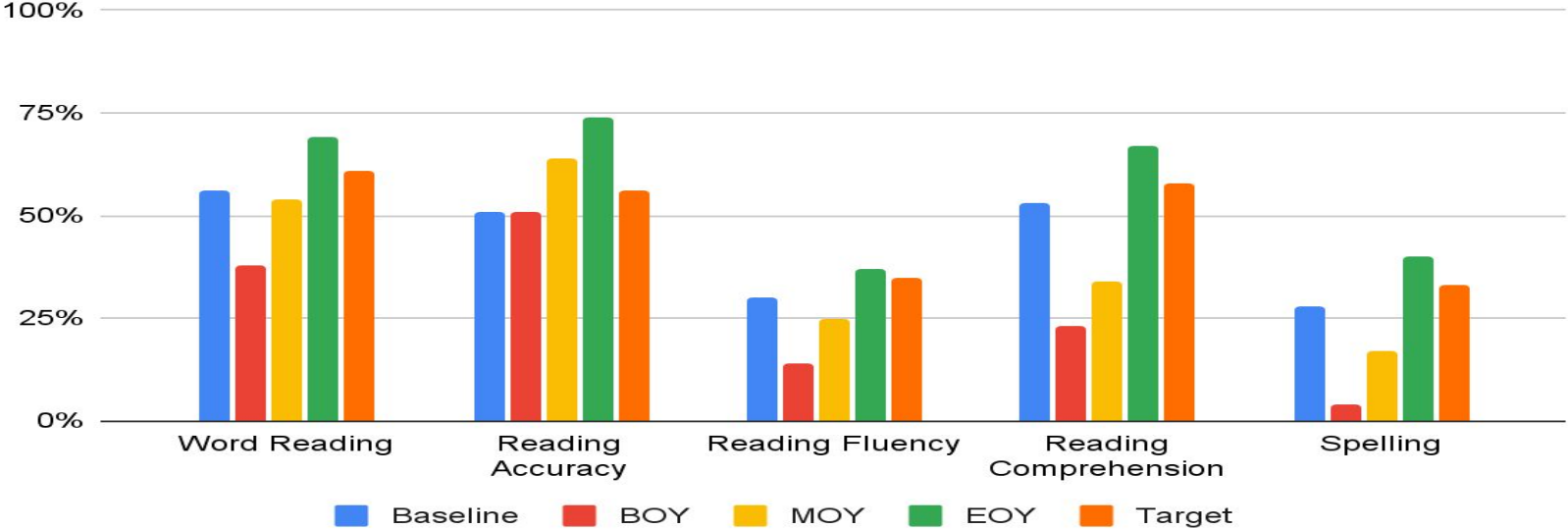
Implementation Outcomes - 1st Grade

- All SMART Goals met across all 5 domains measured.
- An average 16 percentage points of growth across all domains was achieved.
- Significant weakness is observed in Reading Fluency and Reading Comprehension.
- Our focus is to target areas of weakness and build upon observed growth in all domains.



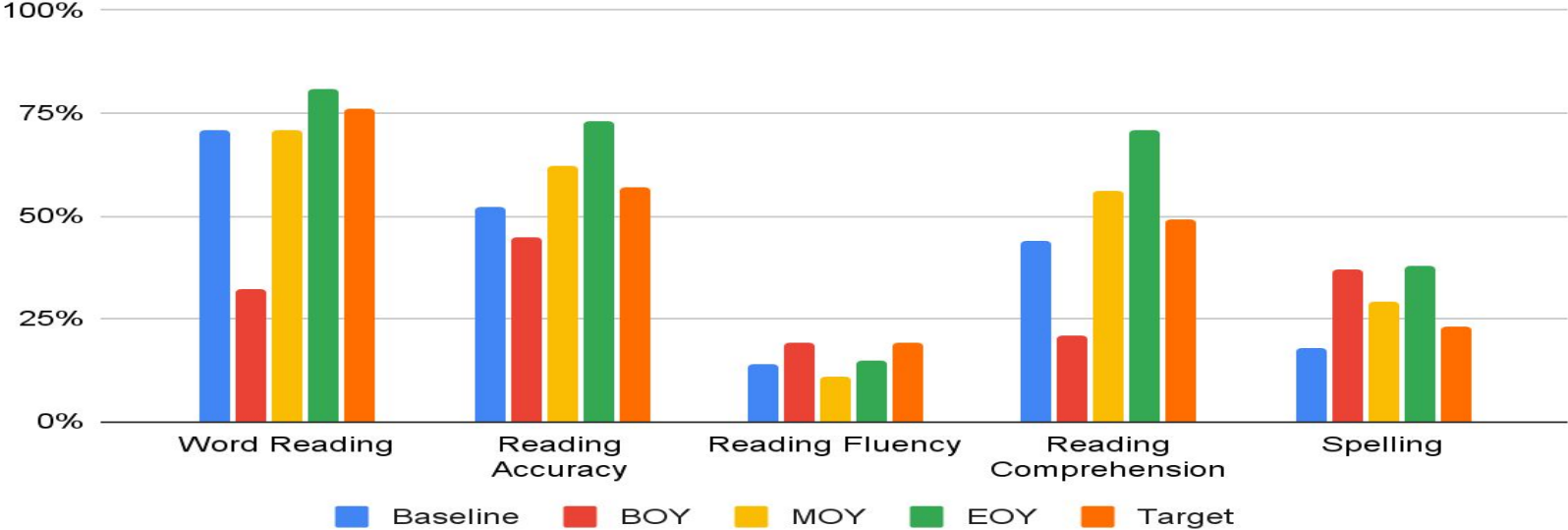
Implementation Outcomes - 2nd Grade

2nd / TPRI: 2024 to 2025 Outcomes



Implementation Outcomes - 2nd Grade

2nd / Tejas Lee: 2024 to 2025 Outcomes



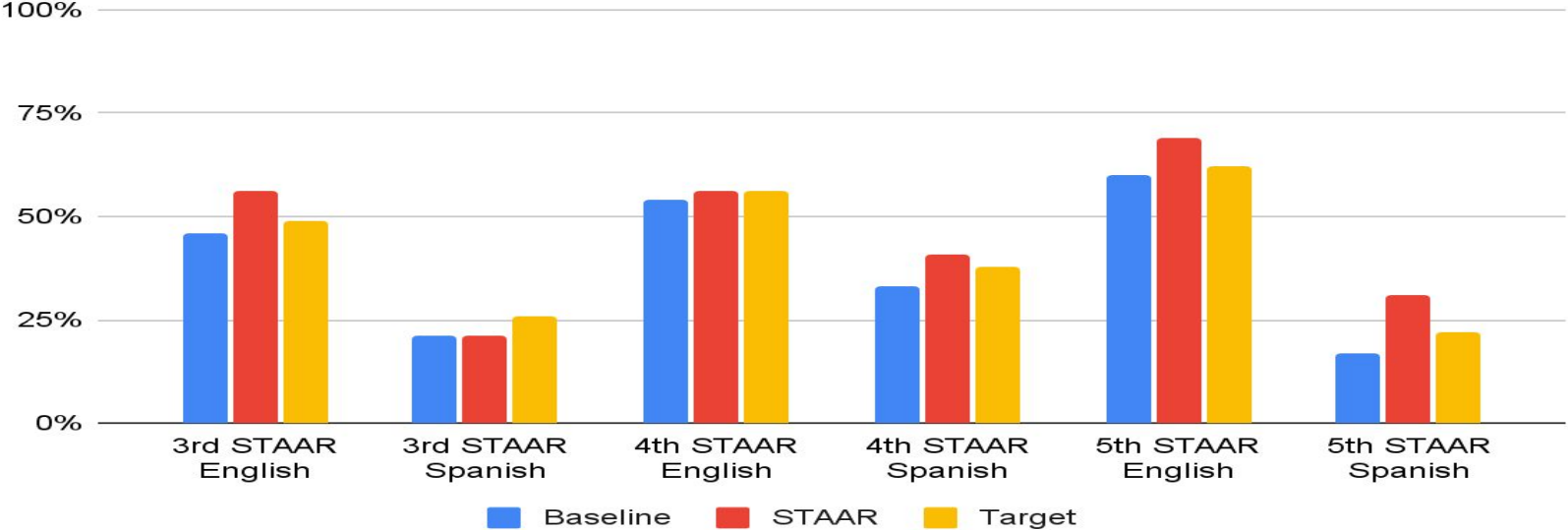
Implementation Outcomes - 2nd Grade

- 9 of 10 SMART Goals met across all 5 domains measured.
- An average of 15 percentage points of growth across all domains was achieved.
- Significant weakness is observed in Reading Fluency and Spelling.
- Our focus is to target areas of weakness and build upon observed growth in all domains.



Implementation Outcomes - Grades 3 - 5

RLA 3rd-5th Grade: 2024 to 2025 Outcomes



Implementation Outcomes - Grades 3 LSG 1

- LSG SMART Goal of 49% Meets or better for 3rd Grade Reading English was Met with 56% performance.
- LSG SMART Goal for of 26% Meets or better 3rd Grade Reading Spanish was not met with 21% performance.
- 10 percentage points of growth was achieved in 3rd Grade Reading English.
- No growth was achieved in 3rd Grade Reading Spanish
- Full implementation of structured literacy in 25-26.



Implementation Outcomes - Grades 4 - 5

- 4 of 4 SMART Goals met on STAAR Reading English and Spanish assessments.
- An average of 8 percentage points of growth across all assessments was achieved.



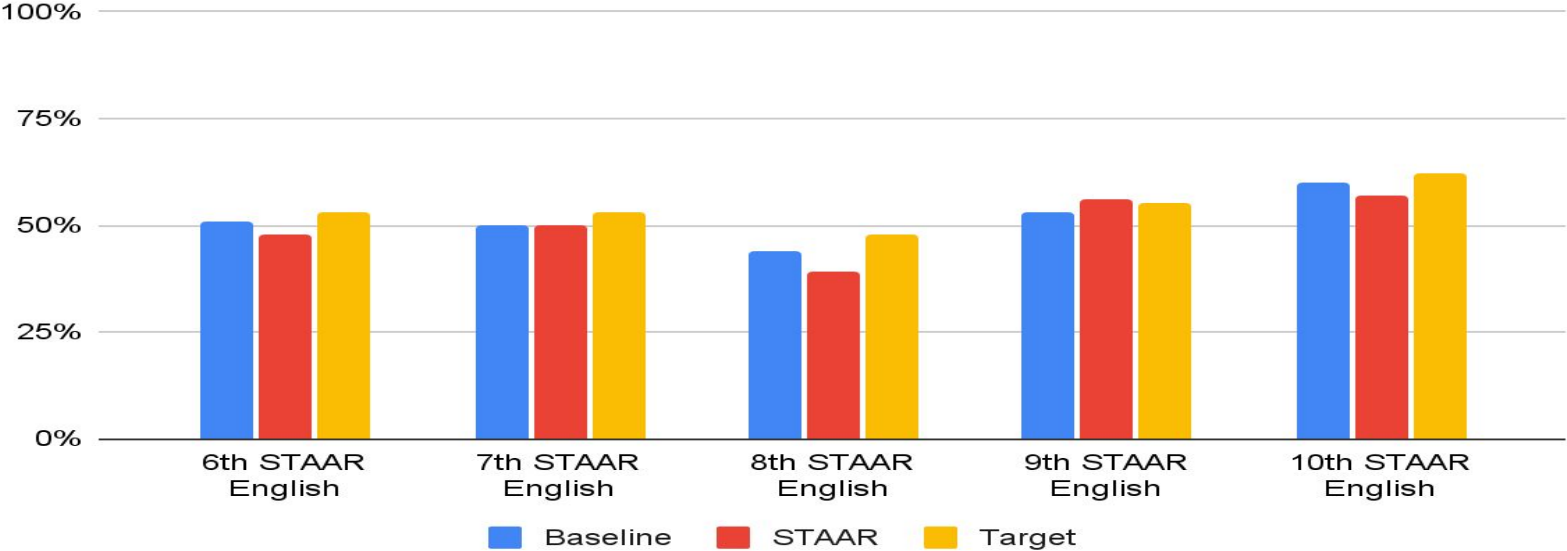
2025-2026 Implementation Actions

- 120 minutes of literacy instructional time K-4.
- 100 minutes of literacy instructional time 5th grade.
- Full implementation of Wonders/Maravillas to include: Whole Group, Targeted Small Group Instruction, Small Group Grade-Level Practice and Personalized Practice.
- Ongoing professional development for teachers and campus literacy leadership teams.
- Completion of 6 part structured literacy training for district and campus literacy leadership teams.



Implementation Outcomes - Grades 6 - 10

RLA 6th-10th Grade: 2024 to 2025 Outcomes



Implementation Outcomes - Grades 6 - 10

- SMART Goal met in 9th grade.
- SMART Goals unmet in grade 6,7,8 and 10.
- An average of 2 percentage points of decline were observed for this grade band.
- Our implementation of the literacy initiative was unsuccessful in secondary schools.
- Inadequate implementation of High-Quality Instructional Materials observed.
- Inadequate district and campus systems of support.



Implementation Outcomes - Grades 6 - 10

- We have focused our TNTP partnership and CREEED financial support resources to target secondary literacy efforts.
- Our work began June 2025 with the formation of Secondary Literacy Leadership Teams and TNTP professional development on Belonging, Consistency and Coherence.
- Beginning of year professional development session on Belonging, Consistency and Coherence was led by TNTP for all secondary literacy teachers during GRIT.
- TNTP participated in secondary classroom observations and presented findings during the September Leadership Meeting.



Literacy Data Tracking Tools

- [District and Campus SMART Goals Literacy K - 3](#)
- [District and Campus Progress Monitoring Tool Literacy 3 - 10](#)
- [District and Campus Progress Monitoring Tool Literacy 3 - 10: Comparison to STATE & REGION](#)
- [CISD Literacy Goals and Timetable](#)



Early Childhood Mathematics

LSG Goal 2

The percentage of 3rd grade students that score meets grade level or above on STAAR Math will increase from 44% on June 2024 to 56% by June 2027.



