

# Agenda of Special Meeting

## The Board of Trustees Canutillo ISD

---

A Special meeting of the Board of Trustees of Canutillo ISD will be held September 21, 2023, beginning at 4:30 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.

1. **GENERAL FUNCTIONS-OTHER**

- A. Call to Order
- B. Roll Call

2. **OPEN FORUM-OTHER**

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

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

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

3. **EXECUTIVE SESSION**

The meeting is to be closed to conduct the evaluation of the Superintendent and to discuss the Superintendent's employment contract and possible amendments to the contract and to consult with Attorney under Sections 551.071 and 551.074 of the Texas Government Code:

- A. The 2023-2024 Evaluation of the Superintendent 3
  - 1. Domains
    - a. Domain I: Leadership
    - b. Domain II: Personnel Management
    - c. Domain III: Administration & Fiscal/Facilities Management
    - d. Domain IV: Student Management
    - e. Domain V: Professional Growth and Development
    - f. Domain VI: Schools/Community Relations
    - g. Domain VII: Board/Superintendent Relations
    - h. Domain VIII: Supervisory Responsibilities
  - 2. Assessment Tool

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

- A. Comments and/or Results Regarding the 2023-2024 Annual Evaluation of Superintendent and Possible Action Regarding Amendments, If Any, to Superintendent's Employment Contract.

5. **BOARD OF TRUSTEE BUSINESS**

- A. Discussion and Possible Action With Reference to Issues Relating to the District's Governance Policies and Other Policy Issues Resulting from Discussion During the Policy Review Session With Administrators

**Presenter:** M Carrasco / Eric Narcisse

6. **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.



CANUTILLO INDEPENDENT SCHOOL DISTRICT

# 2023 SUPERINTENDENT

Summative Evaluation



*"Canutillo leadership has worked to make the District '**Employee Friendly.**' Canutillo ISD has been and is a very successful District because of its people... Canutillo ISD treats its employees with **Respect** and **Dignity**, not as capital to be managed and discarded.*

*The Board, Dr. Galaviz and Administration clearly understand the old truism, 'Take care of your people and your people will take care of you.'"*

*-- Ross Moore,  
President El Paso Federation of Teachers*

# TABLE OF CONTENTS

Superintendent’s Summative Evaluation

Superintendent’s Letter ..... Page 4

Canutillo ISD Team of Eight ..... Page 6

Mission, Vision ..... Page 7

Domain I - Leadership ..... Page 8

Domain II - Personnel Management..... Page 10

Domain III - Administration & Fiscal / Facilities Management ..... Page 15

Domain IV - Student Management..... Page 18

Domain V - Professional Growth & Development ..... Page 29

Domain VI - Schools / Community Relations ..... Page 33

Domain VII - Board / Superintendent Relations..... Page 37

Domain VIII - Supervisory Responsibilities ..... Page 39

September 21, 2023

Dear Canutillo ISD Board of Trustees,

The Canutillo Independent School District is off to a great start and continues to demonstrate why it is the Best Small School District in Texas and El Paso's only Triple A Rated School District. While we could have rested on our laurels following the great year we had in 2022-23, our students, teachers and employees decided to step up and move us further along our efforts to become the region's premier school district. Despite the challenges of a budget deficit, Canutillo ISD is a leader in instruction and a source of pride for public education in the Borderland.

Once again, as my staff and I worked diligently to gather the data contained in this document for your review, it is apparent that the people that make up Canutillo ISD - our students, teachers, employees and volunteers - went above and beyond their duties in crating world-class opportunities for our community. I've said it before and I'll say it again: from our instructional output to our operational showing, Canutillo ISD is leading the way for the rest of El Paso through innovation and commitment to excellence.

As we commemorate our achievements and take pride in our accomplishments, we are simultaneously engaged in a comprehensive evaluation of our systems to ensure that the well-being and experiences of both students and employees in CISD remain our foremost concern. The Cabinet and Leadership Team have been unwavering in their efforts to develop fresh, inclusive academic avenues for our families, fully aware that our daily endeavors have the potential to serve as the catalyst for transformative change and contribute to the economic prosperity of our community.

I also continue to prioritize the safety and security of our students and employees. I am grateful to have been at the forefront of the state mandate to provide an armed police officer at every campus. Thanks to your foresight and trust, Canutillo ISD was ready to go on Sept. 1 just as many Districts in the state scrambled to find alternatives to this virtually unfunded mandate. Our Canutillo ISD Police Department continues to work with principals and other District leadership to make sure our students feel safe and ready to learn when they walk into any of our campuses.

As you know, one set back we experienced in the past year is the failure of the Every Child, Every School Bond Election last November. The referendum was to have been transformative in our efforts to provide equitable and modern facilities for our students and staff. We continue to feel the repercussions of having older facilities, and we see the effects of this in our enrollment and budget deficit. To cope with this, we are working with the Marketing and Enrollment Committee, which will bring ideas and platforms to recuperate some of the students we continue to lose to neighboring school systems.

# SUPERINTENDENT'S LETTER

Dr. Pedro Galaviz, Superintendent of Schools

My dedication is firmly rooted in establishing a robust groundwork of trust and cooperation with our community. Together, we will identify our distinctive strengths, advantages, possibilities, and the pathways that lie ahead. As we progress as a District, entrusted with the responsibility of serving tomorrow's brightest talents, we will grow and thrive.

Warmest regards,



Dr. Pedro Galaviz

Superintendent of Schools

Canutillo Independent School District

# SUPERINTENDENT'S LETTER

Dr. Pedro Galaviz, Superintendent of Schools



**Patricia Mendoza**  
President



**Armando Rodriguez**  
Vice President



**Cindy Zuñiga**  
Secretary



**Breanne Barnes**  
Trustee



**Lucy Borrego**  
Trustee



**Bobby Simental**  
Trustee



**Blanca Trout**  
Trustee



**Dr. Pedro Galaviz**  
Superintendent of  
Schools

# CISD TEAM

Superintendent's Summative Evaluation

# MISSION & VISION

Superintendent's Summative Evaluation

## MISSION

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

## VISION

LEAD today. IMPACT tomorrow.

