

Agenda of Special Meeting

The Board of Trustees Canutillo ISD

A Special meeting of the Board of Trustees of Canutillo ISD will be held November 11, 2024, beginning at 10:00 AM 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. **BOARD OF TRUSTEE BUSINESS**
 - A. Discussion and Possible Action to Address the Unexpected Closure of Bill Childress Elementary School to Include Payment of Wages to Employees Affected by the Closure That Were Directed to Not Report or Leave Campus Prior to the End of the Regular Work Day on Friday, November 1, 2024. 3
Presenter: M Carrasco
4. **EXECUTIVE SESSION**

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

 - A. The 2024-2025 Evaluation of the Superintendent 4
 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
 5. **NEW BUSINESS (continued); OTHER**
 - A. Comments and/or Results Regarding the 2024-2025 Annual Evaluation of Superintendent and Possible Action Regarding Amendments, If Any, to Superintendent's Employment Contract.
 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.

Executive Summary of Board Agenda Item

Subject/Title for Agenda Posting: Unexpected closure at Bill Childress Elementary 11/1/2024

Justification Statement:

Purpose of Agenda Item:

Information Discussion Action

Item Type:

Curriculum & Instruction Human Resources Business Services

Staff Responsible:

Martha Carrasco, Chief Human Resources Officer

Signature of Requester(s)

Martha Carrasco, Chief Human Resources Officer

Signature of Presenter(s)

November 2024

Business Services Approval (Initials)

Date

Agenda Summary:

Discussion and possible action to address the unexpected closure of Bill Childress Elementary School to include payment of wages to employees affected by the closure that were directed to not report or leave campus prior to the end of the regular work day on Friday, November 1, 2024.

RECOMMENDATION: Board approval to ensure affected employees get compensated for lost time

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

CONSEQUENCES OF NON-APPROVAL: Employee leave balances will be reduced by one day

IMPLEMENTATION TIMELINE: School Year 2024-2025

ATTACHMENT(S):





CANUTILLO INDEPENDENT SCHOOL DISTRICT
2024 SUPERINTENDENT

Summative Evaluation

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Mission, Vision Page 6

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Domain II - Personnel Management..... Page 13

Domain III - Administration & Fiscal/Facilities Management Page 17

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Superintendent’s Summative Evaluation

November 2024

Dear Canutillo ISD Board of Trustees,

The Canutillo Independent School District continues to lead the way in the region, demonstrating once again why it is the Best Small School District in Texas and El Paso's only Triple A Rated School District. Our students, teachers and staff are committed to our efforts to provide our community with a world-class education, and during the 2023-24 school year is proof positive of this. 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.

As my staff and I worked diligently to gather the data contained in this document for your review, it became apparent that the people that make up Canutillo ISD - our students, teachers, employees and volunteers - went above and beyond their duties in creating 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 the Borderland's Premier School District.

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 continues to perform outstandingly in all the surprise safety audits the Texas Education Agency performs in our schools. Our Canutillo ISD Police Department works 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.

This year's achievements were capped by the successful passage of the 2024 Canutillo Bond. The bond will set us up to meet the immediate infrastructure needs of our district and help us stabilize our budget on a long-term basis. By collaborating with PROCEDEO, we are now well on our way to delivering on the promises we made during the campaign, and the construction phase of our bond is now underway.

It is important now to deliver through the community engagement aspect of our bond, as we have a lot of work to do to rebuild and strengthen the trust and confidence the District needs surrounding the the bond. We are deeply committed

SUPERINTENDENT'S LETTER

Dr. Pedro Galaviz, Superintendent of Schools

to 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.

Thank you for your commitment to the children and families of the Canutillo Independent School District. Please peruse this document. I hope that, just like I did, you are proud of the work our staff has done to deliver on our promise of creating a world-class school district right here in Canutillo.