2024-2025 Implementation Actions

- **Canutillo ISD adopted STEMscopes as a supplemental resource.**
- **Our implementation included all grade levels (K-MS Alg. I).**
- **Our goal is to set a strong foundation to ensure students begin on grade level and maintain that performance throughout their academic career.**



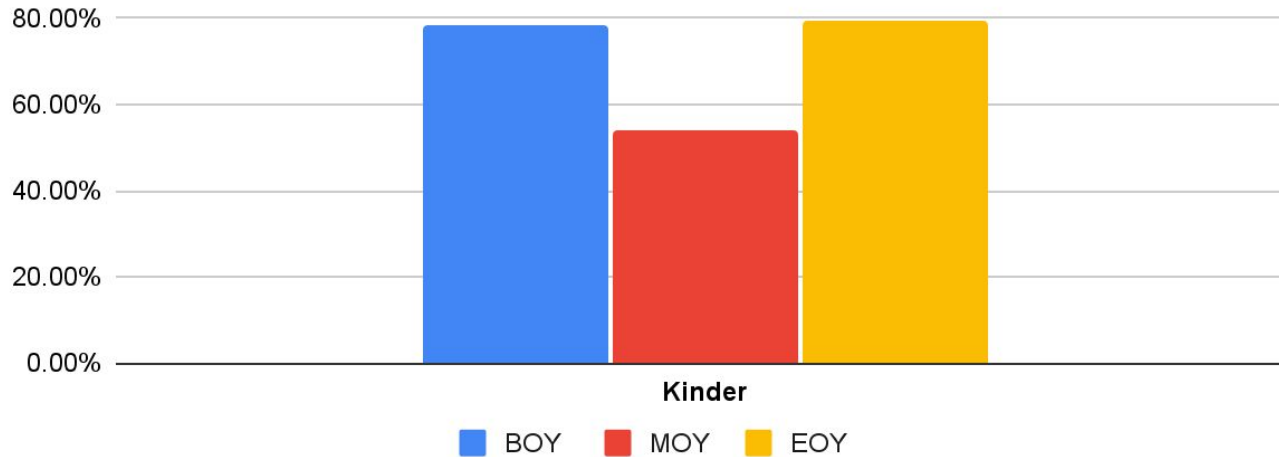
Implementation Outcomes

- Our focus is on grade level proficiency and we analyze the percentage of students performing at grade level or better (STAAR meets or masters).
- We set performance goals based on 2023-2024 data as a baseline.
- We set goals on a 3 year plan using a sliding scale based on baseline performance.



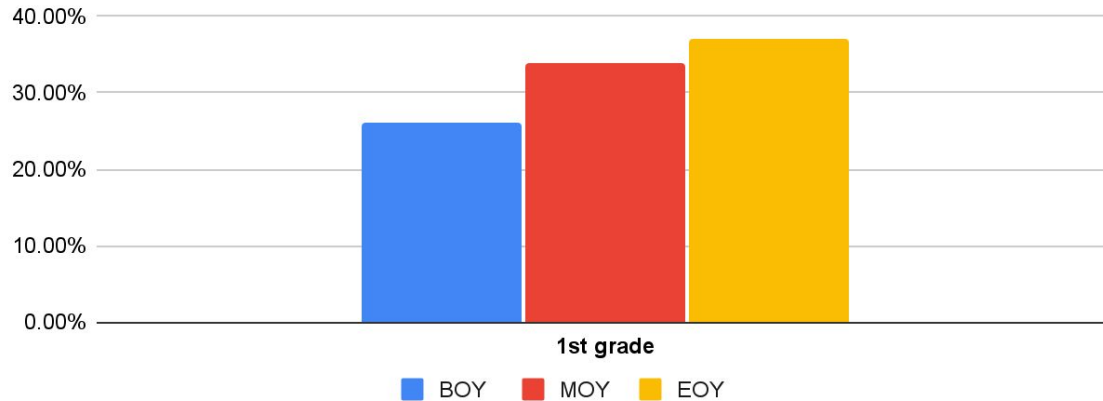
Kindergarten Math Goal Progress Measure (GPM) 2.1

Kinder: 2024-2025 Mathematics Outcomes



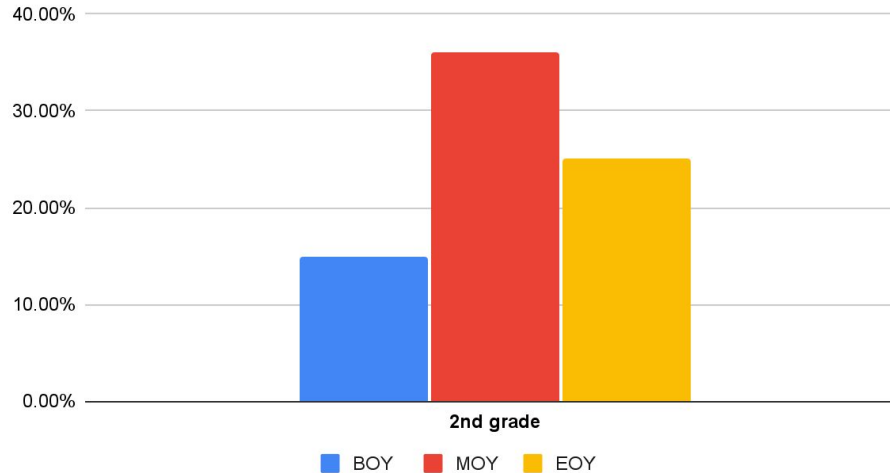
1st Grade Math Goal Progress Measure (GPM) 2.2

1st Grade: 2024-2025 Mathematics Outcomes



2nd Grade Math Goal Progress Measure (GPM) 2.3

2nd Grade: 2024-2025 Mathematics Outcomes



Mathematics Outcomes: K-2

- **Kinder: Slight growth was achieved from BOY to EOY.**
- **1st Grade: 11% increase was achieved from BOY to EOY.**
- **2nd Grade: 10% increase was achieved from BOY to EOY**



Early Childhood Mathematics

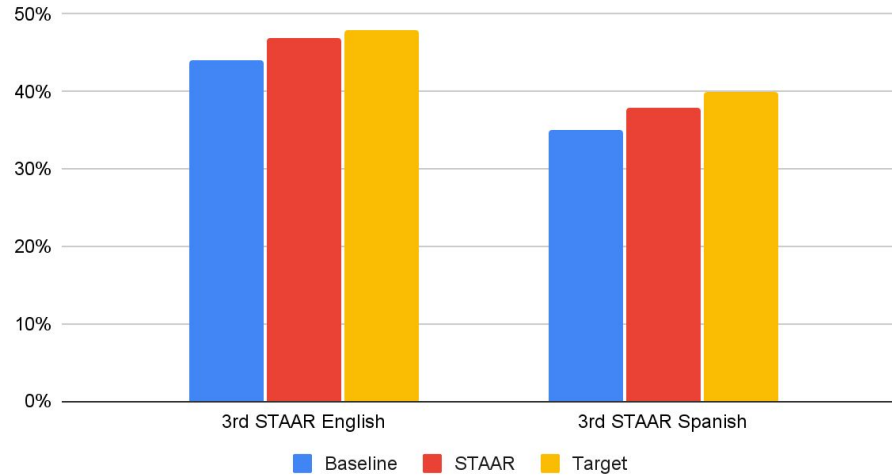
LSG Goal 2

The percentage of 3rd grade students that score meets grade level or above on STAAR Math will increase from 44% on June 2024 to 56% by June 2027.



Mathematics Outcomes - 3rd Grade

3rd Grade: 2024-2025 Mathematics Outcomes



Mathematics Outcomes: 3rd Grade

- 3rd grade English Mathematics achieved 3% growth.
 - Target growth was 4% increase
- 3rd grade Spanish Mathematics achieved 3% growth.
 - Target growth was 5% increase



2025-2026 Implementation Actions

- We reallocated and standardized our elementary instructional minutes to ensure a consistent and appropriate dosage of mathematics minutes K-5.
- We provided professional development for teachers on implementation of high-quality instructional materials.
- We provided professional development for district and campus leadership teams.



2025-2026 Implementation Actions

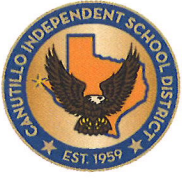
- **110 minutes of instructional time K-5.**
- **Full implementation of STEMscopes to include Pacing Guides, Whole Group, Small Group Instruction, Grade Level Practice and Personalized Practice with the use of the 5E + IA model (Engage, Explore, Explain, Elaborate, Evaluate, Intervention, and Acceleration).**
- **Regular walkthroughs with district and campus leadership to evaluate implementation of HQIM.**



Mathematics Data Tracking Tools

- [District and Campus Progress Monitoring Tool Mathematics K-Algebra I](#)
- [District and Campus Progress Monitoring Tool Mathematics K-Algebra I: Comparison to STATE & REGION](#)






STUDENT SUPPORT SERVICES CANUTILLO A Premier District

TO: Board of Trustees
Dr. Jesica Arellano, Interim Superintendent

FROM: Dr. Monica Reyes, Executive Director, Student Support Services
Mrs. Julie Scott, SHAC Parent Chair

DATE: October 21, 2025

SUBJECT: Board Agenda Item: School Health Advisory Council (SHAC) Annual Report and Presentation



As per board policy, the Student Support Services Department and Parent Chair of SHAC will present the School Health Advisory Council (SHAC) Annual Report. This report communicates the 2024-2025 efforts and recommendations addressing meetings and activities throughout the district. It will also include the SHAC 2025-2026 goals.

This report does require board action of recognition and approval as stated in policy EHAA (Legal).

Street Address:
7000 Fifth St.
Canutillo, TX 79835

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

P: (915) 877-7650
F: (915) 877-7665
canutillo-isd.org

Canutillo Independent School District does not discriminate on the basis of race, color, religion, gender, sex, national origin, age, disability, military status, genetic information, or any other basis prohibited by law in its employment practices or in providing education services, activities, and programs, including career and technical education (vocational programs).

Canutillo Independent School District

7000 5th Street
Canutillo, Texas 79835

Dr. Monica Reyes
Executive Director, Student Support Services

(915) 877-7650
FAX (915) 877-7652
mreyess@canutillo-isd.org

October 1, 2025

Canutillo Independent School District
Interim Superintendent and Members of the Board of Trustees
7965 Artcraft
El Paso, Texas 79932

Dear Dr. Arellano and Members of the Board of Trustees,

According to EHAA (LEGAL), a board shall establish a local school health advisory council (SHAC) to assist the district in ensuring that local community values are reflected in the district's health education instruction. Education Code 28.004(a) [See BDF regarding composition of the SHAC and FFA regarding federal wellness requirements.]

According to BDF, in addition to its other duties, the SHAC shall submit to the board, at least annually, a written report that includes:

1. Any SHAC recommendation concerning the district's health education curriculum and instruction or related matters that the SHAC has not previously submitted to the board;
2. Any suggested modification to a SHAC recommendation previously submitted to the board;
3. A detailed explanation of the SHAC's activities during the period between the date of the current report and the date of the last prior written report; and
4. Any recommendations made by the physical activity and fitness planning subcommittee.

Furthermore, Texas Education Code (TEC) 28.004 states the SHAC shall establish a physical activity and fitness planning subcommittee to consider issues relating to student physical activity and fitness and make policy recommendations to increase physical activity and improve fitness among students, TEC 28.004 (1-1). Additionally, the Board shall determine the specific content of the District's instruction in human sexuality, TEC 28.004 (h).

This annual report will include the activities and accomplishments for the 2024-2025 school year.

Sincerely,

Dr. Monica Reyes
Executive Director, Student Support Services

Toney Moreno & Julie Scott
SHAC Co-Chairs and Parents

The Canutillo Independent School District does not discriminate on the basis of race, color, national origin, gender, age or disability in its employment practices, or in providing education services, activities and programs, including technical education programs. For more information regarding the Canutillo Independent School District's policy of non-discrimination contact: Executive Director for Human Resources, (915) 877-7423, 7965 Artcraft Rd., El Paso, TX 79932.

El Distrito Escolar Independiente de Canutillo no discrimina en cuanto a raza, color, origen, género, edad o discapacidad en lo que se refiere a sus prácticas de empleo, o al proveer servicios, actividades y programas educativos y vocacionales. Para mayor información respecto a la política de no discriminación del Distrito Escolar Independiente de Canutillo, favor de contactar a: Director Ejecutivo de Recursos Humanos, (915) 877-7423, 7965 Artcraft Rd., El Paso, TX 79932.