## 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.

## PRIORITIES & PERFORMANCE OBJECTIVES

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



The Canutillo Independent School District has experienced an exceptional year of achievements. Under the visionary leadership of Dr. Pedro Galaviz, the District has consistently set the pace not only in our region but also across the state, earning well-deserved recognition for our outstanding student achievements and educational initiatives. Dr. Galaviz's unwavering dedication to fostering teamwork, open communication, and collaboration has played a pivotal role in driving the District's growth and accomplishments.

- › The Holdsworth Center, an Austin-based nonprofit focused on leadership in public education, has selected Canutillo ISD to join the Holdsworth Leadership Collaborative, an 18-month program that will help the District build a strong bench of aspiring principals who are ready to step into school leadership positions when they arise. Canutillo ISD is among 13 districts across the state chosen for Holdsworth's world-class leadership development program.
- › Kinder Readiness - Dr. Galaviz has worked hard to establish strong Pre-K programs which will prepare students for kindergarten and the years beyond. Universal Pre-Kindergarten programming has not only increased enrollment and revenue for the district, but has provided academic opportunities for students who otherwise would not have it and would not be prepared for kindergarten. 2021-22 was the planning year for Montessori Education Pre-three and four-year-old programming for implementation in 2022-23, as well as the Pre-K four-year-old Reggio Emilia program at Bill Childress Elementary.
- › A refresh of 2,500 MAC laptops was possible this year at a minimal cost due to securing funding from E-Rate to modernize our fleet. This not only saved the district ~1.3 million dollars in funds due to this accelerated schedule and grant funds but more importantly, it provided students with new technology to impact instruction.



T SCHOOL DISTRICT  
blic  
rogram  
region

GUIDES  
AY

ICATION

RBENT  
D

T FOR  
HILD

TIVE  
PERIODS

EPARED  
NING  
ONMENT

isd.org/  
ori

ent School District  
so, TX 79932

D IN  
ST

Effective leadership yields a multitude of favorable employee outcomes. Our personnel are the lifeblood of the District, serving as its heart and backbone. The prosperity of our District is intricately linked to our dedicated team. Dr. Galaviz oversees a workforce of approximately 1,300 members, both full-time and part-time, but at Canutillo ISD, we don't view people as mere statistics; we are a close-knit family. This sense of unity is a clear reflection of our organizational success, all thanks to the guidance and leadership of Dr. Galaviz.

Personnel Management for the District is comprised of the following key areas:

1. Compensation and Benefits
2. Educator Certification
3. Employee and Labor Relations
4. HR Compliance in Leadership, Ethical Practice, Diversity, Equity and Inclusion
5. Recruitment, Onboarding, retention and turnover
6. Workplace Safety and Security

## Benefits

The District remains steadfast in its commitment to safeguarding the utmost precious aspects of our community – the well-being of our individuals and the well-being of their cherished ones. While Canutillo ISD has gained recognition statewide for its numerous academic achievements and honors, our medical insurance program stands out as the benchmark for organizations that prioritize their staff's welfare. This achievement is made attainable through possible investments in our self-funded Employee Benefit plans offered through Blue Cross Blue Shield of Texas.

## Compensation

Dr. Galaviz has spearheaded a series of compensation initiatives designed to address the District's requirements for maintaining a competitive advantage within the city, and neighboring school districts, particularly as we navigate the ongoing recovery from the COVID-19 pandemic. These initiatives encompass:

- › Enhancements and integrations of stipends within the District for educators specializing in content and specific fields. Notably, there has been an increase in stipends for challenging teaching assignments, with bilingual assignments rising from \$2,000 to \$2,500. Additionally, coaching stipends have seen increments and new additions, such as the approval of a \$250 intercession coaching stipend. Moreover, stipends for baseball, softball, and varsity volleyball have been increased by \$200, now totaling \$6,800 (previously \$6,600).

- › A 3% general pay raise was implemented for non-teaching (certified) personnel during the 2023-2024 school year, alongside adjustments aimed at addressing market variations and preserving internal equity.
- › In the 2023-2024 school year, teachers were granted a substantial 5% general pay raise. Thanks to Dr. Galaviz's unwavering commitment to fair compensation over the years, Canutillo ISD maintains a strong competitive edge in terms of regional compensation standards.
- › Minimum hourly pay for all employees is \$15.00 an hour.

## Employment Practices

- › Renewal of the District Innovation Plan to enable specific exemptions for the recruitment of suitable personnel to support the provision of courses to students. Furthermore, the plan's update grants Human Resources increased flexibility to hire educators who may not hold traditional teaching certifications: Montessori Program expansion, CTE Program expansion.
- › To address the shortage of bus drivers in the region, the minimum hourly wage for bus drivers has been raised to \$22, ensuring the retention of essential personnel in these positions.
- › UTEP Resident Student Teacher Intern Program - Canutillo ISD is presently accommodating eleven Student Teacher Residents through our collaboration with UTEP. This partnership enables the District to nurture its own pool of future certified teachers. This also provides additional substitute teachers on Fridays when needed.
- › ESSER Funded or grant-funded positions to address learning gaps and data of students through the COVID-19 pandemic: PreK or Kinder Aides, Data Management Fellow, Accountant.
- › Created a Prek-3 position at CES to increase student enrollment.
- › Added an additional Montessori position to DDE for increased enrollment of 3-year-old students.

## Safety & Security

Dr. Galaviz continues to be instrumental in the implementation of Safety and Security protocols, software, and hardware:

- › TCOLE DPS Audit accepted and passed
- › TCOLE Racial Profiling Report Audit accepted passed

- › District Compliant with HB3 requirements
- › Implementation of the CIT (Crisis Intervention Teams) **The Crisis Intervention Team (CIT) program is a community partnership of law enforcement, mental health and addiction professionals, individuals who live with mental illness and/or addiction disorders, their families, and other partners to improve community responses to mental health crises. While CIT programs are known for CIT-trained officers, successful programs also focus on improving the crisis response system, advocating for needed services, and strengthening partnerships across the community. CIT is a program that provides the foundation necessary to promote community and statewide solutions to assist individuals with mental illness and/or addictions. The CIT Model reduces both stigma and the need for further involvement with the criminal justice system. CIT provides a forum for effective problem-solving regarding the interaction between the criminal justice and mental health care system and creates the context for sustainable change. Research shows that communities that prescribe to the CIT Program model, have higher success rates in resolving serious crisis situations.**

### Basic Program Goals:

- › Develop the most compassionate and effective crisis response system that is the least intrusive in a person's life.
- › To help persons with mental disorders and/or addictions access medical/ mental health treatment rather than place them in the criminal justice system due to illness-related behaviors.
  - » Majority of Texas Education Agency Door Audits passed without findings
  - » Reestablishment of the Canutillo ISD Police Department
  - » Continuance of a Safety and Security committee conducive to student and staff safety with appropriate bylaws.
  - » Zero Casualties / Fatalities.
  - » Continued utilization of Raptor Systems - District Wide.
  - » Continued utilization Standard Response Protocol (SRP) Training - District-wide.