Warmest regards,



Dr. Pedro Galaviz

Superintendent of Schools

Canutillo Independent School District

SUPERINTENDENT'S LETTER

Dr. Pedro Galaviz, Superintendent of Schools



**ARMANDO
RODRIGUEZ**
President



**LUCY
BORREGO**
Vice President



**CIND
ZUÑIGA**
Secretary



**BREANNE
BARNES**
Trustee



**PATRICIA
MENDOZA**
Trustee



**BOBBY
SIMENTAL**
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

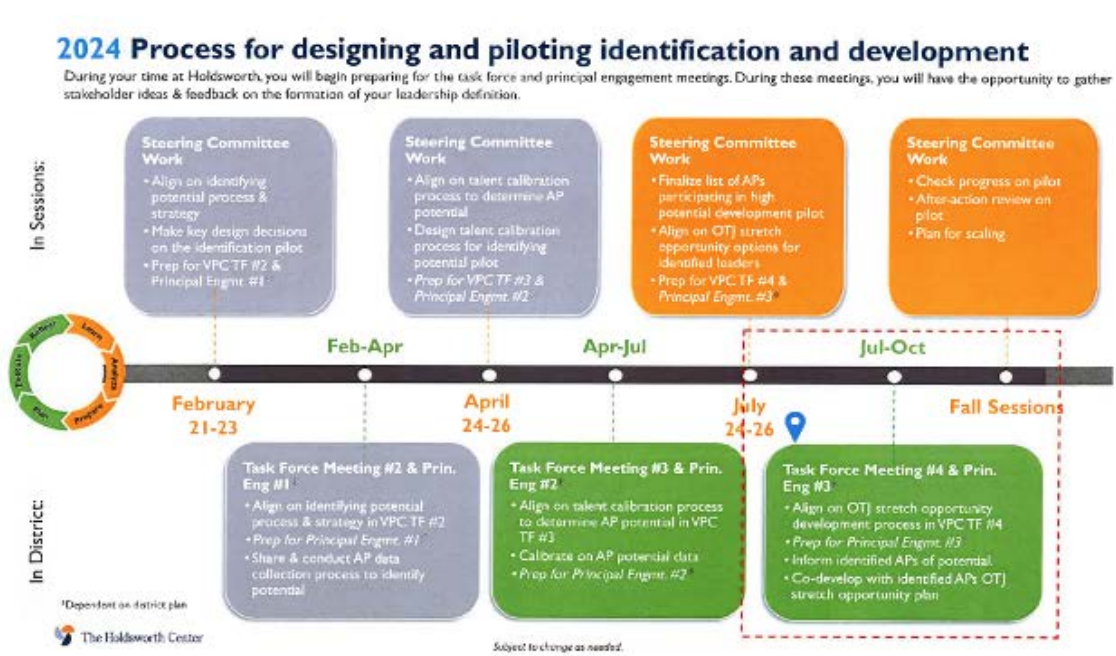


Dr. Galaviz is participating in an 18-month program through The Holdsworth Center Leadership Collaborative. This initiative is designed to help district leaders build a strong bench of aspiring principals who are ready to step into school leadership positions when they arise.

Dr. Galaviz reminds staff that next to a child’s teacher, a principal has the most impact on their learning. He invests time in leading leaders because as demands on schools evolve and heighten, principals must be more prepared to navigate ambiguity and respond to challenges with creativity.

Through his work with the Holdsworth Center, Dr. Galaviz is engaging in the work of forward & future thinking through vacancy planning and development of a Leadership Pipeline.

Dr. Galaviz engages wholeheartedly in the powerful sessions at The Holdsworth Center. Upon returning to the district, he “turns around” the learning he has gained by providing presentations to district leaders. This collaborative process involves gathering stakeholder input in the work of scaling a pilot for identification and development of future leadership:

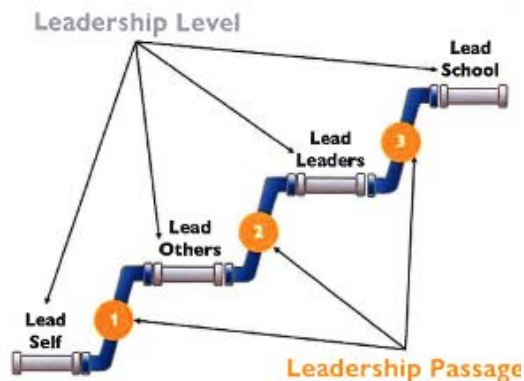


This will help Canutillo ISD to identify and develop the district’s aspiring principals.

Understanding the leadership pipeline passages and levels helps us in:

- Understanding how leaders make the transition from one level to the next.
- Identifying where in the passage an aspiring leader is on their way to the next leadership level
- Knowing where they are in the passage to determine the skills they are successful in and skills they need further development in.

And all of the above will help us in calibrating the potential of our leaders for the next level!



The work Dr. Galaviz is engaging in will provide those future leaders with more opportunities within the district to learn, grow and prepare for critical roles at higher levels. Additionally, Dr. Galaviz has worked to develop common expectations for our principals through development of our Leadership Definition.

We will follow a concrete process for creating a LD; definition finalized in April

During your time at Holdsworth, you will begin preparing for the task force meetings. During the task force meetings, you will have the opportunity to gather stakeholder ideas & feedback on the formation of your leadership definition.



Competencies & Descriptions

	Competency	Description
1	Builds Trusting Relationships	Cultivates meaningful and authentic connections.
2	Demonstrates Empathy	Models unbiased understanding of different perspectives/lives of others.
3	Communicates Effectively	Proactively listens, understands, reflects, and influences others.
4	Embraces Diversity	Fosters an inclusive environment that values and celebrates cultures, backgrounds, and identities.
5	Empowers People	Allows autonomy by providing support.
6	Grows People	Develops oneself and others.
7	Celebrates People	Recognizes the value and impact of individuals in Canutillo.
8	Sets High Expectations	Challenges and raises the standard of performance.
9	Cultivates Innovation	Models, inspires, & creates solutions.
10	Practices Forward Thinking	Assesses, views, and creates future opportunities for Canutillo.
11	Embraces Accountability	Demonstrates ownership for tangible, measurable outcomes.
12	Achieves Results	Takes responsibility for meeting Canutillo's goals.