2024-2025 School Health Advisory Council (SHAC) Report

I. **SHAC Meetings**

- 4 General session meetings (4 meetings required per year)
 - August 26, 2024
 - November 4, 2024
 - February 3, 2025
 - April 7, 2025

Committees

Health & Wellness
Bullying & Mental Health

SHAC Executive Committee Officers

- Co-chair - Julie Scott (parent)
- Co-Chair - Toney Moreno (parent)
- Secretary - Angelica Placencia (parent/staff)
- Parliamentarian - Christina Figueroa (parent/staff)

SHAC Executive Committee

- SHAC District Representative
 - Dr. Nancy Torres, Coordinated School Health Facilitator (staff)
 - Dr. Monica Reyes, Executive Director of Student Support Services - (parent/staff)
- Health & Wellness Committee
 - Martin Carrillo, Elementary School Physical Education & Health Education, Wellness Coordinator (parent/staff)
 - Victor Corral, High School Physical Education & Health Education, Wellness Coordinator (staff)
- Bullying & Mental Health Committee
 - Jesus Juarez, District Prevention Specialist (staff)
 - Dayanira Carrillo, District Social Worker (staff)

SHAC Recruitment 2024-2025 Efforts

- Flyers – print and digital
- SHAC Website:
<https://www.canutillo-isd.org/departments/student-support-services/holistic-health/school-health-advisory-council>
- Campus Parent Liaisons
- Campus SHAC representatives
- Campus Announcements through Blackboard
- SHAC bulletin boards – one per campus
- Open forum - Invitation to community

2024-2025 School Health Advisory Council (SHAC) Report

59 TOTAL MEMBERS

17 are parents or grandparents

9 are staff who are parents

17 are staff members

3 are administrators

13 are community or agency members

**represents more than one campus in table below*

- *At least one campus representative from each school*
- *All staff of Student Support Services is involved*

CANUTILLO ISD SCHOOL HEALTH ADVISORY COUNCIL

<u>Campus/Department</u>	<u>Parent (P) / Staff (S)/Administration(A)/Grandparent (GP)</u>
SHAC Co-Chairs (2)	Toney Moreno (P)* Julie Scott (P)*
Childress Elementary (3)	Isaac Oliva (S) Carolina Ortega (P) Fred Flores (S)
Canutillo Elementary (4)	Martin Carrillo (P/S)* Yazmin Ruiz (S) Christina Figueroa (P/S)* Elisabeth Galan (P/S)*
Davenport Elementary (3)	Elisabeth Galan (P/S)* Genesis Rodriguez (P/S) Andres Camacho (P)
Garcia Elementary (2)	Victor Luces (P/S)* Paulina Cuellar (P/S)*
Damian Elementary (4)	Jose Gomez (S) Paulina Cuellar (P/S)* Julie Scott (P)* Jennifer Guerrero (P)*
Reyes Elementary (10)	Jeannine Fierro (S) Sergio Ledezma Fernandez (S) Cesar Perez (S) Marylou Morales (GP) Ashley Engstrom (P) Sandra Day (P)* Kristin Vega (P) Jamie Uzziel (P) Jamaal Uzziel (P) Melissa Villalon (P)
Alderete Middle (5)	Toney Moreno (P)* Christina Figueroa (P/S)* Esther Alzaga (P/S)* Ernestine Garcia (P) Jennifer Guerrero (P)*

2024-2025 School Health Advisory Council (SHAC) Report

Canutillo Middle (5)	Angelica Placencia (P/S)* Justin Balanciere (S) Lucy Hernandez (P) Amber Whitley (P)* Victor Luces (P/S)*
Canutillo High School (11)	Aaron Bajek (S) Jenny Patino (A) Ian Murphy (S) Dr. Monica Reyes (P/S)* Sonia Frayre (P) Amber Whitley (P)* Martin Carrillo (P/S)* Victor Luces (P/S)* Sandra Day (P)* Julie Scott (P)* Angelica Placencia (P/S)*
Northwest Early College High School (4)	Victor Corral (S) Paulina Cuellar (P/S)* Esther Alzaga (P/S)* Sammy Fabla (P)
Student Support Services/Nutrition (10)	Dr. Nancy Torres (S) Dr. Monica Reyes (P/A)* Maria Villarreal (A) Daya Carrillo (S) Jocelyn Cepeda (S) Leah Lopez (S) Jesus Juarez (S) Jennifer Carrera (S) Angelina Cardiel (S) Christina Figueroa (P/S)*
Agency/Community (13)	Olga Rohrer - Nicotine and Vaping Awareness Luis Rodriguez - Action for Health Kids Gethsemame Acosta - Action for Health Kids Kristin Ortega - Action for Health Kids Claudia Jimenez - El Paso County Erika Garcia - EP Dentistry for Kids Mary Lou Gonzalez - EP Dentistry for Kids J. Varel - Region 19 P. Chavez - Region 19 Amani Scott - Emergence Health Network Matthew Rodriguez - Emergence Health Network Trina DeMaria - Action for Healthy Kids Sara Dickens-Trillo Mighty Writers

2024-2025 School Health Advisory Council (SHAC) Report

II. Goals of SHAC

Committee Goals

Mental Health

1. What is being done for our teachers for mental health?
2. Trends happening at each campus?

Bullying

1. Campaign for prevention and to educate parents on bullying definition, law, etc.

Health Education

1. Increase parent-family engagement platform.

Wellness

1. Conduct a parent survey on the needs, suggestions of health and wellness
2. Put recess policy in place

SHAC Recruitment Recommendations

- Flyers – print and distribute at school-wide events and functions
- Website
- Parent teacher conferences – parent liaisons to distribute SHAC information
- Health days/nights – distribute flyers
- Parent liaisons
- Campus announcements through Blackboard
- SHAC bulletin boards – one per campus
- Social studies courses to encourage a voice in community involvement
- Old school parent notes – from teachers
- Open forum -invitation to community

III. Committee Highlights

Action for Healthy Kids

Since 2018, Canutillo ISD has been part of the El Paso Healthy Schools Coalition. Action for Health Kids has been a huge support for health and wellness in our district. In the past, they have provided financial grants and consistently offered guidance and support. The coalition has sponsored networking with other districts and community agencies in the El Paso Region.

Filming:

Action for Healthy Kids is currently working on the editing of a film that highlights Canutillo ISD in components of Coordinated School Health in nursing, recess, and physical education.

Physical Education and Physical Activity

This year, Action for Healthy Kids supported Physical Education and Physical Activity by providing research to help draft a recess policy, which was subsequently approved by our Guidance Review Team. The next step in progress is a Physical Education Resolution to the Canutillo ISD Board of Trustees.

2024-2025 School Health Advisory Council (SHAC) Report

Regional SHAC

- Action for Healthy Kids created a Regional SHAC so that the El Paso Region school districts could gather to discuss concerns, issues, and to support districts that are facing concerns with student and staff wellness.
- A Nursing Resolution was supported via Canutillo ISD SHAC and Regional SHAC to inform the Board about the need to have Registered Nurses at each campus. The help of other districts helped educate us all on the importance of RNs and the financial consequences that can occur with having only an LVN, supervised by an RN, like mileage reimbursement and litigation.

School Health Index

- Action for Healthy Kids supports the collection of the School Health Index (SHI). The SHI is a research-based assessment tool that helps you understand which school health policies and best practices your school or district has or does not have in place to support healthy students and to prepare them to learn. The SHI includes key questions on various school health topics from the CDC's version of the School Health Index to provide your school with a shorter, easy-to-complete assessment. AFHK's newly expanded SHI addresses health topic areas consistent with the Whole School, Whole Community, Whole Child (WSCC) model and puts a greater emphasis on Whole Child health by adding in Social and Emotional Climate questions, as well as increasing the focus of how families play a key role in improving childhood health behaviors and development.
- The WSCC model places students at the center and emphasizes the role of the community in supporting the school, the connections between health and academic achievement, and the importance of evidence-based school policies and practices. AFHK's SHI also includes cross-cutting questions that address policies and practices that support multiple health topics. Action for Healthy Kids will send a report for each campus to review.
- SHI Criteria: School Wellness Environment, School Meals, Other School Food, Health Education, Physical Education, Physical Activity, Staff Involvement, Family and Community Involvement

Adult/Youth Mental Health First Aid & Rethink Curriculum

Grant awarded to Canutillo ISD and UTEP Social Work Department

- This grant is supported by our Student Support Services Department.
- The Canutillo ISD Social Emotional Bowl (SEL Bowl 3.0) in November 2024 brought professional development to our teachers, staff, and administrators. The focus was Youth Mental Health First Aid training. Additional trainings were also provided to parents and the community through Parent Universities.
- During Spring 2025, this grant supported additional training of Canutillo ISD staff in the Adult Mental Health First Aid training module (Trainer of Trainers model).
- This grant also supports the Rethink curriculum used by Physical Education/Health teachers and CISD Counselors.

2024-2025 School Health Advisory Council (SHAC) Report

After-school Programs – Nike Days

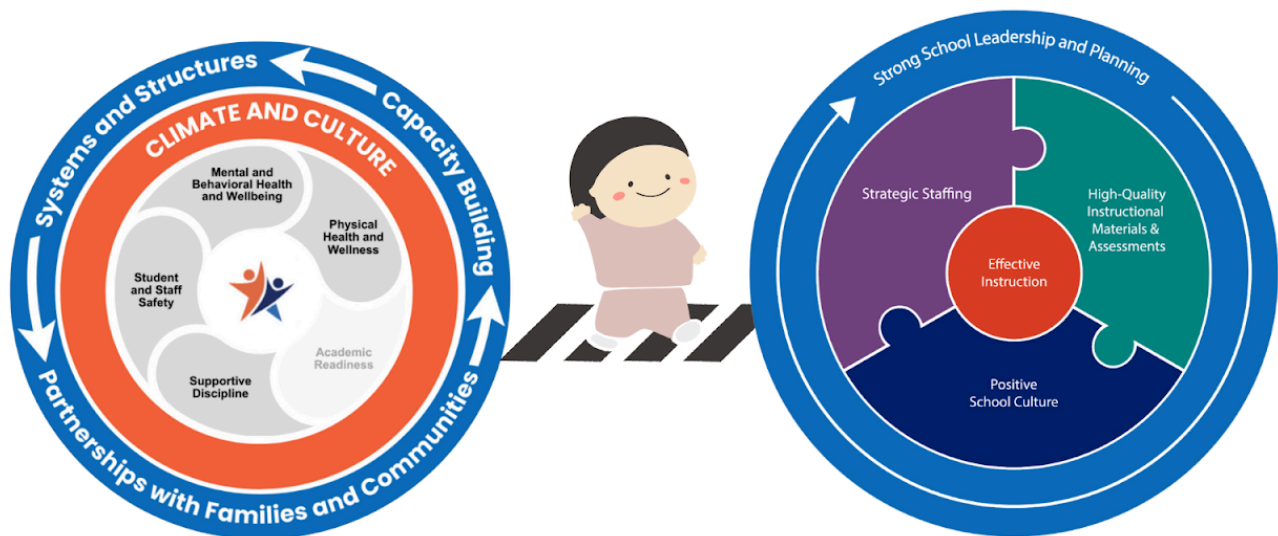
- All six elementary schools participated in after-school activities with Nike Outlet employees who volunteer their time (while supervised by CISD employees) to teach and enjoy physical activities with our CISD students as an after-school program.
- This is FREE to our district.

Bullying Presentations

- SHAC supported parent presentations on bullying that were offered in English and Spanish, morning and evening. Unfortunately, no parents attended this presentation opportunity. SHAC then regrouped with strategies for these bullying presentations. Ideas were shared to be presented at Open Houses, at campus meetings, and district-wide.
- SHAC decided to take advantage of campus programs already in place, like the ACE after-school program and athletics. Coach Bajek invited his volleyball parents to attend a presentation on “Bullying”.
- SHAC also decided we needed better communication strategies to continue parent education.

Campus Climate Survey

- Through the Stronger Connections Grant, all campuses received a free campus climate survey that was conducted anonymously in Fall 2024.
- As part of our ongoing efforts to foster a positive and supportive school climate and culture within our schools, the Texas Center for Students Supports (TCSS) has partnered with the Texas Institute for Excellence in Mental Health (TIEMH) to develop the Stronger Connections Climate Survey. This survey is a vital tool for gathering insights from students, staff, and families, helping the district to better understand our current school climates, identify strengths, and pinpoint areas needing improvement.
- Attachments A-I



2024-2025 School Health Advisory Council (SHAC) Report

CPR Training – Student, Faculty, Staff, and Family

- HB 897, enacted in 2013, mandates CPR and AED training for students in Texas public schools, specifically in grades 7-12, according to the Texas Legislature Online. The bill requires students to receive this training at least once before graduation, and it allows school administrators to waive the requirement for students with disabilities. The bill mandates that the State Board of Education (SBOE) require instruction in CPR and AED use for students in grades 7-12. The training must incorporate psychomotor skills, ensuring students have practical experience with mannequins. The CPR/AED instruction can be provided as part of any course, not just health classes.
- This is supported in the K-12 curriculum through Physical Education and Health Education with CPR mannequins for instruction to students, as well as to teachers, parents, and community members. This initiative was supported by the Coordinated School Health Facilitator and Nurse Coordinator.

El Paso Veteran Affairs (VA) Healthcare System - Tricia Boodhoo, LCSW-S

- The VA El Paso Healthcare System offers a wide range of health, support, and facility services for Veterans in southwest Texas and Doña Ana County, New Mexico. Support to veterans is in primary care, mental health care, specialty care, social programs and services, as well as other needed services. A main focus is suicide prevention.
- El Paso Veteran Affairs (VA) Healthcare System is offering help to Canutillo ISD stakeholders who are veterans.

Human Sexuality

- As a part of the district's curriculum, students receive instruction on human sexuality. The School Health Advisory Council (SHAC) is involved with reviewing and selecting course materials for such instruction. State law requires that any instruction related to human sexuality, sexually transmitted diseases, or human immunodeficiency virus or acquired immune deficiency syndrome must:
 - Present abstinence from sexual activity as the preferred choice of behavior concerning all sexual activity for unmarried persons of school age;
 - Devote more attention to abstinence from sexual activity than to any other behavior;
 - Emphasize that abstinence is the only method that is 100 percent effective in preventing pregnancy, sexually transmitted diseases, and the emotional trauma associated with adolescent sexual activity.
 - Direct adolescents to a standard of behavior in which abstinence from sexual activity before marriage is the most effective way to prevent pregnancy and sexually transmitted diseases; and

**No new programs to be approved at this time. We are using the Canutillo ISD adopted and state-approved health textbook and any already Board approved programs as a supplemental source.*

2024-2025 School Health Advisory Council (SHAC) Report

Human Trafficking

- The Human Trafficking Youth Prevention Education was an informational presentation that was introduced to the SHAC by Jessica Varela and Patsy Chavez from Region 19. (Memorandum of Understanding was Board approved September 23, 2024.)
- This presentation is for both students and staff to be educated and trained in the definition of human trafficking, what it looks like, and how to help prevent it. There will be different levels of training for students at the elementary (grades 4-5), middle school, and high school level.
- The middle school training session is *Inner Voice*. Students in grades 6th-8th will be trained in looking out for the signs of human trafficking and a safety plan is completed in class.
- The high school student training for 9th-10th graders is *What is Human Trafficking* and the 11th-12th graders is *Resilience, Protective Skills*.
- Trainers will collaborate with counselors and social workers to establish red flags.

Mighty Writers - Sara Dickens-Trillo

- This presentation was to provide information on a community resource. Located on Vinton Road, this after-school program offers programming in homework help, reading, writing, arts and crafts, and provides a *Middle School Mentorship* program. This program is free.