- » Continued Marketing Plan with PIO for vertical alignment with campuses and community, “Safety Starts with Me.”
- » Continued Access Controlled Doors at all campuses with cameras (75 entry points).
- » Continued Signage for all buildings (Keeping Doors Locked, SRP Toolkit).
- » Continued enforcing specific deadlines for campuses for the completion of Mandatory Drills for the School Year to ensure compliance with required drills.
- » Texas Education Agency approved Emergency Operations Plan (EOP)

### **Risk Management - Workplace-Safety and Security**

When compared to other Districts in the State of Texas, Canutillo ISD enjoys having the lowest deductibles and best coverage for Liability Insurance through Liberty Mutual.

Additionally, because of its excellent coverage and administration, our Public Workers’ Compensation plan continues issuing work shoes to all Auxiliary personnel (Custodian, Maintenance, Bus, Information Technology, Police, Child Nutrition) at no additional cost to the District or employee.

Canutillo ISD Property Value History:

20-21 Total Insured Values \$339,131,470

21-22 Total Insured Values \$337,811,470

22-23 Total Insured Values \$329,071,700

23-24 Total Insured Values \$381,820,688

To account for inflation and increased cost of living

The Workers’ Compensation premium increased \$1,401.



One of Dr. Galaviz's primary objectives upon assuming leadership of the District was to usher in a new era characterized by trust, transparency and accountability. This transformation extended to the establishment of rigorous standards and expectations concerning District finances. Under his guidance, the Finance Department has amassed an impressive collection of awards and accolades, underscoring the District's steadfast commitment to transparent financial reporting and management. Additionally, his leadership has elevated the District's credit rating to rank among the top-rated school systems in the region.

- › Modernized the infrastructure at CHS and AMS to include all components. This drastically reduced issues with connectivity at both campuses and allowed for a smooth testing season as indicated by a reduction of documented campus findings to TEA.
- › The Facilities and Transportation Department implemented a new work order management system. This new system allows the leadership team to keep better track of work orders, staff productivity, and recurring maintenance issues on old building systems.
- › The Board of Trustees accepted the Administration's recommendation to increase the salary for bus drivers. The Transportation Department took advantage of this increase to develop a more strict operating procedure manual for employees, which will increase the Department's Customer Service.
- › The Facilities Department spent almost one million dollars during FY23 solely addressing deferred maintenance and campus improvements District-Wide. Although this amount is only a fraction of the funding needed for this department, all campuses continue operating safely and with minimum disruptions to instruction time caused by infrastructure failures.
- › The Facilities Department redoubled efforts to increase openness, transparency, and inclusion when procuring major construction or professional services by allowing community members to be part of the selection committees making recommendations to the BoT.
- › The Facilities Department took advantage of ESSER funds to complete the purchase of almost 350 bottle filling stations for all campuses. These brand-new devices will replace old drinking fountains.
- › Texas Comptroller Glenn Hegar announced that Canutillo ISD is one of three school districts in the El Paso area, to achieve specific transparency goals through the Comptroller's Transparency Stars program. The District received a star in the area of Traditional Finances, which recognizes entities for their outstanding efforts in making their spending and revenue information available.

- › The Canutillo ISD received a score of Superior Achievement - for the 2022-23 School Financial Integrity Rating System of Texas (FIRST) ratings based upon an analysis of financial data for fiscal year 2022. The School FIRST system is the state's school financial accountability rating system used to ensure Texas public schools are held accountable for the quality of their financial administration practices and encourages optimal management and allocation of financial resources toward direct instructional purposes.
- › Since 2015, Canutillo ISD has had zero findings or deficiencies in its Comprehensive Annual Financial Report (CAFR). This is a district-wide effort as any transaction can be chosen for audit.
- › In 2023, for the seventh consecutive year, Canutillo ISD was awarded the Certificate of Achievement (COA) for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA) for its fiscal year 2022 comprehensive annual financial report (CAFR). The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting and its attainment represents a significant accomplishment by a government and its management. Canutillo ISD is the first district in the region to receive this award.
- › For the seventh consecutive year, Canutillo ISD was awarded the Certificate of Excellence in Financial Reporting (COE) by the Association of School Business Officials International (ASBO). ASBO International's COE recognizes districts that have met the program's high standards for financial reporting and accountability. CISD earned the Certificate of Excellence for its Comprehensive Annual Financial Report (CAFR) for the 2022 fiscal year. CISD is the first district in the region to receive this award.
- › For the fourth year in a row, the Texas Association of School Business Officials (TASBO) announced that Canutillo ISD is one of the educational organizations in the state to be recognized for following best practices in the area of purchasing operations. TASBO's Purchasing Award of Merit was created to recognize Texas school districts, open enrollment charter schools, and education services centers that are committed to following professional standards in the acquisition of goods and services.



Lakeshore

I Feel Sad  
Happy Feel



Dr. Galaviz spearheads the effort to create an ideal learning environment within Canutillo ISD, ensuring that students are provided with a myriad of opportunities to learn and develop. His approach encompasses multidimensional, whole-child strategies tailored to cater to the diverse needs of our students. Dr. Galaviz actively embraces innovative ideas and approaches, with the primary goal of fostering an environment in which every student can not only thrive but also reach their fullest potential.

- › Through our College Career Readiness (CCR) goals, Dr. Galaviz ensures that we are increasing student achievement and participation in advanced courses, dual credit classes, SAT, and that students obtain industry based certifications (IBC's). Student achievement outcomes are discussed at all board meetings and through these efforts, the district has ensured student growth and achievement as students met and exceeded the goal progress measures (GPM's) that were set to monitor gains.