We are proud to say that Canutillo ISD now has a way to define great leadership

CANUTILLO LEADERS CAN



Canutillo | Categories, Competencies & Descriptions

Category	Competency	Description
Can Connect	Builds Trusting Relationships	Cultivates meaningful and authentic connections.
	Demonstrates Empathy	Models unbiased understanding of different perspectives/lives of others.
	Communicates Effectively	Proactively listens, understands, reflects, and influences others.
Can Invest	Embraces Diversity	Fosters an inclusive environment that values and celebrates cultures, backgrounds, and identities.
	Empowers People	Allows autonomy by providing support.
	Grows People	Develops oneself and others.
Can Strategize	Celebrates People	Recognizes the value and impact of individuals in Canutillo.
	Sets High Expectations	Challenges and raises the standard of performance.
	Cultivates Innovation	Models, inspires, & creates solutions.
	Practices Forward Thinking	Assesses, views, and creates future opportunities for Canutillo.
Can Deliver	Embraces Accountability	Demonstrates ownership for tangible, measurable outcomes.
	Achieves Results	Takes responsibility for meeting Canutillo's goals.

What are your initial reactions to how we have defined great leadership?
 How does this definition align to how you see leadership in our district?
 What do you hope this definition of leadership will help our district achieve?

CANUTILLO LEADERS CAN



DOMAIN I

Leadership

We are grateful for the input you shared along the way, and to the Task Force members who invested time to refine our draft

Name	Role/Dept
Dr. Galaviz	Superintendent
Dr. Kerney	Assistant Superintendent
Dr. Arellano	Executive Director of C&I
Alma Ramos	Elementary Teacher
Frank Clark	Principal
Gustavo Reveles	PIO
Julie Melendez	Compliance Director
Maria Castillo	Principal
Sabina Lazos	Assistant Principal
Shawn Leggett	RLA Curriculum Coordinator
Helga Kihara	Instructional Coach
Nidia Avila	Principal
Austin Campbell	High School Teacher





Effective leadership yields a multitude of favorable employee outcomes. Our personnel is 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 both 880 full-time and 62 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 employees and their loved ones. Currently, through December 2024, the District's self-funded Employee Benefit plans are offered through Blue Cross Blue Shield of Texas. Given the deficit in our health care fund and given the rising costs in healthcare overall, Dr. Galaviz contracted with the Gallagher Group as a Third Party Consultant effective March 2024 to assist with the design and implementation of employee benefit plans that will help close the deficit in the health care budget.

Compensation

In the last several years, Dr. Galaviz has spearheaded a series of compensation initiatives designed to address the District's requirements for maintaining competitive advantage with the city and neighboring school districts, particularly as we navigated the still ongoing recovery from the COVID-19 pandemic.

However, due to the budget deficit we are facing, Dr. Galaviz found the need to make the difficult decisions needed to ensure the long-term financial sustainability of the school district. These decisions required careful consideration of all available resources, programs, and services with a focus on prioritizing essential functions while minimizing the impact on our core mission. He recognized the challenges that were presented and committed to maintain transparency throughout the process.

For the 2024-2025 school year no general pay increases were approved. Dr. Galaviz called for a reduction in force and provided cost saving options to the Board of Trustees in order to reduce the deficit. An estimated initial savings of

\$1,189,086 was projected by reducing 21 positions through attrition and terminations. Additional savings were accomplished by reducing discretionary spending, recommendations to further reduce secondary teaching staff, align enrollment with staffing guidelines at all schools, and change the secondary master schedules from block to traditional.

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 in the program areas of CTE and Montessori.
- › The District has kept the minimum pay for employees at \$15 per hour
- › To address the bus driver shortage the pay rate has been maintained at \$22 per hour
- › The District continues to work with the UTEP Resident Student Teacher Intern Program in order to enable the District to nurture its own pool of future certified teachers. This also provides additional substitute teachers on Fridays when needed.

Risk Management - Workplace Safety & Security

- › Dr. Galaviz continues to be instrumental in the implementation of Safety and Security protocols, software, hardware and personnel.
- › All of the Texas Education Agency Door audits passed without findings
- › Continuance of a Safety and Security committee conducive to student and staff safety with appropriate bylaws
- › Continued utilization of Raptor Systems - Districtwide
- › Continued utilization of the Standard Response Protocol (SRP) Training - Districtwide
- › TCOLE DPS audit accepted and passed
- › TCOLE Racial Profiling Report Audit accepted passed
- › District compliant with HB3 requirements. CISD has a police officer assigned to every campus in the district.
- › Restructured the Police Department's chain of command to include a Lieutenant and Sergeant in addition to the Chief of Police.

- › Continued implementation of the CIT (Crisis Intervention Teams). The CIT program is a community partnership of law enforcement and mental health and addiction professionals in order to improve responses to mental health crises.
- › Comprehensive wellness monitoring for K-12 students through the Securly Program. This program is an advanced AI engine that enables early intervention by analyzing students' online activities for signs of anxiety, depression, cyberbullying, self-harm, and potential violence.
- › CISD has a School Behavioral Threat Assessment Team that enhances the District's/school overall ability to communicate, collaborate, and coordinate actions and interventions to identify developing concerns/threats from various sources.
- › Knox box installation at all campuses to facilitate emergency response from other agencies in the event of a critical incident.

DOMAIN II

Personnel Management



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 2023-24 School Financial Integrity Rating System of Texas (FIRST) ratings based upon an analysis of financial data for fiscal year 2023. 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 Annual Comprehensive Financial Report (ACFR). This is a district-wide effort as any transaction can be chosen for audit.

In 2024, for the eight 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 2023 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 eight 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 Annual Comprehensive Financial Report (ACFR) for the 2023 fiscal year. CISD is the first district in the region to receive this award.