Paso del Norte Children's - Jessica Olague

- This presentation was to provide information on a community resource. The Help Me Grow El Paso program is a program to help with children's development for our students. This program is given by Parents as Teachers (PATs) at United Way for 0-5 years old, located in the Lone Star Building, under an MOU with CISD.
- The program can also be used as a resource for our parent liaisons.

Smoke Free Paso del Norte - Kristen Ortega, Gethsemane Acosta, Luis Rodriguez (intern)

- This presentation was to provide information on a community resource. The PdNHF leverages and invests in initiatives, programs, and policies to promote health and prevent disease in the Paso del Norte region. The focus is on smoking and vaping.

Texas Lions Camp - Annette Norch

- This presentation was to provide information on a community resource. The primary purpose of the Texas Lions Camp is to provide, without charge, a camp for physically disabled, hearing/vision impaired, and diabetic children from the State of Texas, regardless of race, religion, or national origin. Our goal is to provide an atmosphere wherein campers will learn the "Can Do" philosophy and be allowed to achieve maximum personal growth and self-esteem. The Texas Lions Camp is recognized as a non-profit corporation, under section 501(c)(3) of the Internal Revenue Service Code. The Camp is accredited by the American Camping Association, and is licensed by the Texas Department of Health.

2024-2025 School Health Advisory Council (SHAC) Report

IV. Recognitions:

Dr. Nancy Torres: We recognize her dedication to the position of Coordinated School Health Facilitator, who served 10 incredible years with us and was reassigned to a new position in the district. Over the past decade Dr. Torres was a cornerstone of our district's health initiatives, tirelessly championing the Whole School, Whole Community, Whole Child (WSCC) approach.

We are grateful for the lasting legacy she leaves behind—a stronger, healthier district united by a shared vision and representing the district through her hard work and commitment.

Presentations and Parent Sessions by Coordinated School Health Facilitator (Dr. Nancy Torres)

- UTEP Kinesiology- mentoring and interviewing
- UTEP Social Work- coordinated school health
- Parent Sessions
 - Healthy Habits-Hygiene, Sleep, Nutrition, Wellness, Physical Activity, Organizational skills
 - AED/CPR/Choking
 - Growing Bodies, Recreational Games
 - Adolescents/Puberty
- Student Sessions
 - CPR, Choking
 - AED - infant, child, adult
 - Basic Sign Language

Physical Education Department - Advanced Certifications:

National Board Certification - Physical Education/ Early and Middle Childhood – **BCE - Raul Villanueva & Isaac Oliva** - They are two out of three National Board Certified Physical Education teachers in the state of Texas and the only ones to ever certify in El Paso.

Isaac Oliva is BCE campus Teacher of the Year and CISD's Elementary Teacher of the Year.

National Board Certification - Health Education/Early Adolescence Through Young Adults – **CMS - Karly Dreher** - Coach Dreher is one of two people certified in health education in the entire state of Texas.

National Board Certification - Health Education/Early Adolescence Through Young Adults – **CMS - Enrique Castaños**

National Board Certification - Physical Education/Early and Middle Childhood - **CES - Martin Carrillo**, Physical Education and Health teacher - completed components in May 2025, scores will be received in December 2025.

2024-2025 School Health Advisory Council (SHAC) Report

National Board Certification - Physical Education/Early and Middle Childhood - **CE - Yvonne Carrillo**, Physical Education and Health teacher - in progress, expected completion date May 2026

Continuing Partnerships:

- Aliviane - classes in campuses, working with Cantuillo ISD Prevention Specialist
- National School District Wellness Coalition
- Regional SHAC
- Gardening programs in progress and working with the ACE after-school program, and the National Immigrant Farmers Initiative
- Texas Parks and Wildlife - archery programs in progress and working with ACE after-school program

- V. **ACTION ITEM: The Nicotine and Vape Awareness Program is supported and recommended by the CISD SHAC for Board approval.**

Nicotine and Vape Awareness (NOVA) - Olga Rohrer

- NOVA has educational programs that cater to individuals of all ages regarding the dangers of nicotine & e-cigarettes.
- This research-supported educational program is developed in collaboration with the Mendez Laboratory at UTEP, aimed at delivering in-depth scientific knowledge in an interactive and adaptable way. They believe that the best way to create youth leaders is by educating and empowering them with current and relevant information. With this, they strive to take steps towards a vape-free community.

Board Action Summary

Board Meeting: October 28, 2025

Requested By: 2024-2025 School Health Advisory Council (SHAC)

Action Requested:

The Canutillo ISD SHAC recommends Board approval of the 2024-2025 School Health Advisory Council (SHAC) Report and the Nicotine and Vape Awareness (NOVA) Program.

Date of Action Taken: October 28, 2025

2024-2025 School Health Advisory Council (SHAC) Report

WHEREAS, the local School Health Advisory Council has considered that local community values are reflected in any recommendations made by the council; and

WHEREAS, the local School Health Advisory Council has considered research concerning the current health, wellness, and human sexuality issues; and

WHEREAS, the health, wellness, and human sexuality programs will continue to promote abstinence and will provide information on decision making; and

NOW, THEREFORE, based on this information, **BE IT RESOLVED** that the Canutillo Independent School District School Health Advisory Council's Annual Report be recognized and approved;

Approved and adopted the 28th day of October, 2025. We, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the Canutillo ISD SHAC.

SHAC members

Approved and adopted the 28th of October 2025. We, the undersigned, hereby certify that the foregoing recommendations were duly adopted by the Canutillo Independent School District Board of Trustees.

<u>Board Members</u>	<u>Signature</u>
_____ Armando Rodriguez, President	_____
_____ Lily Maldonado, Vice President	_____
_____ Cindy Zuniga, Secretary	_____
_____ Breanne Barnes, Trustee	_____
_____ Lucy Borrego, Trustee	_____
_____ Sergio Martinez, Trustee	_____
_____ Caroline Ortega, Trustee	_____

CANUTILLO A Premier District

2025 FIRST Rating Presentation

Based on 2023-2024 School Year Data

October 28, 2025



Purpose

Primary goal of School FIRST:

- Achieve quality performance in the management of school districts' financial resources
- A goal made more significant due to the complexity of accounting associated with Texas' school finance system
- The Schools FIRST accountability rating ensures that Texas school districts are accountable for student learning and achieving these results cost-effectively and efficiently.

Authority

- Developed by TEA as a response to Senate Bill 875 of the 76th Texas Legislature in 1999
- Ratings issued in 2025 cover fiscal year 2024 July 1, 2023 – June 30, 2024
- Based on analysis of staff and student data, as well as budgetary and actual financial data

2025 Available Ratings

- The Schools FIRST Rating System contains 21 indicators
 - There are 4 Critical Indicators
 - Failure to meet the requirements of a critical indicator will cause a school district to fail the FIRST for the applicable school year.
 - Indicators 1-4 are critical indicators.
 - There are 6 Ceiling Indicators
 - Add additional criteria to designated indicators.
 - If the additional ceiling criteria are not met by the school district, a predetermined maximum number of points and the highest applicable Schools FIRST Rating are assigned to the school district.
 - Indicators 5, 6, 16, 17, 20 and 21 are ceiling indicators

Determination of Rating

- A=Superior Achievement 90-100 Points
- B=Above Standard Achievement 80-89 Points
- C=Meets Standard 70-79 Points
- F=Substandard Achievement <70 Points

Critical Indicators

1. *Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 deadline depending on the school district's fiscal year end date of June 30?*

CISD = **Yes**

Critical Indicators

2. *Was there an unmodified opinion in the AFR on the financial statements as a whole?*

CISD = **Yes**

Critical Indicators

3. *Was the school district in compliance with the payment terms of all debt agreements at fiscal year end?*

CISD = **Yes**

Critical Indicators

4. *Did the school district make timely payments to the Teachers Retirement System (TRS). Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?*

CISD = **Yes, Ceiling Passed**

Solvency Indicators

5. *Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero?*

CISD = Yes, Ceiling Passed

Solvency Indicators

6. *Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures?*

CISD = Yes, Ceiling Passed

Solvency Indicators

7. *Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)?*

CISD = 49.9133 Days, 4 Points

Maximum Points 10: ≥ 90 days

Solvency Indicators

8. *Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?*

CISD = 2.8807%, 8 points

Maximum Points 10: ≥ 3.00

Solvency Indicators

9. *Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days?*

CISD = No, revenues did not exceed expenditures and cash on hand was 49.9133 days

Solvency Indicators

10. *Did the school district average less than a 10 percent variance (90% to 110%) when comparing budgeted revenues to actual revenues for the last 3 fiscal years?*

This indicator is not being evaluated

Solvency Indicators

11. *Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency?*

CISD = 10 points

Solvency Indicators

12. *What is the correlation between future debt requirements and the district's assessed property value?*

CISD = 1.9103%, 10 points

Solvency Indicators

13. *Was the school district's administrative cost ratio equal to or less than the threshold ratio?*

Maximum Points = 10.0% or less for range of 5,000 – 9,000 ADA

CISD Administrative Cost Ratio = **11.52%, 8 points**

Solvency Indicators

14. *Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)?*

CISD –Yes, 10 points

Financial Competence Indicators

15. *Was the school district's actual ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA?*

CISD –Yes, 5 points

Financial Competence Indicators

16. *Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?*

CISD = Yes, Ceiling Passed

Financial Competence Indicators

17. *Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern?*

CISD = Yes, Ceiling Passed

Financial Competence Indicators

18. *Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds?*

CISD = Yes, 10 points

Financial Competence Indicators

19. *Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?*

CISD = Yes, 5 points

Financial Competence Indicators

20. *Did the school board members discuss the district's property values at a board meeting within 120 days before the district adopted its budget?*

CISD = Yes, Ceiling Passed

Financial Competence Indicators

21. *Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?*

CISD = No, Ceiling Passed

2025 School FIRST Rating

Score of 80

Rating: B = Above Standard Achievement

CISD – FIRST Ratings for the Past 10 Years Based on Previous School Year Data

School Year	Rating
2023-2024	B=Above Standard Achievement
2022-2023	A=Superior Achievement
2021-2022	A=Superior Achievement
2020-2021	A=Superior Achievement
2019-2020	A=Superior Achievement
2018-2019	A=Superior
2017-2018	B=Above Standard
2016-2017	B=Above Standard
2015-2016	A=Superior
2014-2015	PASS

THE PUBLIC IS INVITED TO PROVIDE COMMENT





2024-2025 Financial Integrity Rating System of Texas (FIRST)

Superintendent and Board of Trustees Disclosures
Fiscal Year 2023-2024

October 28, 2025





DISCLOSURES

EXECUTIVE SUMMARY

Financial Integrity Rating System of Texas (FIRST)

The Canutillo Independent School District has received a "Above Standard Achievement" rating on the Financial Integrity Rating System of Texas, the State's fiscal accountability rating. It is an indication that our District is financially stable. The other available ratings are "Superior Achievement," "Meets Standard Achievement," and "Substandard Achievement."

The FIRST is the result of legislative action (Senate Bill 875 of the 76th Texas Legislature in 1999) designed to require school districts to annually report to its governing body (the Board) and the public, information that the Commissioner of Education deems relevant. The Texas Legislature has given the Commissioner of Education, who is subject to the Governor, rulemaking authority to establish the information criteria to be included in the disclosure. The information is required to be disclosed at a public meeting of the Board. In addition, the law requires a public hearing that allows any taxpayer of the District to address the Board concerning the report.

The Commissioner's rules regarding FIRST are included in the Texas Administrative Code (TAC) Chapter 109 Subchapter AA.

The Texas Education Agency (TEA) and the Texas Association of School Business Officials (TASBO) have jointly developed a recommended presentation format that is used in this report.

The FIRST rating system includes twenty-one individual indicators.

Out of a possible 100 points, Canutillo ISD scored 80 of 100.

The 2024-2025 (Fiscal Year 24) District Status Detail is presented in the Appendix section of this report. The Status Detail reports indicate a history



DISCLOSURES

Other disclosures required in the report are:

1. Superintendent's employment contracts are posted to the District's website in lieu of this report.
2. Reimbursements received by the Superintendent and Board of Trustees for Fiscal Year 2024.
3. Outside compensation and/or fees received by the Superintendent for professional consulting and/or other personal services in the Fiscal Year 2024.
4. Gifts received by the executive officer(s) and Board of Trustees (and first-degree relatives, if any) in the Fiscal Year 2024.
5. Business transactions between the school district and Board of Trustees for the Fiscal Year 2024.

In summary, Canutillo ISD has received the State's rating of "Above Standard Achievement" for FY2024 and the highest rating of "Superior Achievement" for the previous 5 years.

Reporting requirements for the financial management report for School FIRST public hearing are found in Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing, Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System. This rule describes requirements for the disclosures explained below that will be presented as appendices in the SchoolsFIRST financial management report.



DISCLOSURES

Superintendent's Current Employment Contract

The school district is to provide a copy of the Superintendent employment contract that is effective on the date of the School FIRST hearing in the calendar year 2025. In lieu of publication in the School FIRST financial management report, the school district may choose to publish the interim Superintendent's employment contract on the school district's Internet site. If published on the Internet, the contract is to remain accessible for twelve months.

<https://www.canutillo-isd.org/fs/resource-manager/view/a9ffc442-d28b-481b-b731-99426406adee>



DISCLOSURES

Reimbursements Received by the Superintendent and Board Members for the Fiscal Year 2024

For the Twelve-month Period Ended June 30, 2024	Superintendent	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member
Description of Reimbursements	Pedro Galaviz	Armando Rodriguez	Blanca Trout	Breanne Barnes	Cindy Zuniga	Lucia Borrego	Patricia Mendoza	Roberto Simental
Meals	\$ 943	\$ 225	\$ 485	\$ -	\$ 270	\$ 260	\$ 420	\$ 420
Lodging	1,258	1,732	2,969		1,712	1,249	2,553	2,553
Transportation	4,204	456	525		795	756	1,145	855
Motor Fuel	70							
Other	1,240	600	1,285	30	1,285	875	1,355	1,285
Total	\$ 7,715	\$ 3,013	\$ 5,264	\$ 30	\$ 4,062	\$ 3,140	\$ 5,473	\$ 5,113

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:

Meals – Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals).