### **Campus Accolades**

Five campuses, Jose Damian Elementary (JDE), Congressman Silvestre and Carolina Reyes Elementary (RES), Gonzalo and Sofia Garcia Elementary (GES, Canutillo Middle School (CMS) and Jose J. Alderete Middle School (AMS) were selected to participate in the El Paso School Design Collaborative (SDC). This is an opportunity from Transcend, in partnership with the El Paso Community Foundation and CREEED for forward thinking principals and district leaders who are looking to reimagine, enhance, or refine components of their school model alongside their school community.

### **BCE**

- › Texas Purple Star Campus
- › TEPSA Student Leadership Award

### **CES**

- › Addition of PreK 3 year old all-day program
- › Districtwide grant from Texas Parks and Wildlife for CES to receive NASP archery equipment. Fishing equipment is rotated from campus to campus.
- › Kids Heart Challenge fundraiser-all donations to American Heart Association- raised more than \$2300
- › Braden About Grant: \$1000 for PE equipment, recess equipment and student rewards
- › Action for Healthy Kids Grant: \$1000 for recess equipment and paint for floor games.

- › All students K-5th participated in hands on CPR Class
- › 1st Grade students participated in the Precision Math Project
- › District Science Fair Grand Champion

## DDE

- › Opened its first Montessori Classroom in August 2023
- › For the 5th year, our DDE Campus was named a PLTW Launch Campus.

## GES

- › Opened the region's first Montessori Public School Academy. The uniqueness of the Montessori approach encourages children to care for the environment, such as caring for plants and animals. Through the Practical Life area of study, children in the Canutillo Montessori program will be tasked with the responsibility of tending to a garden and caring for a classroom pet.
- › Creation of a Folklorico Team,
- › The Robotics Team won the Superintendent's Cup for placing 1st place at the Stem Expo.

## JDE

- › 22-23 Purple Star Campus Designation
- › JDE 30th Anniversary Celebration
- › Elementary Level Orchestra was launched
- › Journalism Club was visited by several journalist speakers
- › Journalism Club visited news stations

## RES

- › 86th Expeditionary Signal Battalion and Congressman Silvestre and Carolina Reyes Elementary School Partnership Award due our collaboration during the school year 2022-2023. Our school was recognized at Fort Bliss during the Partners in Education Kick-off on August 11th.
- › Acceptance of 6 teachers to the Innovative Teacher Fellowship cohort by El Paso Community Foundation. Teachers were awarded a year of professional development and collaborative work with teachers across the region as well as \$1500 stipend.
- › A teacher was a Top 10 National Gold Star Teacher by Get your Teach On.

- › TEPSA Student Leadership Award honoring our Student Council for their service to the community.
- › Principal was recognized in 21-22 and 22-23 as the Employer Support of the Guard and Reserve Award by the Office of the Secretary of Defense recognizing employers who have gone above and beyond in supporting the military guard and the reservists.

## AMS

- › Extracurricular:
  - » FBLA ( future business leaders of america) - National Qualifiers (only MS in EP)
  - » Spanish Spelling B - National Qualifier
  - » National Award Cheerleaders
    - › 1st Place with Ranking of Superior
    - › Grand Champions of the Junior High/Middle School Division
    - › Outstanding Routine & Outstanding Stunts
  - » HOSA (Health Occupations Students of America) Leadership Conference 2022 (only MS in EP)
  - » UIL Champs 2023
  - » AMS Choir- Texas Music of Educators Association Region 22-23 All Region Choir Representatives
  - » AMS Robotics State Qualifiers
  - » 2023 T2T VII Recycled Art Contest - 1st Place
  - » Congressional APP Challenge Team Recognized by Congresswoman Veronica Escobar
  - » Choir & Band @ Superior Music Festival ( AMS Superior Scores)

- › Academics: College Ready 8th Grade
  - » Eng I (1st year offered 100% passing)
  - » Alg 1 (98%)
  - » Alg. II
  - » TSI (Reading & Math)
- › Community Outreach:
  - » FLI ~ Family Leadership Institute
  - » Pancake Pick-Day (keep CISD community clean)
- › Student Engagement:
  - » AMS students collaborated with NFL (RAMS) - Character Playbook Launch 2022
  - » Saturday Camp AMS & UTEP Inspiring Educators (collaboration)
  - » AMS & NASA Orion Spacecraft Lunar Team
  - » AMS @ UTSA (TX College Visitors)
  - » No Place for Hate Recognized
- › Grants:
  - » UT Fellowship Utilizing the Science of Engagement (FUSE) Recipients
  - » Gates Foundation

## CMS

- › West Division Champions: 8th Grade Volleyball, 8th Grade Boys Basketball
- › Honor Band Gold - Recognition at WorldStrides
- › CMSSA Amazon Future Engineer STEM Campus
- › TEA STEM Designated Campus
- › CMSSA ONE MILLION Words Read to Lead Recipients

- › Reading Plus - Recognition
- › Paxton Patterson / College Career Readiness Classes
- › Accelerated Math Campus with Algebra 1 and Algebra 2

### **Canutillo High School (CHS)**

- › CHS Student Council maintained their state accolades for the 7th consecutive year as a TASC Outstanding Student Council. It was also the first year that our council applied for National Student Council membership and we showcased our campus projects to earn National Student Council's Gold Council of Excellence recognition. We were one of 50 Texas high school's recognized
- › Two juniors were awarded the prestigious Questbridge Prep Scholar Award.
- › Nine juniors were selected as National Hispanic Recognition Award winners.
- › Post-secondary accomplishments/successes/highlights for the 2022-2023 school year.
- › 63 million total in traditional and non-traditional scholarships (merit-based/need-based).
- › Each senior at CHS averaged \$174,515 in traditional/non-traditional scholarships (merit-based/need-based), making the average one of the highest in the area. (The average was determined by the total of \$63 million for the senior cohort divided by the number of seniors-361.)
- › 93% FAFSA Completion. CHS ranked 3rd in FAFSA completions nationwide throughout the NTN Network.
- › CHS had over 95% of seniors apply to at least three colleges/universities. 87% of seniors applied to at least six colleges/universities.
- › A CHS student was one of the few students across the country who was awarded the highly competitive National ROTC scholarship and will be attending Texas A&M University.
- › One student became the only academic "millionaire" this year by accumulating \$1,059,696 in scholarships this year.
- › Two students were awarded the prestigious National Hispanic Recognition Scholarship Award given by Collegeboard. As such they were both offered full-ride tuition scholarships to several Tier One research universities. One chose to attend the University of Alabama, the other will be attending Texas A&M.