For the fifth 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.

For the third year in a row, Canutillo ISD was among an elite group of educational institutions recognized by the Texas Association of School Business Officials (TASBO) with the prestigious Award of Excellence in Financial Management. The award is given to Texas school districts, open-enrollment charter schools, and education services centers that show professional standards, best practices, and innovations in financial management and reporting. CISD was the first the district in the region to receive this award.

Facilities:

1. Completed installation of 350 bottle filling stations for all campuses . These replaced older drinking fountain units that provide access to cold filtered water at all campuses and district offices.
2. Invested \$500,000 in addressing deferred maintenance projects to provide adequate learning spaces for all students.
3. Carried on with a facilities planning committee that invested time and effort looking at all facilities which led to identify a need for a Bond issuance to correct the issues.

Transportation

4. Following a pay increase and comprehensive staffing efforts, all driver vacancies were covered.
5. Streamlined operations which led to right sizing the department to run more efficiently.

Technology

6. Carried on with the refresh of all 3rd and 8th grade 1:1 devices which keeps us on track with a refresh plan despite budgetary constraints.
7. Refreshed data center aging hardware to provide for a safer more accessible network district wide.
8. Updated internet content filters to provide for a more comprehensive system to keep our students safe from harmful content.
9. Incorporated a new system to identify outcries in internet searches, emails, and peer to peer communication which is providing real time concerns to the SEL team and provides for timely intervention.

Testing

10. Carried on with a robust plan on our full online state assessment system that provided for a smooth transition at all sites.
11. Successfully completed all TIA materials that resulted in many staff members receiving their appropriate designation.



Carroll ISD Board of Trustees
CERTIFICATE OF RECOGNITION
Emilio Ortiz
for being 3rd Grade Grand Champion
at the District Science Fair 2022
April 8, 2022

Dr. Galaviz supports a strong Multi-Tiered System of Supports (MTSS) district-wide in order to meet the needs of all students. This framework has successfully supported teachers, staff and students to build a positive culture designed to ensure that the district responds appropriately to all student needs including academic and behavioral. This support extends from school to home as the district partners with family and community to respond appropriately to student needs.

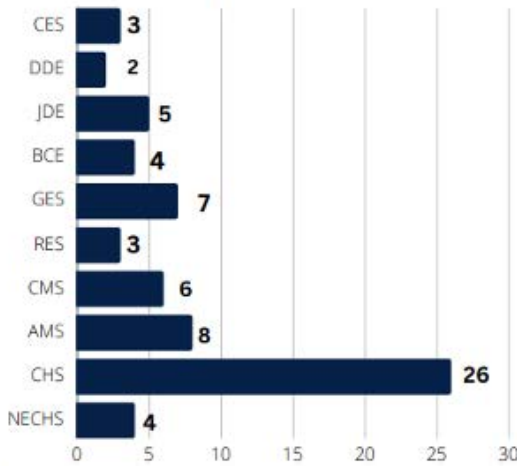
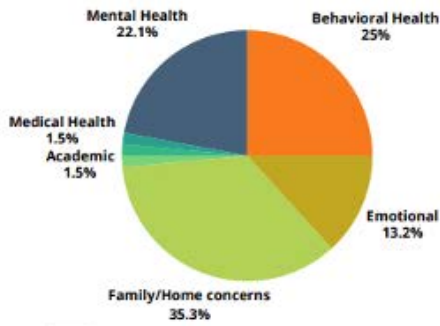
Student Support Services The following charts and graphs illustrate the accomplishments of the Student Supports Services department this year in meeting the social, emotional, behavioral, and mental health needs of students this year. Though funds were limited, Dr. Galaviz supported staff in securing the following grants in order to provide services for students.

Grants Secured in 2023-2024

Program	Cost	Explanation of Services
Rethink Ed	\$15,000.00	The Mental Health Suite to include: Anxiety, Bullying & Violence, Depression, Human Trafficking, Mental Wellness, Kindness to Animals, Reducing the Risk of Suicide, Substance Use Disorders, Trauma, Developing Healthy Identities, and Digital Citizenship & Online Safety.
SAMSHA Grant 2023-2027 Mental Health Service Provision and Awareness Program (MHSPAP)	\$24,000.00	The purpose of this grant is to provide mental health first aid training to the youth, adults and community members of Canutillo. This grant provides an additional \$24,000 to contribute towards a third social worker's salary
Stronger Connections Grant	\$1,000,000	The purpose of this program is to support systemic change to address and respond to bullying, violence, and acts of hate. Supporting the academic and nonacademic needs of students by providing safe, inclusive, and supportive learning environments will result in improved academic achievement as well as mental, behavioral, emotional, and physical health and well-being of students.
Kids Excel El Paso (KEEP)	\$54,000 at \$9,000 per elementary school (increase of \$1,000 per campus)	Kids Excel El Paso (KEEP) is a non-profit arts education organization founded in 2004. Kids Excel will bring together over 250 talented student dancers to honor the collective strength of the love we each carry in our hearts and the indomitable and world-changing power of even the smallest acts of kindness.
Superior HealthPlan Hygiene Closet	\$5,000 for 8 months	Superior HealthPlan awarded a \$5,000 grant to Canutillo ISD to provide hygiene items to individuals and families in need, free of charge, for a period of 8 months. Superior HealthPlan has decided to re-fund Canutillo ISD for another eight months starting in April 2024.