Lodging - Hotel charges.

Transportation - Airfare, car rental (can include fuel on rental, taxis, mileage reimbursements, leased cars, parking and tolls).

Motor fuel – Gasoline.

Other: - Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.



DISCLOSURES

Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services

For the Twelve-Month Period Ended June 30, 2024

Name(s) of Entity(ies)	Amount Received
	\$0.00

Total \$0.00

Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.



DISCLOSURES

Gifts Received by the Executive Officer(s) and Board Members (and First-Degree Relatives, if any) in the Fiscal

	Superintendent	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member
For the Twelve-month Period Ended June 30, 2023	Pedro Galaviz	Armando Rodriguez	Blanca Trout	Breanne Barnes	Cindy Zuniga	Lucia Borrego	Patricia Mendoza	Roberto Simental Coronado	Sergio Coronado
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Note – An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.



DISCLOSURES

Business Transactions Between School District and Board Members for the Fiscal Year 2024

	Superintendent	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member
For the Twelve-month Period Ended June 30, 2023	Pedro Galaviz	Armando Rodriguez	Blanca Trout	Breanne Barnes	Cindy Zuniga	Lucia Borrego	Patricia Mendoza	Roberto Simental Coronado	Sergio Coronado
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Note - The summary amounts reported under this disclosure are not to duplicate the items reported in the summary schedule of reimbursements received by board members.



Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON SCHOOL YEAR 2023-2024 DATA - DISTRICT STATUS DETAIL

Name: CANUTILLO ISD(071907)	Publication Level 1: 8/8/2025 12:54:09 PM
Status: Passed	Publication Level 2: 8/8/2025 4:49:42 PM
Rating: B = Above Standard Achievement	Last Updated: 8/8/2025 4:49:42 PM
District Score: 80	Passing Score: 70

#	Indicator Description	Updated	Score
1	<u>Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?</u>	4/23/2025 6:09:49 PM	Yes
2	<u>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)</u>	4/23/2025 6:09:49 PM	Yes
3	<u>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</u>	4/23/2025 6:09:49 PM	Yes
4	<u>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)</u>	4/23/2025 6:09:49 PM	Yes Ceiling Passed
			1 Multiplier Sum
5	<u>Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/23/2025 6:09:49 PM	Ceiling Passed
6	<u>Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/23/2025 6:09:49 PM	Ceiling Passed
7	<u>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:49 PM	4

8	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.	4/23/2025 6:09:49 PM	8
9	Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.	4/23/2025 6:09:49 PM	0
10	This indicator is not being evaluated.		10
11	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)	4/23/2025 6:09:49 PM	10
12	What is the correlation between future debt requirements and the district's assessed property value?	4/23/2025 6:09:49 PM	10
13	Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.	4/23/2025 6:09:49 PM	8
14	Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.	4/23/2025 6:09:49 PM	10
15	Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections? See ranges below in the Determination of Points section.	4/23/2025 6:09:49 PM	5
16	Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	4/23/2025 6:09:49 PM	Ceiling Passed
17	Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)	4/23/2025 6:09:49 PM	Ceiling Passed
18	Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)	4/23/2025 6:09:49 PM	10
19	Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?	4/23/2025 6:09:49 PM	5
20	Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?	4/23/2025 6:09:49 PM	Ceiling Passed
21	Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?	4/23/2025 6:09:49 PM	Ceiling Passed

DETERMINATION OF RATING

A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.	
B.	Determine the rating by the applicable number of points.	
	A = Superior Achievement	90-100
	B = Above Standard Achievement	80-89
	C = Meets Standard Achievement	70-79
	F = Substandard Achievement	<70
<p>No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.</p> <p>The school district receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.</p>		

CEILING INDICATORS

Did the school district meet the criteria for any of the following ceiling indicators 4, 5, 6, 16, 17, 20, or 21? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.		
Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A – Superior Achievement
Indicator 5 (Total Net Position) - Negative total net position and do not have 7% or more or 1,000 or more increase in growth in students in membership over 5 years.	79	C = Meets Standard Achievement
Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement

Board of Trustees

Executive Summary of Board Agenda Item

Meeting Date: October 28, 2025

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

Justification Statement: JPresentation for your review and acceptance of the September 2025 Donations Report

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

Staff Responsible: Cristina Pulley
Signature of Requester(s)
Cristina Pulley
Signature of Presenter(s)
Cristina Pulley 10/22/2025
Business Services Approval (Initials) *Date*

Agenda Summary:
The Financial Services Department presents the following donations reported to Finance for the month of September 2025. Fiscal Year 2025-2026.

RECOMMENDATION: Administration recommends that the Board accept the September 2025 Donation Report as presented

PRIOR BOARD ACTION: AWARDED: AWARDED AMOUNT:

AMOUNT(S): \$22,403.56

ACCOUNT NO(S):

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

REQUESTING DEPARTMENT:
Student Support Services

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

ATTACHMENT(S): Interlocal Agreement and Exhibits



Canyon Independent School District
Donation Approval Form

EXHIBIT A

Date of request: 10/8/25

School/ Department: PIO

On behalf of the CISD, I am asking that you approve the acceptance of the following items:

Table with 3 columns: Donation Description, Quantity, Value. Row 1: NWEETS groundbreaking donation, 1, 500.

Purpose of donation:

Donation for organizing NWEETS Bond groundbreaking

Donor or Donor Organization Name:
Address, City, State & Zip Code:

MNK Architect
330 Eubanks Ct.
El Paso TX 79902

Check one:

- 0 Non-monetary donation
[X] This donation will be recorded in the campus/department activity account
D This donation is for the benefit of the following club or team and will be recorded in their account if the donation is monetary in nature

Club Name

Account Number

Sponsor's Signature

Date

Donation has been received and is pending approval
If yes, list Miscellaneous Receipt#

D Yes
[X] No

REQUESTER'S SIGNATURE:

[Signature]

10/8/25

ACCEPTANCE APPROVAL:

Financial Services Director

Date

IF ADDITIONAL APPROVALS ARE REQUIRED, PLEASE FORWARD TO:

Technology Approval:

(If required - All technology related items)

Director of School Resources

Date

Facilities Approval:

(If required - Building and grounds modification s/improvements)

Executive Director of Facilities

Date

AFTER ALL APPROVALS SEND:

Copy to Campus
Copy to Accountant • Asset Management
Original to Board of Trustees for Approval



Canyon Independent School District
Donation Approval Form

Date of request: 10/8/25

School/ Department: P10

On behalf of the CISD, I am asking that you approve the acceptance of the following items:

Table with 3 columns: Donation Description, Quantity, Value. Row 1: DDE Bond Groundbreaking costs, 1, 2500.

Purpose of donation:

Costs for organizing groundbreaking ceremony for Downtown Elementary

Donor or Donor Organization Name:

LDCM Solutions LLC

Address, City, State & Zip Code:

465 Reston Suite J
El Paso TX 79912

Check one:

- 0 Non-monetary donation
[X] This donation will be recorded in the campus/department activity account
D This donation is for the benefit of the following club or team and will be recorded in their account if the donation is monetary in nature

Club Name

Account Number

Sponsor's Signature

Date

Donation has been received and is pending approval
If yes, list Miscellaneous Receipt#

70254

[X] Yes
D No

REQUESTER'S SIGNATURE:

[Signature]

10/8/25

ACCEPTANCE APPROVAL:

Financial Services Director

Date

IF ADDITIONAL APPROVALS ARE REQUIRED, PLEASE FORWARD TO:

Technology Approval:

(If required - All technology related items)

Director of School Resources

Date

Facilities Approval:

(If required - Building and grounds modification s/improvements)

Executive Director of Facilities

Date

AFTER ALL APPROVALS SEND:

Copy to Campus
Copy to Accountant - Asset Management
Original to Board of Trustees for Approval



Canyon Independent School District
Donation Approval Form

Date of request: 10/8/25

School/ Department: P10

On behalf of the CISD, I am asking that you approve the acceptance of the following items:

Table with 3 columns: Donation Description, Quantity, Value. Row 1: NWECHS ground breaking costs, 1, 2500.

Purpose of donation:

Ground breaking ceremony costs for NWECHS

Donor or Donor Organization Name:

Jordan Foster Construction

Address, City, State & Zip Code:

7700 CE Jordan Dr. Ste B
El Paso TX 79912

Check one:

0 Non-monetary donation

[X] This donation will be recorded in the campus/department activity account

D This donation is for the benefit of the following club or team and will be recorded in their account if the donation is monetary in nature

Club Name

Account Number

Sponsor's Signature

Date

Donation has been received and is pending approval

If yes, list Miscellaneous Receipt#

70257

[X] Yes

D No

REQUESTER'S SIGNATURE:

[Signature]

Principal/Department Head

10/8/25

Date

ACCEPTANCE APPROVAL:

Financial Services Director

Date

IF ADDITIONAL APPROVALS ARE REQUIRED, PLEASE FORWARD TO:

Technology Approval:

(If required - All technology related items)

Director of School Resources

Date

Facilities Approval:

(If required - Building and grounds modification s/improvements)

Executive Director of Facilities

Date

AFTER ALL APPROVALS SEND:

Copy to Campus
Copy to Accountant • Asset Management
Original to Board of Trustees for Approval



Canyon Independent School District
Donation Approval Form

Date of request: Oct 8, 2025 School/ Department: Public Info Office

On behalf of the CISD, I am asking that you approve the acceptance of the following items:

Table with 3 columns: Donation Description, Quantity, Value. Row 1: AMST + CMS Groundbreaking Costs, 1, 6000

Purpose of donation: Costs of organizing Tri Bond 2024 ground breaking ceremonies for AMST + CMS

Donor or Donor Organization Name: Barnes General Contractors Inc.
Address, City, State & Zip Code: 6001 Doniphan El Paso TX 79930

- Check one:
[] Non-monetary donation
[X] This donation will be recorded in the campus/department activity account
[] This donation is for the benefit of the following club or team and will be recorded in their account if the donation is monetary in nature

Club Name Account Number

Sponsor's Signature Date

Donation has been received and is pending approval
If yes, list Miscellaneous Receipt# 70270
[X] Yes
[] No

REQUESTER'S SIGNATURE: [Signature] 10/8/25
Principal/Department Head Date

ACCEPTANCE APPROVAL: Financial Services Director Date

IF ADDITIONAL APPROVALS ARE REQUIRED, PLEASE FORWARD TO:

Technology Approval: (If required - All technology related items) Director of School Resources Date

Facilities Approval: (If required - Building and grounds modification s/improvements) Executive Director of Facilities Date

AFTER ALL APPROVALS SEND: Copy to Campus
Copy to Accountant • Asset Management
Original to Board of Trustees for Approval



Canutillo Independent School District
Donation Approval Form

Date of request: 5/7/2025

School/ Department: Districtwide

On behalf of the CISD, I am asking that you approve the acceptance of the following items:

Table with 3 columns: Donation Description, Quantity, Value. Row 1: Classroom and office furniture, 24, \$10,903.56

Purpose of donation: Classroom and office furniture donated from the bond furniture fair

Donor or Donor Organization Name: Kay-Twelve
Address, City, State & Zip Code: 1491 Polaris Pkwy #301 Columbus, OH 43240

- Check one:
[X] Non-monetary donation
[D] This donation will be recorded in the campus/department activity account
[D] This donation is for the benefit of the following club or team and will be recorded in their account if the donation is monetary in nature

Club Name Account Number

Sponsor's Signature Date

Donation has been received and is pending approval [D] Yes
If yes, list Miscellaneous Receipt# [D] No

REQUESTER'S SIGNATURE: Principal/Department Head Date

ACCEPTANCE APPROVAL: Financial Services Director Date

IF ADDITIONAL APPROVALS ARE REQUIRED, PLEASE FORWARD TO:

Technology Approval: Director of School Resources Date

Facilities Approval: Executive Director of Facilities Date

AFTER ALL APPROVALS SEND: Copy to Campus Copy to Accountant • Asset Management Original to Board of Trustees for Approval






Property donated (and accepted) to the district becomes sole property of the district and cannot be returned to the donor. Donations made to the district or a campus activity account are tax-deductible. Donors should check with their tax-advisor for the donor's tax status when donating to a club or team.

PROJECT INVENTORY

CANUTILLO_FURNITURE_SHOW-_TX-
_DONATED_PRODUCT_PRICING

Kay-Twelve

FURNITURE

PHOTO	ITEM MODEL #	DESCRIPTION	QTY	ACTUAL	EXTENDED
Custom Educational Furnishings (CEF)					
	ACTIVITY TABLE- 3ECH01.2460.PL.GE.GE.0 3ECH01.2460.PL	ACTIVITY TABLE- 3ECH01.2460.PL.GE.GE.0	1	\$524.40	\$524.40
	FLIP AND NEST TABLE- 3ECHBONL.2466.P2.GN.B. 0 3ECHBONL.2466.QS.PL	FLIP AND NEST TABLE- 3ECHBONL.2466.P2.GN.B.0	1	\$422.09	\$422.09
	MAKERSPACE TABLE WITH STORAGE- MK42.4960.P2.BB.0.3 VMK42.4960.PL	MAKERSPACE TABLE WITH STORAGE- MK42.4960.P2.BB.0.3	1	\$1,313.85	\$1,313.85
	ROBOTICS TABLE- VY34.4284.P2.BB.0.3 VY4-34.4284.P2	ROBOTICS TABLE- VY34.4284.P2.BB.0.3S	1	\$661.20	\$661.20
	TEACHER PODIUM- 2FZPN7GQS.2226.PL.FF.F G.0/ FZPNBKSH.0.PL.0.0.0 2FZPN7GQS.2226.PL.FF.F G.0	TEACHER PODIUM- 2FZPN7GQS.2226.PL.FF.FG.0/ FZPNBKSH.0.PL.0.0.0	1	\$473.10	\$473.10
CUSTOM EDUCATIONAL FURNISHINGS (CEF) TOTAL					\$3,394.64

Mien Company



**STUDENT 4 LEG CHAIR-
CHR18-4
SCONNIE CHR (CHR18-4)**

STUDENT 4 LEG CHAIR- CHR18-4)

1 \$103.50 \$103.50



**STUDENT CANTILEVER
CHAIR- CHR18-C.
SCONNIE CHR (CHR18-C)**

STUDENT CANTILEVER CHAIR- CHR18-C.