- › A student earned a record 20 academic scholarships to schools across the nation including to two of the best schools in the country, Notre Dame and Northwestern University. Additionally, he was offered 6 athletic scholarships to play basketball.

### **Northwest Early College High School (NWECHS)**

- › NCUST Americas Best School Award - Silver
- › 3rd Place UIL District 1-5A (Competed with schools that have triple our enrollment)
- › E-Sports State Winner
- › Northwest Lights
- › U.S. News released the 2023 best high school rankings
- › Griffin Academy
- › 94% Associate Degree Attainment
- › 98% were core complete for Associate Degree and had over 50 credit hours towards the 60 credit degree.
- › \$30,000 CCRSM Grant
- › 3rd place Sweepstakes 1-5A UIL Academics
- › College Readiness
  - › 14 National Hispanic Recognition Award winners
  - › 1 National Rural and Small Town Recognition winner
  - › Over \$13,250,000 in scholarships
  - › 6,918 hours of community service by the senior class
  - › One Questbridge Match (Tufts University)
  - › Two Additional Questbridge Finalists (Williams College, University of North Texas)
  - › One Gates Scholarship Finalist

- » 19 Cafe Scholarship winners
- » Three joined the US Military (Navy, Air Force)
- » 100% FAFSA completion rate
- » 100% applied to at least 2 universities
- » 100% applied to at least 4 scholarships
- » One student served on the GECU Student Board of Directors
- › Computer Science
  - » 1st place UIL district 1-5A
  - » Competed in 11 coding contests
  - » 9 NCWIT Aspirations in Computing winners
  - » 3 Cyberstart America Scholars (the only 3 HS students in the area)
  - » 2 NHD (National History Day) El Paso History Day Website winners (advanced to state)
  - » 2022 AP® Computer Science Female Diversity Award for expanding young women’s access to AP Computer Science A (CSA)
  - » 2022 Accelerating Women's Success and Mastery in CS Honor Roll

### Support for Special Education Students

- › Project Search was approved by the BOT in April of 2023. It is the beginning of a great partnership with The Hospitals of Providence, Texas Workforce Commission, Empowering Hands, El Paso Community Foundation and Project Search. This initiative aims to empower individuals by equipping our students 18+ with the necessary skills and experiences to secure meaningful employment.
- › In 22-23 our students successfully participated in the Regional Special Olympics program and were well supported by district staff, parents, and fellow students.

### Academic Language Services

- › ALS and DL teachers participated and presented at the National Association of Bilingual Educators (NABE), Texas Association of Bilingual Educators (TABE), La Cosecha (DL Conf of NM), National Migrant Conference, Sembrando el Futuro at Region 19, Assoc of Comp Ed, FACES Conference for Parents, Title III Symposium and GRIT,

- › Students receiving bilingual services grades 3-8 outperformed district scores in STAAR,
- › Presented at over 12 Parent Orientations and held two DL Parent Forums,
- › Visit our Dual Language Program from Montserrat Garibay from the U.S. Dept. of Education,
- › 59 5th grade students obtained a LOTE High School Credit for their participation in the DL program for 5 consecutive years, obtaining meets or masters in STAAR, obtaining Advanced or Advanced high in TELPAS and LAS Spanish,
- › 12 Migrant students graduated with 3 obtaining the Dr. Galaviz Scholarship,
- › Held 4 concurrent summer programs. 1. Summer for PreK and K with 87 students, 2. Newcomer Program for Middle and High School with 16 students, 3. Migrant Project Smart with 12 students and 4. English Oral Language Development classes with 9 parents participating.
- › Held the Bi-Monthly Bilingual Study Group with 15 teachers participating,
- › Held the Spanish Spelling BEE with 3 students competing at the National Level,
- › Conducted over 100 home visits to congratulate parents on their children's improvement and support literacy and math at home,
- › Brought Karina Chapa to provide PD on Effective Practices for DL programs,
- › Brought Clara Borrego to support teachers in writing skills in Spanish,
- › Held a Spanish Camp for students and parents with over 30 parents attending,
- › Planned and took middle school students to the Migrant Retreat at UTEP,
- › Cultural Events: Migrant Juniors and Seniors and EB students in English I and II attended Michael Angelo's Sistine Chapel exhibit, took middle school students to the Plaza Theater to see the performance of Dragons and Mythical Beasts, and took Newcomer students to see the performance of Madagascar at the Plaza Theater
- › Held a Christmas Posada for Migrant Families,
- › Held a Graphic Calculator workshop for High School Students where students in attendance kept the calculator,
- › Held a Health Fair for migrant and EB families.

## Career and Technical Education

- › Developed and implemented new and first ever PTECH Academy, Criminal Justice at Canutillo HS
- › CTE GRIT PD - "Escape the ORDINARY and teach EXTRAORDINARY" themed CTE teacher GRIT PD - teachers worked in small teams to work their way through an escape room, relying on each other to be extraordinary in their thinking in order to help each member of the team escape. Networking with other content areas within CTE and using team building strategies that create strong bonds not just within your campus but all campuses.
- › Created CTE 5 year plan to focus resources on high-wage, high-demand career fields - began with the 2020-2021 school year and will finish successfully at the end of 2023-2024 school year
- › CAPS - begin construction and completed exterior - 1st ever and only one in a high school in the state of Texas to build a fully functional law enforcement training facility that mimics, if not supersedes in size and quality, training facilities at real-world law enforcement training academies. Once completed, high school law enforcement/criminal justice students will enter a simulated but realistic environment and train on the following: tactical movement, breaching, target engagement, target discrimination (good guy/bad guy identification) while their instructors utilize a cat-walk above each of the rooms to view and gather information to debrief with their students later.
- › IBC attainment - Throughout the 2022-2023 school year, CTE students earned 463 state-accountable industry-based certifications and 233 local industry-based certifications for a grand total of 696 certifications earned!
- › Senior CTE students at both CHS & NWECHS work at a variety of worksite locations in the community through their senior level practicum courses. To name a few: Walgreen's, Hospitals of Providence-Transmountain, GECU, medical clinics, retail shops at the Outlet Shoppes, public schools (CISD elementary schools and many more.