Multi-Tiered Systems of Support (MTSS) 2023-2024 Data

Social Work Referrals for 2023-2024



TOTAL
OFFICIAL
SOCIAL WORK
REFERRALS: **96**

The MTSS process was fully implemented during the school year 2023-2024. Social work referrals and interventions are only being implemented for students identified as Tier 3 or on a crisis-basis such as CIT calls for code blues and reds.

Parent and Family Engagement

Campus	Parent Universities	School Wide Community Events
BCE	11	24
JDE	9	2
CES	11	10
DDE	9	8
RES	2	2
GES	8	10
AMS	12	7
CMS	2	2
CHS	19	10
NECHS	15	7
Total	98	82

DOMAIN IV

Student Management



TEA Resilient Schools Support System

Through the support of the Texas Education Agency, Canutillo ISD was able to participate in the Resilient Schools Support Program (RSSP), which provided tailored, targeted support, and addressed student declines in foundational skills and social-emotional learning needs as a result of the pandemic. Canutillo ISD partnered with an expert Technical Assistance Providers (TAP), Bellwether, who provided deep expertise in instructional design, research-based instructional strategies, and implementation. This supported the district in providing pandemic recovery and acceleration plans and continuous implementation assistance from September 2020 to June 2024. Bellwether’s Academic and Program Strategy (APS) team worked with Canutillo ISD to improve student learning in targeted subgroups and grade levels.

In Canutillo over the past few years, the work with RSSP has focused on the use of high-quality instructional materials in high-dosage tutoring and it has aimed to bolster teachers' content knowledge through PLCs. In light of learning losses from the pandemic, teachers districtwide worked to internalize their curriculum, creating in-house common assessments and analyzing the subsequent student work and data, all with the foremost goal of supporting their students. Canutillo also built strong teacher leaders who facilitated in PLC spaces - while bringing in district content leaders to support them. For 23-24 our priority for Canutillo ISD was to build principal and teacher buy-in to aligned, common unit assessments and their subsequent data such that we built capacity in our leaders to facilitate high-quality PLCs that focus on discussing the 4 corollary questions of Professional Learning Communities (PLC’s) and utilize student work analysis more effectively. By the end of SY23-24, 100% of Canutillo’s 10 principals agreed that their “PLCs were strong and led to learning” and teachers thrived in these district-run, content specific PLCs.