1 \$124.65 \$124.65

PROJECT INVENTORY

CANUTILLO_FURNITURE_SHOW-_TX-
_DONATED_PRODUCT_PRICING

Kay-Twelve



**STUDENT CHAIR WITH
BACKPACK RACK AND
WRITING DESK-
2ES1CSW1.C.PL.8F.0.0
2ES1CSW1**

STUDENT CHAIR WITH BACKPACK RACK
AND WRITING DESK- 2ES1CSW1.C.PL.8F.0.0

1 \$507.27 \$507.27



**STUDENT CHAIR WITH
BACKPACK RACK-
TS1CSW1.18PL.TN.8J.8F.
0
TS1CSW1.18PL**

STUDENT CHAIR WITH BACKPACK RACK-
TS1CSW1.18PL.TN.8J.8F.0

2 \$269.04 \$538.08



**STUDENT RECTANGLE
DESK- ELS7366-EJA
ELS7366-EJA----CA-----**

STUDENT RECTANGLE DESK- ELS7366-EJA

1 \$295.20 \$295.20



**STUDENT STOOL-
DS1.18.PL.8J.0.0
DS1.18**

STUDENT STOOL- DS1.18.PL.8J.0.0

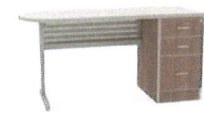
1 \$199.50 \$199.50



**STUDENT WAVE DESK-
ELS7811-ADJ
ELS7811-EJA----CA-----**

STUDENT WAVE DESK- ELS7811-ADJ

1 \$309.15 \$309.15



**TEACHER DESK- TD6374-
95UNET-AC-S.
TD6374-95UNET-AC
(TD6374-95UNET-AC/C-S)**

TEACHER DESK- TD6374-95UNET-AC-S.

1 \$1,321.65 \$1,321.65



**TEACHER SIT TO STAND
PODIUM- PNX6833-ADJG4
FRN (PNX6833-ADJ)**

TEACHER SIT TO STAND PODIUM- PNX6833
-ADJG4

1 \$666.00 \$666.00

MIEN COMPANY TOTAL

\$4,065.00

MOORECO INC



**CHAIR WITH WRITING
DESK AND BACKPACK
RACK- SG.SD.TB.18.TN.6
MB.HC
SG.SD.TB.18.TN.6 MB.HC**

CHAIR WITH WRITING DESK AND
BACKPACK RACK- SG.SD.TB.18.TN.6 MB.HC

1 \$673.68 \$673.68



**FLIP AND NEST TABLE-
IN1T1F0ADJW790 97909
IN1T1F0ADJW790 97909**

FLIP AND NEST TABLE- IN1T1F0ADJW790
97909

1 \$743.09 \$743.09

PROJECT INVENTORY

CANUTILLO_FURNITURE_SHOW_TX-
DONATED_PRODUCT_PRICING

Kay-Twelve

	POWER TOWER- 27735 27735	POWER TOWER- 27735	1	\$470.11	\$470.11
	SOFT SEATING CHAIR- 58589-V14XX 58589-V14ORANGE	SOFT SEATING CHAIR- 58589-V14XX	1	\$307.06	\$307.06
	SOFT SEATING OTTOMAN- 9 7 R 1 1 8V03STX8804 9 7 R 1 1 8V03STX8804	SOFT SEATING OTTOMAN- 9 7 R 1 1 8V03STX8804	1	\$253.75	\$253.75
	STOOL #1- SG.SD.S.29.6MB.7 PL.PL SG.SD.S.29.6MB.7 PL.PL	STOOL #1- SG.SD.S.29.6MB.7 PL.PL	1	\$353.45	\$353.45
	STUDENT 4 LEG CHAIR #1- 53318-1-XX-CH 53318-1-ORANGENA-CH	STUDENT 4 LEG CHAIR #1- 53318-1-XX-CH	1	\$119.33	\$119.33
	STUDENT CANTILEVER CHAIR #1- 53218-1-XX-PL 53218-1-ORANGENA-PL	STUDENT CANTILEVER CHAIR #1- 53218-1-XX-PL	1	\$135.62	\$135.62
	STUDENT FISH DESK WITH CASTERS- 1143R2-8201 / 12934 1143R2-8201 / 12934	STUDENT FISH DESK WITH CASTERS- 1143R2-8201 / 12934	1	\$387.83	\$387.83
MOORECO INC TOTAL					\$3,443.92
FURNITURE TOTAL					10,903.56
SUBTOTAL					\$10,903.56
DEDUCT					\$0.00
GRAND TOTAL					\$10,903.56

Board of Trustees

Meeting Date: _____

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Presentation of Budget Amendments for September 2025

Justification Statement: Presentation for your review and acceptance of Budget Amendments for the month of September 2025

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

Staff Responsible: Cristina Pulley, Executive Director of Financial Services

Signature of Requester(s)

Signature of Presenter(s)

CPulley
Business Services Approval (Initials)

10-20-25

Date

Agenda Summary:

Presentation of Budget Amendments for September 2025

Administration recommends approval of Budget Amendments for the month of September 2025

RECOMMENDATION:

PRIOR BOARD ACTION: AWARDED: AWARDED AMOUNT:

AMOUNT(S): N/A

ACCOUNT NO(S): N/A

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

REQUESTING DEPARTMENT:
Financial Services Department

CONSEQUENCES OF NON-APPROVAL:
N/A

IMPLEMENTATION TIMELINE:
N/A

ATTACHMENT(S): Budget Amendments Memo





FINANCIAL SERVICES
CANUTILLO A Premier District

TO: Board of Trustees
 Dr. Pedro Galaviz, Superintendent

FROM: Cristina Pulley, Executive Director for Financial Services

DATE: Oct 9, 2025

SUBJECT: Budget Amendments for September 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 #347584 -This amendment will increase budgeted revenue and budget for corresponding expenses for child nutrition due to increased participation in programs. This budget amendment will have no impact on the administrative cost ratio.

Budget Account Number		Current Budget	Change	Amended Budget
101.00.5921.00.000.00	School Breakfast Program	\$ 1,850,000	\$ 50,000	\$ 1,900,000
101.00.5922.00.000.00	National Lunch Program	\$ 3,100,000	\$ 200,000	\$ 3,300,000
101.00.5922.03.000.00	Other Funding-Performance Based Reimbursement	\$ 80,000	\$ 20,000	\$ 100,000
101.00.5922.04.000.00	Child Adult Care Program	\$ 275,000	\$ 125,000	\$ 400,000
101.35.6341.04.909.99	Food	\$ 100,000	\$ 200,000	\$ 300,000
101.35.6342.00.909.99	Non-Food	\$ 100,000	\$ 100,000	\$ 200,000
101.51.6349.00.909.99	Food Service Supplies	\$ 50,000	\$ 95,000	\$ 145,000

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

Board of Trustees

Executive Summary of Board Agenda Item

Meeting Date: 10/28/2025

Subject/Title for Agenda Posting: Approval of Guaranteed Maximum Price #1 (GMP) for Construction Manager-At-Risk (CMAR) Services for Earthwork and MEP at the new Alderete Middle School (AMS) RFQ 2025-02B, from Banes General Contractors in the amount of \$26,493,133.56.

Justification Statement: To Authorize the Guaranteed Maximum Price #1 for Earthwork and MEP at the new Alderete Middle School.

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

Staff Responsible:


Signature of Requester(s)

Signature of Presenter(s)

Business Services Approval (Initials)

Date

Agenda Summary:

On September 10, 2024, the Board of Trustees approved the General Construction Agreement for the Construction Manager-At-Risk Services for the new Alderete Middle School, RFQ 2025-02B, on condition that administration would present the Guaranteed Maximum Price Amendment for approval at a later date.

This early release GMP packet will allow the project to move forward with essential site preparation activities ahead of the full building GMP, helping to maintain the overall construction schedule and mitigate delays related to site and weather conditions.

The civil GMP includes all earthwork and grading operations, such as site clearing, excavation, cut and fill, import/export of soil, compaction, and establishment of final grades in preparation for building pad construction. In addition, the scope encompasses installation of temporary erosion control measures, storm drain infrastructure, subgrade stabilization, and preliminary utility coordination to support subsequent construction phases.

The mechanical GMP includes major components of the HVAC (heating, ventilation, and air conditioning) system, such as air handling units, rooftop units, ductwork distribution, exhaust systems, piping, insulation, and associated controls. The package also covers equipment shop drawings, early submittals, and coordination with electrical and structural trades to ensure seamless integration during installation.

RECOMMENDATION: Administration Recommends that the Board approve the Guaranteed Maximum Price #1 Amendment for the Construction Manager-At-Risk Services for the Canutillo ISD 2024 Referendum Projects for the Earthwork and MEP at the new Alderete Middle School, RFQ 2025-02B, from Banes General Contractors, in the amount of \$26,493,133.56.

PRIOR BOARD ACTION: Yes AWARDED: 09/10/2024 AWARDED AMOUNT: N/A

AMOUNT(S): \$26,493,133.56

ACCOUNT NO(S): 694.81.6629.09.042.99

REQUESTING DEPARTMENT:

Operations

CONSEQUENCES OF NON-APPROVAL:

Non-approval will impact on the timeline of the project, delay material delivery and potentially escalating pricing.

IMPLEMENTATION TIMELINE:
Upon Board Approval

ATTACHMENT(S): ✓
Amendment GMP #1

Board of Trustees

Executive Summary of Board Agenda Item

Meeting Date: 10/28/2025

Subject/Title for Agenda Posting: Approval of Guaranteed Maximum Price #2 (GMP) for Construction Manager-At-Risk (CMAR) Services for Earthwork and MEP at the new Canutillo Middle School (CMS) RFQ 2025-02B, from Banes General Contractors in the amount of \$25,748,877.34.

Justification Statement: To Authorize the Guaranteed Maximum Price #2 for Earthwork and MEP at the new Canutillo Middle School.

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

Staff Responsible: _____


Signature of Requester(s)

Signature of Presenter(s)

Business Services Approval (Initials)

Date

Agenda Summary:

On September 10, 2024, the Board of Trustees approved the General Construction Agreement for the Construction Manager-At-Risk Services for the new Canutillo Middle School, RFQ 2025-02B, on condition that administration would present the Guaranteed Maximum Price Amendment for approval at a later date.

This early release GMP packet will allow the project to move forward with essential site preparation activities ahead of the full building GMP, helping to maintain the overall construction schedule and mitigate delays related to site and weather conditions.

The civil GMP includes all earthwork and grading operations, such as site clearing, excavation, cut and fill, import/export of soil, compaction, and establishment of final grades in preparation for building pad construction. In addition, the scope encompasses installation of temporary erosion control measures, storm drain infrastructure, subgrade stabilization, and preliminary utility coordination to support subsequent construction phases.

The mechanical GMP includes major components of the HVAC (heating, ventilation, and air conditioning) system, such as air handling units, rooftop units, ductwork distribution, exhaust systems, piping, insulation, and associated controls. The package also covers equipment shop drawings, early submittals, and coordination with electrical and structural trades to ensure seamless integration during installation.

RECOMMENDATION: Administration Recommends that the Board approve the Guaranteed Maximum Price #2 Amendment for the Construction Manager-At-Risk Services for the Canutillo ISD 2024 Referendum Projects for the Earthwork and MEP at the new Canutillo Middle School, RFQ 2025-02B, from Banes General Contractors, in the amount of \$25,748,877.34.

PRIOR BOARD ACTION: Yes AWARDED: 09/10/2024 AWARDED AMOUNT: N/A

AMOUNT(S): \$25,748,877.34

ACCOUNT NO(S): 694.81.6629.09.041.99

REQUESTING DEPARTMENT:

Operations

CONSEQUENCES OF NON-APPROVAL:

Non-approval will impact on the timeline of the project, delay material delivery and potentially escalating pricing.

IMPLEMENTATION TIMELINE:
Upon Board Approval

ATTACHMENT(S): ✓
Amendment GMP #2

Board of Trustees

Meeting Date: _____

Executive Summary of Board Agenda Item

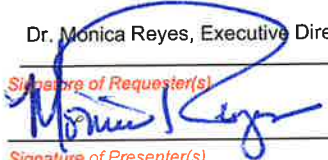
Subject/Title for Agenda Posting: Approval of the Memorandum of Understanding and Agreement between El Paso Child Guidance Center and Canutillo ISD

Justification Statement: El Paso Child Guidance Center will provide behavioral health services and resources through Targeted Case Management services to support students with their well-being and mental health.

Purpose of Agenda Item: Information Discussion Action

Item Type: Curriculum & Instruction Human Resources Business Services

Staff Responsible: Dr. Monica Reyes, Executive Director Student Support Services

Signature of Requester(s):  Signature of Presenter(s): _____

Date: 8/11/2025

Business Services Approval (Initials): _____ Date: _____

Agenda Summary:

This MOUA outlines a partnership between El Paso Child Guidance Center and Canutillo ISD to develop a collaboration of providing community-based therapeutic services, behavioral health strategies and mental health resources to CISD students and their families. El Paso Child Guidance Center will provide access to services through referrals by CISD staff, district health fairs, community outreach and parent education events. This partnership will give CISD students and families the opportunity to access clinical services, psychiatric services, case management, and prevention and intervention resources.

RECOMMENDATION: Administration recommends that the Board of Trustees approves the Memorandum of Understanding and Agreement between El Paso Child Guidance Center and Canutillo ISD.