## Fine Arts

- › UIL Solo and Ensemble
- › Our students earned 10 First Divisions/Superior and 2 Second Divisions/Excellent ratings:
- › Athletics
- › Cross county - girls team qualified for regional meet, 1 girl state qualifier
- › Football - district, bi-district and area champions

- › Boys basketball - bi- district champions
- › girls basketball - playoff qualifier
- › baseball - district champions
- › softball - playoff qualifier
- › girls soccer - playoff qualifier
- › Track and field - 15 regional qualifiers
- › CMS and AMS won several Little 13 championships in various sports

**Athletics**

- › Cross county - girls team qualified for regional meet, 1 girl state qualifier
- › Football - district, bi-district and area champions
- › Boys basketball - bi- district champions
- › Girls basketball - playoff qualifier
- › Baseball - district champions
- › Softball - playoff qualifier
- › Girls soccer - playoff qualifier
- › Track and field - 15 regional qualifiers
- › CMS and AMS won several Little 13 championships in various sports



In the 2022-23 academic year, we employed a survey-based approach to collect input from teachers and administrators concerning their professional development requirements. Subsequently, our professional learning initiatives were carefully tailored to address these needs. These initiatives encompassed a range of activities, including but not limited to:

- › Teacher Incentive Allotment (TIA) & National Board Certifications (NBC) - Through the Teacher Incentive Allotment TIA Dr. Galaviz ensures that the district's top teachers have the opportunity to earn higher salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools. In 22-23, 59 Canutillo ISD teachers were designated as TIA distinguished teachers. We currently have 11 National Board Certified teachers and have approximately 20 teachers currently working on the completion of their NBC through the expansion of NBC coordinated and mentorship programs.
- › Professional development for principals was provided by RSSP and Bellwether who continued to center professional learning on the goals and work of continuously improving identified highest leverage recovery and acceleration strategies. These improvements have included strategic interventions in tier one instruction, adapting existing curriculum, adopting new curriculum, supporting teacher development, revising schedules, better serving special populations - all with the intent to improve student outcomes. Specifically, the 22-23 focus was on improving the capacity of Professional Learning Communities by expanding Teachers' Content Knowledge.
- › Canutillo ISD Partnered with Region 19 ESC to provide administrators, including principals, assistant principals and instructional coaches with a professional learning center on Texas Instructional Leadership (TIL) and Effective Schools Framework (ESF). This included continuation of extensive training on the Get Better Faster Observation Feedback framework which has been instrumental in supporting and developing teachers.
- › District leaders participated in Lead4ward Accountability connect, a comprehensive year-long district support service which greatly helped Canutillo district and campus leaders to better understand state and federal assessment and accountability systems. Benefits included Bi-weekly meetings to provide crucial updates on accountability, ratings, changing legislation and state-wide best practices in the areas of accountability, accelerated testers, RDA, TAPR, and assessment led by John Fressenden at Lead4ward plus special guests from TEA
- › Texas COVID Learning Accelerated Supports (TCLAS) Decision 5 - Teacher Residency Program Support - provided the funding needed to allow teacher residents to partner with Canutillo ISD and UTEP to develop a paid residency

program. In this high-quality, year-long teacher residency model, teacher candidates are paired with an experienced, highly effective mentor teacher for a full-year of clinical training/co-teaching in a K-12 classroom (minimum of 3 days per week for full year).

- › TCLAS UTEP Miner Teacher Residency Program: Spring Start '22 - 1st Cohort - 6 UTEP Residents - 1 officially hired. Fall Start '22 - 2nd Cohort -16 UTEP Residents - 6 officially hired (including one Student Teacher). Spring Start '23 - 3rd - 9 UTEP Residents

### **Teacher & Staff Professional Development Opportunities**

- › The only district in the region to be Awarded the 2023-2024 Nita M. Lowey 21st Century Grant of \$7 Million. This program supports the creation of community learning centers that provide academic enrichment opportunities during non-school hours for children, particularly students who attend high-poverty and low-performing schools.
- › Awarded Learning Acceleration Support Opportunities (LASO)Strong Foundations Planning Supports - Literacy Framework Grant \$200,000
- › Partnership with TNTP Inc. for Literacy Framework Grant
- › Coordinated Summer School 2023
- › Secured grant partnership with CREEED for Accelerated Learning \$450,000
- › Coordinated and Delivered GRIT to CISD Employees 2022-23
- › RSSP - PLC focus on content knowledge and math
- › El Paso's first free Montessori 3 year old unit at GES started 2022 - 2023
- › Planning and Implementation for Montessori 3 Year old unit at DDE to start 2023 - 2024
- › Planning for Montessori 4 year old unit at GES to start 2023 - 2024
- › Planning for Pre K - 3 year old unit at CES to start 2023 - 2024
- › Developed K-12 Math Framework through Strong Foundations Grant \$100,000
- › Selected for UT Austin FUSE Partnership
- › Math Innovation Zones Blending Learning Implementation
- › ROOTS Kinder Intervention
- › Precision Math through the National Science Foundation for Grade 1

- › P-TECH Criminal Justice program planning year
- › TCLAS Grant for Amplify/Academic Tutor Intervention Program
- › Awarded Holdsworth Leadership Collaborative
- › CISD qualified 64 teachers for TIA designation
- › Curriculum and Instruction Content Area Support contributed to 3rd consecutive “A” rating
- › Supported and increased the number of Advanced Academic courses offered including but not limited to:
  - ›› Chemistry - UT Austin OnRamps
  - ›› 8th Grade English I
  - ›› 8th Grade Algebra II
  - ›› Dual-Credit Biology at CHS



URE WHAT  
TTTERS

Maintaining effective community relations, both at the campus and District levels, has consistently remained a top priority for Dr. Galaviz throughout his tenure. His commitment goes beyond simply understanding the community served by the District; he actively endeavors to establish an interactive and engaging network among all stakeholders.

Dr. Galaviz frequently calls upon parents, community members, and leaders to take an active role in shaping crucial District decisions and initiatives. He has diligently created opportunities for the District to serve as a community partner, contributing to the overall strength of the community.

In his role as superintendent, Dr. Galaviz has established channels for District stakeholders to stay informed and engaged. He fosters open dialogue and advocates for two-way communication and participation. His aim is to ensure that the community feels a profound connection to both the District and its campuses, recognizing that through collaborative efforts, we can offer our students a wealth of diverse opportunities.