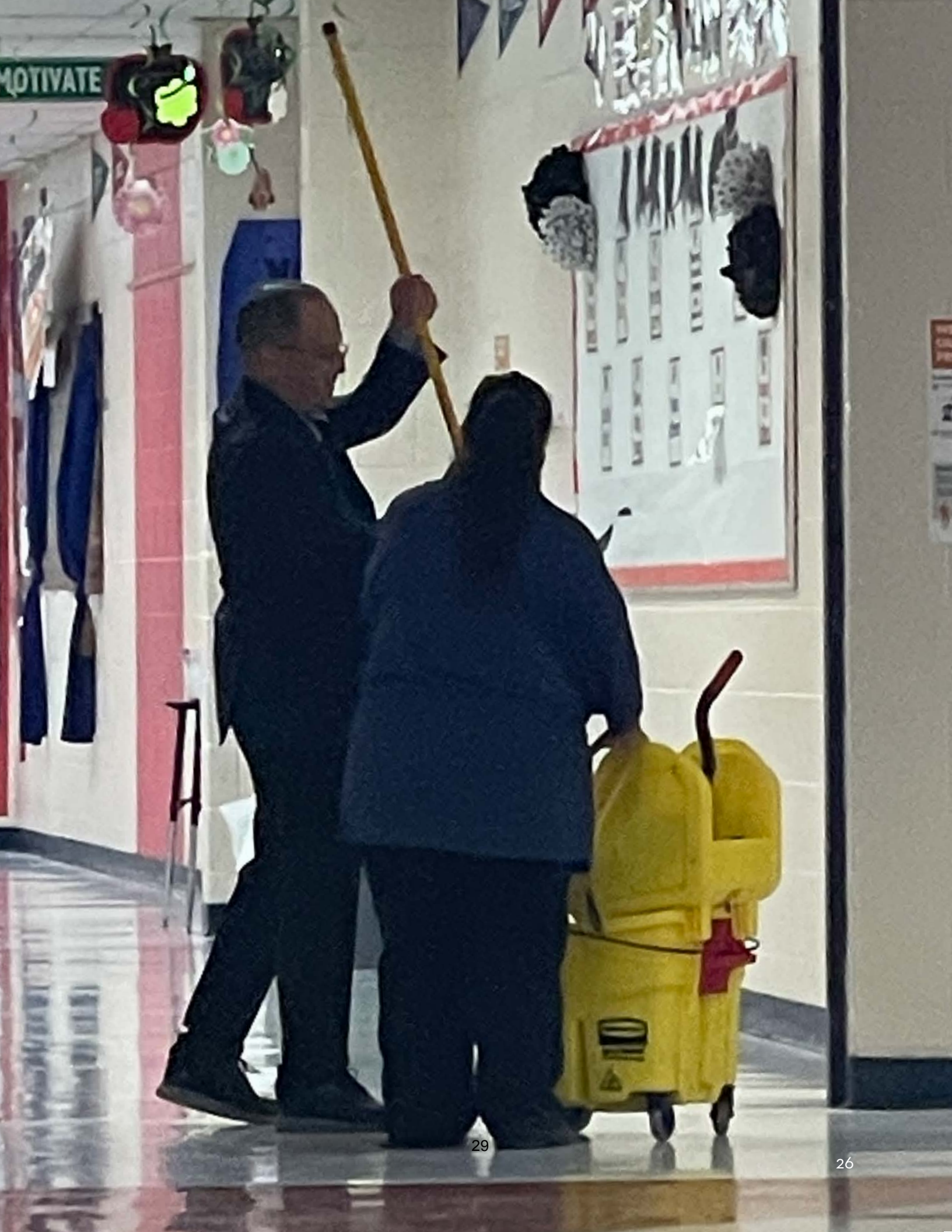
Curriculum & Instruction

- › Coordinated Summer School 2024
- › Coordinated GRIT/Convocation 2024
- › Completed the TEA Strong Foundations Planning Supports Literacy Grant cycle
- › Delivered literacy Research-Based Instructional Strategies training to all RLA teachers and campus leaders pre-k - 12th grade
- › Delivered Mathematics Research-Based Instructional Strategies training to all Math teachers and campus leaders pre-k - 12th grade
- › Finalized the CISD Literacy Instructional Framework and trained all RLA teachers and campus leaders pre-k - 12th grade in the use of the tool

- › Implementation of Sibme AI Coaching & Collaboration platform- training of 10 campus representatives to support teachers in the classroom
- › Hosting of & presenting of sessions at the Early Matters El Paso Early Childhood Education Learning Academy
- › Continued partnership with the higher education stakeholders: University of Texas at Austin -Precision Math Project for 1st grade, University of Texas at El Paso- Miner Teacher Residency Program, Miner Teacher Mentorship Program and various research projects, ie. examining ECE teacher well-being and outcomes in child development.
- › Continued participation in the El Paso Educator Pipeline Community of Practice
- › Five Canutillo campuses selected out of 8 total regional campuses to participate in the Transcend School Design Collaborative
- › Active participation in the Early Matters El Paso Work Groups to promote PreK enrollment and professional development for early childhood teachers.
- › During the 3rd annual Social Emotional Learning (SEL) Bowl, teachers and staff honed their skills to learn how to improve students' social and emotional well-being. There were 25 different SEL sessions; 25 community partners and 515 educators participated.

DOMAIN V

Professional Growth and Development



The Superintendent spearheaded the efforts to engage the community and voters in the District to learn about the Canutillo Bond 2024 referendum and, through the Public Information Office, created opportunities to engage with potential voters and stakeholders to facilitate conversations about the bond.

Bond-related outreach included:

- › In-Person Community Meetings to explain and answer questions regarding the proposal.
- › Virtual Community Meetings to explain and answer questions regarding the proposal.
- › A thorough social media informational campaign to engage with voters in the District and answer questions via Facebook, Twitter, Instagram and even TikTok.
- › Meetings with church groups, municipalities, civic organizations and other stakeholders to explain the Bond referendum and answer questions.
- › The development of a thorough website that explained, outlined and informed the community about the bond referendum.
- › The development of internal and external communications to help staff appropriately answer questions regarding the bond.
- › The training of supervisors and principals so they can serve as depositories of information in their respective campuses or offices regarding employee questions and concerns around the bond.
- › The organizing of community events such CISD at the Park to engage with neighbors in new communities in regard to the Bond proposal as well as any other concern regarding the District.
- › The organizing of phone banks that allowed parents, volunteers and employees with the opportunities to call potential voters and inform them about the Bond.
- › The organization of several Saturday community walks where volunteers from schools knocked on doors to answer questions about the Bond.
- › The creation of an extensive Frequently Asked Questions documents with a list of questions and answers for queries surrounding the Bond referendum.
- › The design and mailing of several informational flyers that were sent to voters of the District.

The Superintendent continued to engage with voters and the general public at large regarding the development of the Bond. Some post-Bond related community activities include:

- › An In-Person Community Meeting to give the public a quarterly update on the progress of the Bond program.
- › A Virtual Community Meeting to give the public a quarterly update on the progress of the Bond
- › A printed quarterly update for the Bond sent via U.S. Postal Service to the voters and parents of the District. A printed version of the mailer is being distributed to campuses to have on hand for parents and visitors.
- › Several PROCEDEO-led How To Do Business with the District sessions for contractors and vendors hoping to engage with the District in regard to the Bond.
- › To guarantee the successful collaboration between PROCEDEO and the campus leadership, Dr. Galaviz lead a meet-and-greet luncheon between PROCEDEO leadership and all principals. The event allowed PROCEDEO to explain their role, outline their engagement and answer questions from principals who will speak on the behalf of their communities regarding bond projects on their campuses.

The first groundbreaking ceremony for a Bond project, which was the lighting installation for the baseball and softball fields at Canutillo High School. Of special importance is the District’s work to create the Citizens Bond Accountability Committee and lead the efforts to recruit members, train them and engage with them. The CBAC is the District’s official effort at incorporating parents, business owners, employees and even students into the oversight of all Bond projects.

Dr. Galaviz continued to inform the community through various formats, including his weekly message and his weekly podcast.