PRIOR BOARD ACTION: None **AWARDED:** N/A **AWARDED AMOUNT:** N/A

AMOUNT(S): N/A

ACCOUNT NO(S): N/A

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

REQUESTING DEPARTMENT:
Student Support Services

CONSEQUENCES OF NON-APPROVAL:
Without the approval of the memorandum of understanding and agreement, students and families will not have access to clinical services, psychiatric services, case management, and prevention and intervention resources. +

IMPLEMENTATION TIMELINE:
August 2025 - July 2028

ATTACHMENT(S): ✓ Memorandum of Understanding and Agreement





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: Student Support Services

Campus/Department Contact person: Dr. Monica Reyes, Student Support Director

Contact Number: 915-877-7650 Requestors email: mreyes@canutillo-isd.org

Contract Title: Memorandum of understanding and Agreement between El Paso Child Guidance Center

Contract Description: El Paso Child Guidance Center will provide behavioral health services and resources through Targeted Case Management service to support student with their well-being and mental health.

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

Vendor/Company Name: Memorandum of understanding and Agreement between El Paso Child Guidance Center

Vendor Full Address: 2701 E. Yandell Dr. El Paso, Texas 79903

Name of Representative: Cathy Gaytan LCSW-S representatives' email: cgaytan@epcgc.org

Rep. Office Phone: 915-526-1999 ext 2213 Rep Mobile Number: _____

Vendor's Authorized Signer: Cathy Gaytan LCSW-S Signer's email: cgaytan@epcgc.org

Contract Amount: N/A Funding Source: N/A

Account No(s): N/A

Anticipated Start Date: August 2025 End Date: July 2028

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: Effective for 3years from the date of full execution or may be terminated by either entity with (30) thirty days written notice. 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: [Signature] Date: 8/11/2025

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

Purchasing review: _____



MEMORANDUM OF UNDERSTANDING & AGREEMENT

This MOU outlines a partnership between El Paso Child Guidance Center (EPCGC) and Canutillo Independent School District (Canutillo ISD) to support students in dire need of behavioral health services, particularly through Targeted Case Management services. The collaboration aims to bridge service gaps, promote wellness, and improve student access to critical mental health services and resources. **This document represents a record of agreement to provide individuals with program services listed below between El Paso Child Guidance Center programs and the following partnering agency:**

Name of Partnering Agency/Organization/ School/Program:

Canutillo Independent School District

Check El Paso Child Guidance Center applicable program services:

- Clinical Services
 Psychiatric Services
 Targeted Case Management
 Prevention /Intervention
 Access to Services

Description of services provided by El Paso Child Guidance Center

General Description	Specific Deliverables
<p>EPCGC will provide community-based therapeutic services for students and families</p> <p>EPCGC and Canutillo ISD will collaborate to assess ongoing needs and co-develop behavioral health strategies.</p> <p>EPCGC will support Canutillo’s health fairs, education, and onsite health activities as appropriate.</p>	<ol style="list-style-type: none"> 1. Psychiatric services via telehealth to eligible students in need of services. 2. Therapists provide telehealth services to eligible students. 3. Targeted Case Management Services provided in person to eligible students for up to 20 hours of direct care per month. 4. Conduct two informal listening sessions per semester with Canutillo stakeholders to inform services and identify barriers. 5. Provide a summary report to be shared with district leadership. 6. Participate in school health fairs and provide mental health information for newsletters or community materials. 7. Be available for parent presentations to educate on services and eligibility criteria.

Description of services provided by Partnering Agency/Organization/School/Program

General Description	Specific Deliverables
<p>Canutillo ISD will support student access to EPCGC’s community-based therapeutic services.</p> <p>Canutillo ISD will collaborate with EPCGC to assess ongoing needs and co-develop behavioral health strategies.</p> <p>Canutillo ISD will support EPCGC’s involvement in school health fairs, outreach, and parent education.</p>	<ol style="list-style-type: none"> 1. Identify and refer eligible students for psychiatric, therapy, and targeted case management services. 2. Assign a designated staff liaison to coordinate with EPCGC providers. 3. Identify confidential space on campus for telehealth or in-person services, as available. 4. Contribute feedback to EPCGC’s summary reports to help guide service delivery and future planning. 5. Invite EPCGC to participate in health fairs, parent nights, or staff meetings to present about mental health services available.

This MOUA indicates that a referral relationship exists and will abide by the Occupations Code, Title 3, Subtitle A, Chapter 102, Subchapter A, Sec. 102.001. This MOUA does not indicate any contract, liability, or endorsement


between both partnering entities. Both entities will mutually provide information regarding services provided, admission and eligibility criteria, non-duplication of services, and any other information necessary for effective placement of individuals within the guidelines of client confidentiality as specified by State and Federal laws and regulations, specifically the Federal Regulations on Confidentiality of Alcohol and Substance Abuse Patient Records (Federal Register, General Provisions Title 42, Chapter 1, Part 2), Health Insurance Portability and Accountability Act (HIPAA), and any other requirements as mandated by existing protocols.

This Agreement does not create a partnership or joint venture between the parties. Neither party may bind the other or otherwise act in any way as the representative of the other, unless specifically authorized, in advance and in writing, to do so, and then only for the limited purpose stated in such authorization. Employees of either party are not employees of the other and neither party's personnel are entitled or eligible, by reason of this contractual relationship, to participate in any benefits or privileges given or extended by the other party to its employees.

This Agreement is not intended to waive, alter or reallocate any defense or immunity available to either party by law. Each party paying for the performance of governmental functions or services hereunder shall make such payments from current revenues available to the paying party, and all obligations entered into by the Parties in the future will be subject to appropriation.

This MOUA recognizes that referred individuals are responsible for any fees or payments if any apply. This agreement will be in effect for three years from the date of full execution or may be terminated by either entity with thirty (30) days written notice.

Signature: _____
Name: _____
Title: _____
Entity: _____
Phone: _____
Email: _____

Signature: 
Name: Cathy Gaytan, LCSW-S
Title: Chief Executive Officer
Entity: El Paso Child Guidance Center
Phone: 915-562-1999 ext 2213
Email: cgaytan@epcgc.org

Start Date: _____ End Date: _____

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: [Approval for 2025-2026 District and Campus Improvement Plans](#)

Justification Statement:

[For action and approval on Goals and Objectives on the District and Campus Improvement Plans](#)

Purpose of Agenda Item:

Information Discussion Action

Item Type:

Curriculum & Instruction HumanResources Business Services

Staff Responsible:

Julietta Melendez/Program Compliance Director

Signature of Requester(s)

Julietta Melendez/Program Compliance Director

Signature of Presenter(s)

October 2025

Business Services Approval (Initials)

Date

Agenda Items:

[For action and approval on Goals and Objectives on the District and Campus Improvement Plans](#)

[Attached in order: CES, BCE, DDE, JDE, GES, RES, AMS, CMS, CHS, NWECHS, District](#)

RECOMMENDATION: [That recommendation is approved by the Board of Trustees as recommended by administration](#)

PRIOR BOARD ACTION:

AWARDED:

AWARDED AMOUNT:

AMOUNT(S):

ACCOUNT NO(S):

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

REQUESTING DEPARTMENT: [Human Resources-Program Compliance](#)

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE: [2025-2026 Fiscal Year](#)

ATTACHMENT(S): [Improvement plans goals and objectives](#)
[Attached in order: CES, BCE, DDE, JDE, GES, RES, AMS, CMS, CHS, NWECHS, District](#) 117



Canutillo Independent School District

Canutillo Elementary School

2025-2026 Performance Objectives



Mission Statement

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

Vision

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

Value Statement

Student Centered Focus

Trustworthiness in Stewardship

Commitment to Service

Equity in Attitude

Honor in Conduct

Integrity of Character

Table of Contents

Goals	4
Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness	4
Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	5
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	6
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	7
Goal 5: TECHNOLOGY RESOSURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	8

Goals

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

Performance Objective 1: For the 2025-26 school year, Canutillo Elementary will increase positive discipline strategies through avenues to include but not limited to PBIS, counseling, reflections, restorative circles, etc that help foster a positive school climate and decrease the number of referrals and incidents by 3%.

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

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

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

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

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

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

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

HB3 Goal

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Canutillo Independent School District

Bill Childress Elementary School

2025-2026 Performance Objectives



Mission Statement

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

Vision

Persevere today. Thrive tomorrow.

Value Statement

Student Centered Focus

Trustworthiness in Stewardship

Commitment to Service

Equity in Attitude

Honor in Conduct

Integrity of Character

Table of Contents

- Goals 4
 - Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness 4
 - Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction 5
 - Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction 6
 - Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities 7
 - Goal 5: TECHNOLOGY RESOSURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity 8

Goals

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

Performance Objective 1: Student Safety & Well Being: By May 2026, the Emergency Operation Plan, Crisis Response, and PBIS will be integrated into MTSS (Multi-Tiered Systems of Support).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Canutillo Independent School District

Deanna Davenport Elementary School

2025-2026 Performance Objectives



Mission Statement

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

Vision

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

Value Statement

Student Centered Focus

Trustworthiness in Stewardship

Commitment to Service

Equity in Attitude

Honor in Conduct

Integrity of Character

In Canutillo ISD, We Believe:

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

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

Table of Contents

In Canutillo ISD, We Believe:	2
Goals	5
Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness	5
Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	6
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	7
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	8
Goal 5: TECHNOLOGY RESOSURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	9

Goals

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

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

HB3 Goal

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

HB3 Goal

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

HB3 Goal

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

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

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

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

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

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

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

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

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

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

HB3 Goal

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

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

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

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

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

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

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

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

HB3 Goal

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

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

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

Canutillo Independent School District

Jose H. Damian Elementary

2025-2026 Performance Objectives



Mission Statement

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

Vision

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

Value Statement

Trustworthiness in Stewardship

Scholar Centered

through the 5 Pillars of teaching the WHOLE CHILD -

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

Table of Contents

Goals	4
Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness	4
Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	6
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	7
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	8
Goal 5: TECHNOLOGY RESOSURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	9

Goals

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

Performance Objective 1: By May 2026, the Standard Response Protocol PK-12, Emergency Operation Plan and the Behavior Threat Assessment and crisis response will be fully integrated and implemented through Multi-Tiered Systems of Supports (MTSS)

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

Masters:

Math from 21%-23%

Reading- 20% to 22%

Science- 8% to 10%

Meets:

Math from 49%-55%

Reading- 52% to 56%

Science- 31% to 35%

Approaches:

Math from 78%-85%

Reading- 81% to 89%

Science- 72% to 77%

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

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

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

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

Beginning- 19% to 21%

Intermediate- 34% to 36%

Advanced- 34% to 36%

Advanced High- 12% to 14%

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Mission Statement

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

Vision

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

Value Statement

Student Centered Focus

Trustworthiness in Stewardship

Commitment to Service

Equity in Attitude

Honor in Conduct

Integrity of Character

Table of Contents

Goals	4
Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness	4
Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	6
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	7
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	8
Goal 5: TECHNOLOGY RESOSURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	9

Goals

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

Performance Objective 1: Student Safety & Well Being:

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

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

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

HB3 Goal

Performance Objective 3: Academic Growth:

Reading Projected Growth Goals for 2026 STAAR

3rd Grade Approaches from 78% to 80%, Meets from 50% to 53%, Masters from 10% to 15%
4th Grade Approaches from 85% to 88%, Meets from 49% to 53%, Masters from 15% to 20%
5th Grade Approaches from 85% to 88%, Meets from 49% to 55%, Masters from 10% to 15%

Math Projected Growth Goals for 2026 STAAR

3rd Grade Approaches from 63% to 70%, Meets from 47% to 50%, Masters from 14% to 20%
4th Grade Approaches from 79% to 82%, Meets from 55% to 60%, Masters from 26% to 30%
5th Grade Approaches from 64% to 68%, Meets from 33% to 38%, Masters from 7% to 17%

Science Projected Growth Goals for 2026 STAAR

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

Performance Objective 4: Academic Growth:

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

Performance Objective 5: College Career Military Readiness:

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

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

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

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

Performance Objective 1: Student Safety & Well Being:

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

Performance Objective 2: Staff Satisfaction:

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

Performance Objective 3: Professional Learning & Quality Staff:

GES Teachers, Instructional Aides, Nurse, Counselor, Librarian and Administrators will participate in professional development opportunities on campus, within the Region 19 area or out of town (in-person or virtual) to support content and curriculum for all students to include our special populations during the 2025-2026 school year.

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

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

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

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

Performance Objective 1: Strategic Allocation of Resources:

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

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

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

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



Mission Statement

Dream Big. Believe and Achieve.

Vision

Our mission is to nurture the whole child and empower them to be contributing leaders of our global society.

Value Statement

Student Centered Focus

Trustworthiness in Stewardship

Commitment to Service

Equity in Attitude

Honor in Conduct

Integrity of Character

Table of Contents

Goals	4
Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness	4
Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	5
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	6
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	7
Goal 5: TECHNOLOGY RESOURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	8

Goals

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

Performance Objective 1: Student Safety and Well Being:

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

Performance Objective 2: Academic Growth:

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

Performance Objective 3: Academic Growth:

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

Performance Objective 4: College Career Military Readiness:

By May 2026, RES will host parental and student engagement opportunities to build strong partnerships across the community to positively impact students and exposure to college and career options .

Performance Objective 5: By May 2026, Physical Education Teachers will assess the physical well-being of all our students in 3rd-5th grade by utilizing Fitness Gram to allow a comprehensive fitness assessment tools and insightful data, fostering a culture of health, well-being of our students and motivation that will promote daily attendance rates to increase by 2%.

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

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

Performance Objective 1: Staff Safety & Well-Being:

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

Performance Objective 2: Professional Learning & Quality Staff:

By May 2026, RES will develop effective systems to ensure professional development opportunities are provided to all our staff. Content knowledge and instructional strategies learned will be shared during the data driven professional learning communities or in professional development days established by the district and/or the school.

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

Performance Objective 1: Family Engagement:

By May 2026, RES will develop weekly internal and external communication pathways and marketing strategies to increase student attendance rate from 95.91% to 97% through the identification of trends in attendance coding, home visits and teacher contact. Student enrollment will continue to be monitored and transfer requests will be approved on a case to case basis based on the grade level availability.