## Community Connections

- › Awarded Superior Health Grant Hygiene Closet: \$5000.00 for 1 year
- › Awarded Mental Health Service Grant with UTEP: \$96,000 for school years 2023-2027
- › Established the Behavior Threat Assessment Core (BTAC), Processes and Procedures for the district
- › Developed the Crisis Intervention Team (CIT) Processes and Procedures with Emergence Health Network and CISD Police Department for the district
  - » EHN staff presented at regional and international conferences about the CIT processes we developed in CISD
- › Designed the Multi-Tiered System of Supports (MTSS) with Special Education Department assistance to include:
  - » Social Personal Competencies
  - » Mental Health
  - » Response to Intervention
  - » Parent and Family Engagement

- › Provided Professional Development Trainings for teachers, support staff and campus administration
  - ›› Mental Health 101
  - ›› MTSS: Peeling the Onion
  - ›› SEL Bowl 2.0 during GRIT 2022
  - ›› Crisis Intervention Team
- › Implemented Family Leadership Institute (FLI, founder Lt. Col. Retired, Consuelo Kickbusch) to parents of AMS, CMS and NWECHS
  - ›› Dr. Reyes and Mrs. Arellano co-presented with Consuelo Kickbusch at the Parent Family Engagement State Conference in December 2022
  - ›› Dr. Reyes served as table leader at the Spring 2023 FLI Professional Development
- › Students from NWECHS, AMS and CMS participated in the SLICK Program - (Student Leadership inspired by Consuelo Kickbusch)
- › Partnered with Aliviane in providing 28 CISD families the Strengthening Families program
- › Grew fruit and vegetables (Celery, corn, cilantro, lettuce, peaches, etc.) through hydroponics in the Victory Greenhouse and Garden
- › Co-hosted and co-presented with Region 19 and other school districts to TEA and McKinney Vento Leaders from other Texas ESCs in March 2023
- › Facilitated the 5th Annual Coats for Kids events, partnering with Knights of Columbus, Ft. Bliss, and Charlie Clark Infinity to provide coats, lunch and activities to over 200 students from elementary to middle school in December 2022
- › SSS leadership team participated in a series of leadership professional development trainings, utilizing the wellness dimensions. Focus areas included: teambuilding, self-care, self-reflection, generational theory, and Emotional Intelligence self-assessment

- › Provided continuous support to families in need:
  - ›› Monthly Food Distribution Events
  - ›› Basic needs from:
    - › Lone Star Cupboard
    - › Hygiene Closet
    - › School Bin
    - › Steppers Closet
    - › Donors



- › Dr. Galaviz spearheaded the onboarding of three new members to the Board of Trustees with insightful training on Texas Open Meetings and Texas Open Records laws, as well as an overview of the District and its functions.
- › Dr. Galaviz accompanied the majority of the Board on several important development opportunities, including conferences such as the National School Boards Association and the Texas Association of School Boards.
- › The District launched the Message from the Board President, a weekly column from Trustee Patricia Mendoza to the Canutillo ISD Community designed to inform them about any issues surrounding the Board of Trustees.
- › Dr. Galaviz has invited Board members to be guests in his weekly podcast, “Canutillo Convos,” to help discuss and answer issues about the District.
- › The District successfully launched Year 2 of the innovative Student Advisory Board program which seats two current high-school students along with the Board of Trustees to help vet and discuss all agenda items before them during the regular monthly meetings.
- › The District celebrated the work and dedication of each trustee during the Texas Association of School Boards Board Recognition Month 2023. Each trustee was celebrated with handmade gifts from students throughout the District as tokens of appreciation for their tireless service.
- › Dr. Galaviz instituted monthly agenda review meetings with Board officers to facilitate and streamline the regular board meetings.
- › During the holiday season, Dr. Galaviz extended an opportunity to Canutillo ISD trustees to spread joy and goodwill. They were invited to participate in the District's Adopt a Family tradition. Each trustee had the privilege of adopting a family from the District who were in the greatest need, and they generously provided food baskets, gifts, and Christmas feasts to ensure these families had a bountiful and festive Christmas celebration.
- › Trustees again were afforded the opportunity to visit campuses and participate in district events in an effort to foster better collaboration between school leaders and policy makers. These events included: CAFE Tournament, homecoming, awards ceremonies, athletic events, convocation, galas, etc.

# DOMAIN VII



Dr. Galaviz constantly motivates district leaders to mold, protect, and serve. Guided by these principles, campus leaders have achieved a multitude of goals, received accolades, and earned various awards.

Data files and components were successfully created and uploaded to the TTU portal allowing the district to qualify for TIA funding which brought additional wages to instructional staff. The lack of a commercially produced system made it a priority that our data analytics and testing staff work together to complete files in a timely manner.

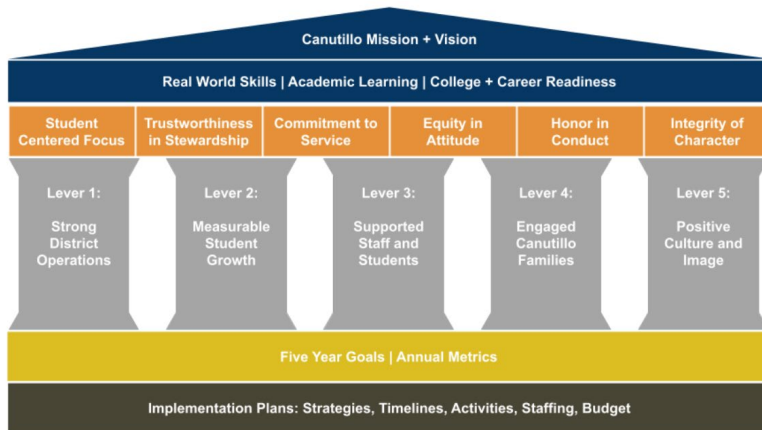
- › Teacher Incentive Allotment (TIA) & National Board Certifications (NBC) - Through the Teacher Incentive Allotment TIA Dr. Galaviz ensures that the district's top teachers have the opportunity to earn higher salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools. In 22-23, 59 Canutillo ISD teachers were designated as TIA distinguished teachers. We currently have 11 National Board Certified teachers and have approximately 20 teachers currently working on the completion of their NBC through the expansion of NBC coordinated and mentorship programs.
- › Professional development for principals was provided by RSSP and Bellwether who continued to center professional learning on the goals and work of continuously improving identified highest leverage recovery and acceleration strategies. These improvements have included strategic interventions in tier one instruction, adapting existing curriculum, adopting new curriculum, supporting teacher development, revising schedules, better serving special populations - all with the intent to improve student outcomes. Specifically, the 22-23 focus was on improving the capacity of Professional Learning Communities by expanding Teachers' Content Knowledge.
- › Canutillo ISD Partnered with Region 19 ESC to provide administrators, including principals, assistant principals and instructional coaches with a professional learning center on Texas Instructional Leadership (TIL) and Effective Schools Framework (ESF). This included continuation of extensive training on the Get Better Faster Observation Feedback framework which has been instrumental in supporting and developing teachers.
- › District leaders participated in Lead4ward Accountability connect, a comprehensive year-long district support service which greatly helped Canutillo district and campus leaders to better understand state and federal assessment and accountability systems. Benefits included Bi-weekly meetings to provide crucial updates on accountability, ratings, changing legislation and state-wide best practices in the areas of accountability, accelerated testers, RDA, TAPR, and assessment led by John Fressenden at Lead4ward plus special guests from TEA