- › The weekly message gives the thousands of readers who access it more information about district initiatives, concerns and celebrations.
- › The weekly podcast gives its listeners to information about district initiatives, concerns and celebrations.
- › The podcast received the Texas School Public Relations Gold Star Award.

Dr. Galaviz oversaw the successful organization of the GRIT 2024 Convocation at the El Paso Coliseum. This year's convocation allowed all employees to kick off the school year in a celebratory manner. The convocation was organized by both the Curriculum & Instruction Department and the Public Information Office. The PIO was able to secure donations to offset the cost of the event.

Dr. Galaviz oversaw the organization of the annual Teacher of the Year and Auxiliary Employee of the Year Gala, which celebrates the work of our educators and hourly employees. The event featured a full program, dinner and elaborate decorations organized by the Public Information Office. The PIO received donations to fully offset the cost of organizing the event.

Dr. Galaviz oversaw the production of the CISD Student Performance at the annual TASA/TASB conference in San Antonio. The student performance was the first time an El Paso area school district was asked to perform at the conference in 25 years. To offset cost, the District engaged with El Paso, Fabens, Socorro and Ysleta ISDs and invited their students to participate and create the first-ever regional performance at the conference. The performance, which was lead by CISD students, was widely lauded as original and innovative.

The District continues to enjoy a positive relationship with media outlets, with frequent interviews lead by the Public Information Office on several topics involving public education. The District has come to be known as the go-to district for public statements regarding educational issues because of its willingness to be open and forthcoming with data and information.

The District continued to emphasize its commitment to fine arts by having quarterly openings for its Galería Canutillo shows.



Student outcomes do not change
until adult behaviors change.



As will
Spring Reading
22 from the
of 2021.

not knowingly
pertaining to
budget.

17:32

Dr. Galaviz accompanied the majority of the Board on several important development opportunities, including conferences such as the Texas Association of School Boards.

The District continued the Message from the Board President, a weekly column from Trustee Armando Rodriguez 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 3 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.



Teacher Incentive Allotment

Financial incentives aim to keep top teachers in the classroom

By Sara Sanchez / El Paso Inc. staff writer
Sep 1, 2024



Myla Dayrit teaches fourth grade students in her classroom at Jose H. Damián Elementary Thursday.
RUBEN R. RAMIREZ

DOMAIN VIII

Supervisory Responsibilities

This year the district earned \$866,358.00 in Teacher Incentive Allotment payouts. As of 2024 TIA designations are as follows: This year the district earned \$866,358.00 in Teacher Incentive Allotment payouts. As of 2024 TIA designations are as follows:

Canutillo Designation So Far....

Master Teachers (Top 5% in the state):
15

Exemplary Teachers (Top 20% in the state):
47

Recognized Teachers (Top 33% in the state):
50

NBC = 15*

**National Board Teachers are automatically identified as Recognized*

Canutillo TIA Teacher Designations



CANUTILLO A Premier District



District Spotlight: Canutillo ISD

This month, we are featuring Canutillo ISD for their outstanding work in stakeholder engagement and celebrating their effective teachers. Canutillo ISD serves approximately 6,000 students across 10 campuses in the El Paso area. Their system includes all core teachers PK-8, AP courses, and special education teachers in STAAR-tested areas. Canutillo ISD would like to highlight the exemplary work of Dr. Jessica Melendez-Carrillo, Principal at Carolina and Silvestre Reyes Elementary School. Canutillo ISD began issuing designations in 2022-23.



- › 2023-2024 District Scholarship Totals: \$30,3997,547.32
- › Increased Graduates earning CCMR from 69% (2023) to 82% (2024)
- › Increased percentage of graduating seniors scoring at or above SAT/ACT/TSIA2 college ready from 36% (2023) to 54% (2024)
- › Increased percentage of graduating seniors earning Industry Based Certification (IBC) from 44% (2023) to 55% (2024)
- › RLA 3-10 STAAR Average of 54% Meets or Above is 1% higher than State Average.
- › 36% increase in students receiving a score of 3,4, or 5 on AP Tests
- › 2nd Year implementation of UWorld program to support AP classes
- › College Board has Recognized NWECHS as a Platinum School on its AP Honor Roll for 2024
- › Selection of 4 teachers for CREEED Dual Credit Certification Scholarship
- › Supported and increased the number of Advanced Academic courses offered including but not limited to:
 - ›› Dual Credit Chemistry - UT Austin OnRamps for CHS
 - ›› 8th Grade English I
 - ›› 8th Grade Algebra II
 - ›› Dual-Credit Biology at CHS
- › Expansion of the CISD Montessori program with the opening of 3rd classroom at Deanna Davenport Elementary
- › Implementation of Sibme AI Coaching & Collaboration platform- training of 10 campus representatives to support teachers in the classroom
- › Hosting of & presenting of sessions at the Early Matters El Paso Early Childhood Education Learning Academy
- › Continued partnership with the higher education stakeholders: University of Texas at Austin -Precision Math Project for 1st grade, University of Texas at El Paso- Miner Teacher Residency Program, Miner Teacher Mentorship Program and various research projects, ie. examining ECE teacher well-being and outcomes in child development.