Performance Objective 2: Community Satisfaction:

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

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

Performance Objective 1: Strategic budget allocation for State Comp will be completed by September 2025 to successfully provide resources to all students in order to meet student academic and social-emotional goals throughout the 2025-2026 school year.

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

Performance Objective 1: All teachers will establish a consistent well-developed 45 minute block per week for the new required Technology Applications block which include computational thinking, creativity and innovation, data literacy, management, and representation, digital citizenship and practical technology concepts.

Canutillo Independent School District

Jose Alderete Middle School

2025-2026 Formative Reviews



Mission Statement

WE LOVE KIDS!

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

Vision

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

Value Statement

Student Centered Focus
Trustworthiness in Stewardship
Commitment to Service
Equity in Attitude
Honor in Conduct
Integrity of Character

Table of Contents

Goals 4

Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness 4

Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction 10

Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction 13

Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities 14

Goal 5: TECHNOLOGY RESOSURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity 18

Goals





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

Performance Objective 1: By June 2026, AMS will raise its overall TEA accountability rating from 85 (B) to at least 90 (A) by improving STAAR Approaches/Meets/Masters performance across all tested subjects and student groups. (Focus: Improve 6th & 7th grade ELAR and Math growth by 10%.)

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

High Priority





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

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

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

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





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

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

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

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


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

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

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

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

Evaluation Data Sources: PEIMS attendance, incentive participation logs.





Strategy 1 Details	Reviews			
Strategy 1: Create tiered attendance incentive system (Eagle Legacy points, monthly rallies). Strategy's Expected Result/Impact: Raise attendance to 97%; reduce failures tied to absences. Staff Responsible for Monitoring: Attendance Clerk, Counselors, MTSS Team. TEA Priorities: Build a foundation of reading and math Problem Statements: Student Learning 2 - Perceptions 1, 2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide one-on-one attendance coaching and parent home visits for students <90%. Strategy's Expected Result/Impact: Raise attendance to 97%; reduce failures tied to absences. Staff Responsible for Monitoring: Attendance Clerk, Counselors, MTSS Team. ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Learning 2	Formative			Summative
	Nov	Jan	Mar	June
				

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

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

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

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

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

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

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

High Priority

Evaluation Data Sources: FitnessGram results, health assessments.

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

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

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

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

High Priority

Evaluation Data Sources: Attendance Reports, Data Outcomes





Strategy 1 Details	Reviews			
<p>Strategy 1: Based on data, AMS faculty and staff will receive training such as profession development to include educational strategies, SEL classroom supports, data disaggregation, PLC's, Fundamental Five, special ed, EB classroom supports, and MTSS initiatives.</p> <p>Strategy's Expected Result/Impact: To support the success of AMS diverse population based on their needs. Enhance growth and development and empowerment of faculty and staff based on their roles and responsibilities.</p> <p>Staff Responsible for Monitoring: Principal, Counselors, Administration, IC</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue an MTSS team that is embedded within the master schedule with a focus on attendance, academics, behavior, SEL, and school culture.</p> <p>Strategy's Expected Result/Impact: Campus achievement on academics, increase attendance and build a positive school culture.</p> <p>Staff Responsible for Monitoring: Principals, Counselors</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

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





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

Evaluation Data Sources: HR absence reports

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

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





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

Strategy 1 Details	Reviews			
Strategy 1: All faculty and staff will be encouraged to be a part of a committee. Strategy's Expected Result/Impact: Build relationships, collaborate, provide input for the of the campus amongst staff and faculty. Staff Responsible for Monitoring: Principal, Counselors, IC	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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





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

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

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





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

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

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





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

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

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

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





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

Strategy 1 Details	Reviews			
Strategy 1: AMS will host 100% of district SHAC meetings for the 2025-2026 school year.	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

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

Evaluation Data Sources: Budget reports, CNA review.





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

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

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

High Priority





Evaluation Data Sources: Drill reports, safety audits.

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

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

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





High Priority

Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing professional development opportunities for teachers and staff campus, district, region, state and national conferences. Problem Statements: Demographics 1, 2 - Student Learning 1, 2 - School Processes & Programs 1, 2	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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





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

High Priority

Strategy 1 Details	Reviews			
Strategy 1: Empower AMS teachers to lead students trough sponsoring extra clubs or organizations, mentor or provide intervention support. Problem Statements: School Processes & Programs 3 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

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





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

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

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

Evaluation Data Sources: Walkthroughs, tech work orders.

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





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

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

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

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

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

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

Canutillo Independent School District

Canutillo Middle School

2025-2026 Performance Objectives



Mission Statement

The faculty and staff of Canutillo Middle School will empower students to be the motivational force behind their own future success by modeling citizenship, leadership, and a desire for lifelong learning.

Vision

A culture of academic excellence built on collaborative leadership and innovative instruction at Canutillo Middle School will produce accomplished scholars and community leaders able to meet future challenges of an evolving global society.

Value Statement

STUDENT CENTERED FOCUS
TRUSTWORTHINESS IN STEWARDSHIP
COMMITMENT TO SERVICE
EQUITY IN ATTITUDE
HONOR IN CONDUCT
INTEGRITY OF CHARACTER

Table of Contents

Goals	4
Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness	4
Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	6
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	7
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	8
Goal 5: TECHNOLOGY RESOURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	9

Goals

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

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

Performance Objective 2: During the 2025-2026 school year, CMS will provide training, instructional support, and tutors to assist Migrant/migratory, Economically Disadvantaged, English Learners (ELs), SPED, At-Risk, and 504 students in Closing the Gap Performance by 5%. There will be 3% increase in progress measures for EB and SPED students. EBs will improve their rating by 3% in speaking, listening, and writing (TELPAS).

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

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

Performance Objective 5: During the school year, all teachers will be up to date with PBIS, No Place for Hate and the Emergency Operation Plan (EOP), through PD training and constant communication. Teachers will review PBIS, No Place for Hate, and EOP on a monthly basis to ensure that all stakeholders are safe and secure within the school.

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

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

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

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

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

Performance Objective 2: During the academic school year, enhance the physical, emotional, and mental well-being of all staff members by providing a safe and supportive working environment.

Performance Objective 3: CMSSA will improve overall staff satisfaction and retention by fostering a positive school culture where staff feel valued, supported, and motivated during the academic school year.

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

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

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

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

Performance Objective 4: During the academic school year, CMS will provide training/resources to parents of migratory/migrant students on reading strategies in all core subject areas, to improve academic readiness, and information and resources about college/career opportunities.

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

Performance Objective 1: During the academic school year, CMSSA will optimize the allocation of Title 1 & State Comp resources to support high-quality instruction, student support services, and extracurricular activities aligned with the school's goals and priorities.

Performance Objective 2: During the academic school year, CMSSA will ensure that school facilities are well-maintained, safe, and conducive to a positive learning environment for students, staff, and visitors.

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

Performance Objective 1: Canutillo Middle School will enhance the availability and effective utilization of technology resources to support student learning and achievement during the academic school year.

Canutillo Independent School District

Canutillo High School

2025-2026 Performance Objectives



Mission Statement

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

Vision

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

Value Statement

**STUDENT CENTERED FOCUS
TRUSTWORTHINESS IN STEWARDSHIP
COMMITMENT TO SERVICE
EQUITY IN ATTITUDE
HONOR IN CONDUCT
INTEGRITY OF CHARACTER**

Table of Contents

Goals	4
Goal 1: STUDENT SUCCESS: * Academic Growth*Student Safety/Well Being * College Career Military Readiness	4
Goal 2: STAFF SUCCESS: * Staff Safety/Student & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	5
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	6
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	7
Goal 5: TECHNOLOGY RESOSURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	8

Goals

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

Performance Objective 1: Academic Growth:

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

Performance Objective 2: Student Safety & Well Being:

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

Performance Objective 3: College Career Military Readiness:

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

Performance Objective 4: Academic Growth:

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

Performance Objective 5: Academic Growth:

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

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

Performance Objective 1: Professional Learning & Quality Staff:

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

Performance Objective 2: Staff Safety & Well-Being:

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

Performance Objective 3: Staff Satisfaction:

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

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

Performance Objective 1: Family Engagement:

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

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

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

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

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

Performance Objective 1: Hardware resources:

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

Performance Objective 2: Software resources:

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

Canutillo Independent School District

Northwest Early College High School

2025-2026 Performance Objectives



Mission Statement

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

Vision

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

Value Statement

Student Centered Focus

Trustworthiness in Stewardship

Commitment to Service

Equity in Attitude

Honor in Conduct

Integrity of Character

Table of Contents

Goals	4
Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness	4
Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	5
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	6
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	7
Goal 5: TECHNOLOGY RESOSURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	8

Goals

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

Performance Objective 1: For the 2025-2026 school year, all students will pass EOC on their first attempt. The number of students earning Master's level will increase by at least 5%.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Canutillo Independent School District

District Improvement Plan

2025-2026 Performance Objectives



Mission Statement

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

Vision

LEAD today. IMPACT tomorrow.

Value Statement

**STUDENT CENTERED FOCUS
TRUSTWORTHINESS IN STEWARDSHIP
COMMITMENT TO SERVICE
EQUITY IN ATTITUDE
HONOR IN CONDUCT
INTEGRITY OF CHARACTER**

Table of Contents

Goals	4
Goal 1: STUDENT SUCCESS: * Student Safety & Well Being * Academic Growth * College Career Military Readiness	4
Goal 2: STAFF SUCCESS: * Staff Safety & Well-Being * Professional Learning & Quality Staff *Staff Satisfaction	6
Goal 3: COMMUNITY ENGAGEMENT AND PARTNERSHIPS: *Family Engagement *Community Partnerships * Customer Satisfaction	7
Goal 4: FISCAL AND OPERATIONAL SYSTEMS: * Fiscal Responsibility * Strategic Allocation of Resources * Planning for Growth * Well Maintained Facilities	8
Goal 5: TECHNOLOGY RESOURCES: * Apple Refresh 1:1 * Wireless access/Testing * Infrastructure/Safety * Community Connectivity	9

Goals

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

Performance Objective 1: By May 2026, CISD students in grades Pre K - 2 will demonstrate a 5% growth in reading fundamental skills across respective assessments.

HB3 Goal

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

HB3 Goal

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

HB3 Goal

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

HB3 Goal

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

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

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

Performance Objective 8: Student Safety & Well Being :

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

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

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

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

Performance Objective 12: By May 2026, all CISD students will be familiar with required state-mandated safety drills and respective expectations.

Performance Objective 13: Provide Professional Development to C&I personnel to increase their knowledge base in all content areas to include federal programs and funding that will help increase student success during the academic year 25-26.

Performance Objective 14: By May 2026, Coordinated School Health (CSH) team will update action plans/calendar, district wide presentations and campus health fairs. Provide prevention educational materials, supplies and fixed assets.

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

Performance Objective 1: Professional Learning and Quality Staff:

By May 2026, 100% of district administrators will participate in professional development activities to improve leadership capabilities toward improving student outcomes.

Performance Objective 2: Professional Learning and Quality Staff: (TTESS)

By May 2026, all campuses will gain expertise utilizing Texas Teacher Evaluation and Support System (TTESS) and Student Learning Objectives (SLOs) embedded into teachers pedagogy for effective instruction as supported through targeted professional development.

Performance Objective 3: Staff Satisfaction:

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

Performance Objective 4: Staff Safety and Well-Being:

By May 2026, all Canutillo ISD personnel will be trained on Safety Response Protocols (SRP). Additionally, personnel will indicate an increase in the learning and retention of protocols through the School Safety Survey .

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

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

Performance Objective 1: By May 2026, CISD will maintain three collaborative ways for all families to participate in setting student goals, planning for post-secondary education and careers.

Performance Objective 2: CISD parents and families will be provided a minimum of 7 training and workshop opportunities on how to actively engage as partners in their children's learning, to include special populations, by June 2026.

Performance Objective 3: By June 2026, to increase parent participation, CISD will provide 2 professional developments for campus administration on parent family engagement to expand each campus parent family engagement programs.

Performance Objective 4: For the 2025-2026 school year, all CISD campus and district committees will have a minimum of one parent serving as a member on every committee.

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

Performance Objective 1: Fiscal Responsibility:

By May 2026, Canutillo ISD will maintain a TEA Financial Integrity Rating System of Texas (First) rating of Superior Achievement, will earn five Comptroller Transparency Stars, and will receive no findings in the yearly external audit report.

Performance Objective 2: Strategic Allocation of Resources:

By May 2026, Canutillo ISD will decrease administrative cost ratio, maintain its revenue variance to 3% or less, and expenses will not exceed current revenues.

Performance Objective 3: Planning for Growth:

By May 2026, Canutillo ISD will continue implementing the strategic plan and prior demographic study.

Performance Objective 4: Well Maintained Facilities:

By May 2026, Canutillo ISD will provide yearly preventative and corrective maintenance updates, will make use of resources to increase work order productivity, and follow the facility master plan in accordance to budgetary constraints.

Performance Objective 5: By May 2026, CISD will utilize stakeholder surveys to measure the implementation and efficacy of an updated safety plan that encompasses protocols, personnel trainings, compliance and progress.

Performance Objective 6: Business Services/HR:

By May 2026, Canutillo ISD will reinforce all standard protocols and procedures with consistency and common expectations in departmental practices.

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

Performance Objective 1: Infrastructure/Safety :

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

Performance Objective 2: Wireless access/Testing:

Throughout the year of 25-26 the district's technology wireless access points will be renewed with current technology to support enhanced capabilities of technology use in instructional and operations settings. This additionally will support full online testing as specified by state guidelines.

Performance Objective 3: Infrastructure/Safety:

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

Performance Objective 4: Connectivity:

Technology hardware will be refreshed in time for the end of usable life of each machine. Each computer will be in production for 5 years. This includes all end points as they reach the end of usable life.

Performance Objective 5: Community Engagement:

By May 2026, 100% of Canutillo ISD campuses will maintain active portfolio of social media accounts with current and relevant information for all internal and external CISD stakeholders.

Performance Objective 6: Community Engagement:

Public Information Office (PIO) will develop a marketing plan to promote district strategies and programming in hopes of increasing enrollment by May 2026.