- › Texas COVID Learning Accelerated Supports (TCLAS) Decision 5 - Teacher Residency Program Support - provided the funding needed to allow teacher residents to partner with Canutillo ISD and UTEP to develop a paid residency program. In this high-quality, year-long teacher residency model, teacher candidates are paired with an experienced, highly effective mentor teacher for a full-year of clinical training/co-teaching in a K-12 classroom (minimum of 3 days per week for full year).
- › The Holdsworth Center, an Austin-based nonprofit focused on leadership in public education, has selected Canutillo ISD to join the Holdsworth Leadership Collaborative, an 18-month program that will help the District build a strong bench of aspiring principals who are ready to step into school leadership positions when they arise. Canutillo ISD is among 13 districts across the state chosen for Holdsworth’s world-class leadership development program.

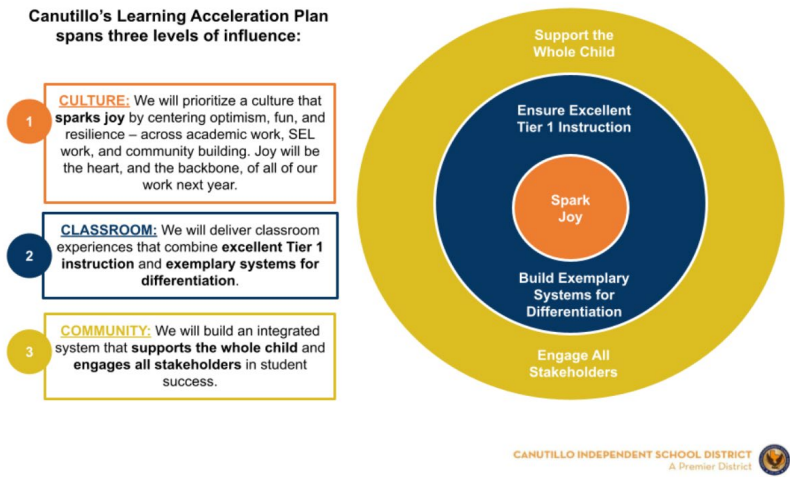
# DOMAIN VIII

Supervisory Responsibilities

To achieve our North Star, we work across 5 levers, set goals and annual metrics, and build implementation plans



Informed by this analysis, our team arrived at five key recommendations across three levels of influence



Within each of these priorities are several key strategic initiatives that will be essential for next school year

	Lever	Recommended Priorities	District-Level Strategic Initiatives
Spark Joy	CLASSROOM	Ensure Excellent Tier 1 Instruction	<ul style="list-style-type: none"> <li>Coach Teachers' Content Knowledge and Lesson Facilitation</li> <li>Spark Joy through student practice, engagement, and teamwork in tier 1 curriculum</li> </ul>
		Build Exemplary Systems for Differentiation	<ul style="list-style-type: none"> <li>Continue Supports for HB4545 Implementation</li> <li>Expand Amplify Pilot to K-5; Identify similar supports for math tutoring</li> <li>Spark joy through building student confidence and skills</li> </ul>
	COMMUNITY	Support the Whole Child	<ul style="list-style-type: none"> <li>Create a shared vision of SEL and effectively facilitate The Golden Thread (SEL) curriculum across all grade levels</li> <li>Spark joy through relationship building (teacher to student and across students)</li> </ul>
		Engage the Full Community	<ul style="list-style-type: none"> <li>Plan and launch a district-wide attendance campaign</li> <li>Spark Joy through providing various opportunities for community stakeholders to participate in decision making while finding commonality among value sets</li> </ul>

CANUTILLO INDEPENDENT SCHOOL DISTRICT  
A Premier District

- › A 4th grade teacher at Congressman Silvestre and Carolina Reyes Elementary School was one of 23 leaders and professionals from all sectors of education across Texas selected to be part of the Texas Education Policy Fellowship Program. She will be visiting the state and nation's capital as well as engage in activities to enhance her knowledge of education policy, build leadership skills and expand professional Networks.

- › BCE Principal Jonathan Flores was named President Elect for the Texas Elementary Principals Supervisors Association for Region 19.
- › Four district principals were selected through Charles Butt Foundation to attend Raising School Leaders: Evolving Vision. This was a one week institute held at Harvard University to improve leadership skills.
- › BCE campus librarian earned the Health for Kids Grant which will support the culinary program that will be launched at BCE.
- › A BCE teacher Earned the Classroom Fund award to fund her music program.
- › Six Canutillo ISD teachers were selected for the inaugural cohort of educators throughout the region to take part in the Innovative Educator Fellowship supported by CREEED, El Paso Community Foundation, and Philosophic Systems Institute. They all will receive a stipend of 1,500 dollars.

# DOMAIN VIII

## Supervisory Responsibilities

[Click here to fill out an electronic scoring sheet for the 2023 Superintendent Summative Evaluation](#)

or copy and paste this text on your browser:

[https://docs.google.com/forms/d/e/1FAIpQLSfpCI7NAGE2oQV\\_F4HoACSi8wSUpxDh1J\\_vJLrFAo-Lz8zJMg/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfpCI7NAGE2oQV_F4HoACSi8wSUpxDh1J_vJLrFAo-Lz8zJMg/viewform?usp=sf_link)