- › Five Canutillo campuses selected out of 8 total regional campuses to participate in the Transcend School Design Collaborative
- › Active participation in the Early Matters El Paso Work Groups to promote PreK enrollment and professional development for early childhood teachers.
- › Beginning of informal PreK partnerships with community childcare providers - moving towards the implementation of formal partnerships in 2024-2025 school year.
- › 2023-2024 US History EOC comparison to state average:
 - » Overall passing rate: 2% above state average
 - » Approaches rate: 1% above state average
 - » Meets rate: 4% above state average
- › 2023-2024 8th Grade Social Studies STAAR comparison to state average:
 - » Overall passing rate: 14% above state average
 - » Approaches rate: 7% above state average
 - » Meets rate: 5% above state average
 - » Masters rate: 1% above state average
- › 2023-2024 8th Grade Science STAAR comparison to state average:
 - » Overall passing rate: 11% above state average
 - » Meets rate: 9% above state average
 - » Masters rate: 4% above state average
- › 2023-2024 5th Grade Science STAAR comparison to state average:
 - » Overall passing rate: 8% above state average
 - » Approaches rate: 7% above state average
 - » Meets rate: 4% above state average

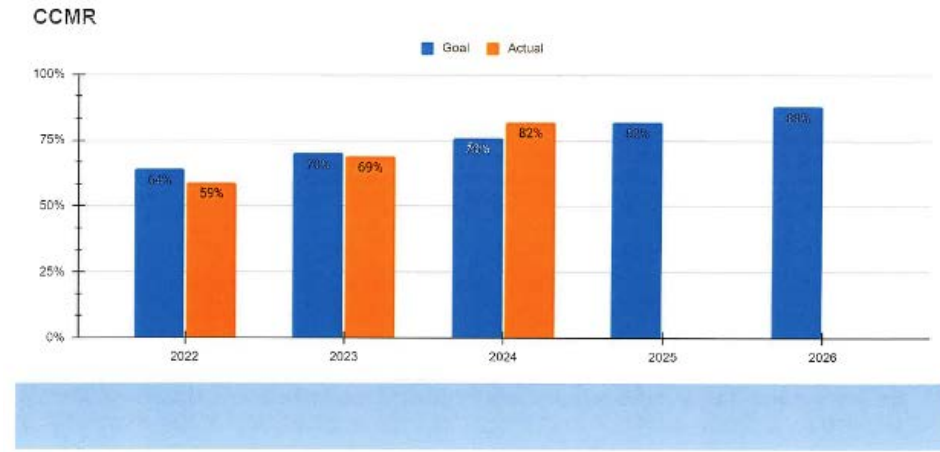
- › 2023-2024 Algebra I EOC comparison to state average:
 - » Overall passing rate: 3% above state average
 - » Approaches rate: same as state average
 - » Meets rate: 4% above state average
- › 2023-2024 8th Grade Math STAAR comparison to state average:
 - » Overall passing rate: 9% above state average
 - » Meets rate: 3% above state average
 - » Masters rate: 6% above state average
- › 2023-2024 5th Grade Math STAAR comparison to state average:
 - » Overall passing rate: 7% above state average
 - » Approaches rate: 3% above state average
 - » Meets rate: 5% above state average
- › 2023-2024 4th Grade Math STAAR comparison to state average:
 - » Overall passing rate: 7% above state average
 - » Approaches rate: 2% above state average
 - » Meets rate: 7% above state average
- › 2023-2024 3rd Grade Math STAAR comparison to state average:
 - » Overall passing rate: 7% above state average
 - » Approaches rate: 4% above state average
 - » Meets rate: 3% above state average
- › 2023-2024 English II EOC comparison to state average:
 - » Overall passing rate: 2% above state average
 - » Meets rate: 3% above state average

- › 2023-2024 English I EOC comparison to state average:
 - » Overall passing rate: 2% above state average
 - » Meets rate: 1% above state average
 - » Masters rate: 1% above state average
- › 2023-2024 5th Grade STAAR Reading comparison to state average:
 - » Overall passing rate: 9% above state average
 - » Meets rate: 7% above state average
 - » Masters rate: 3% above state average
- › 2023-2024 4th Grade STAAR Reading comparison to state average:
 - » Overall passing rate: 6% above state average
 - » Approaches rate: 1% above state average
 - » Meets rate: 3% above state average
 - » Masters rate: 2% above state average
- › 2023-2024 3rd Grade STAAR Reading comparison to state average:
 - » Overall passing rate: 6% above state average
 - » Approaches rate: 6% above state average
 - » Meets rate: 3% above state average

- › 2023 to 2024 SPED 3rd Grade STAAR Reading comparison
 - » Overall passing rate: 20% above 2023 average
 - » Approaches rate: 4% above 2023 average
 - » Meets rate: 13% above 2023 average
 - » Master rate: 4% above 2023 average
- › 2023- 2024 2nd grade Reading (Istation) growth on Tier 1
 - » August- 50%
 - » January- 52%
 - » May- 54%
 - » TPRI/Tejas LEE increase in Spelling Sets, Word Reading, Fluency and Reading Comprehension from BOY to EOY
- › 2023 - 2024 1st grade Reading (Istation) on Tier 1
 - » August- 38%
 - » January- 49%
 - » May- 60%
 - » TPRI/Tejas LEE increase from BOY to EOY in Graphophonemic Knowledge, Word Reading and Reading comprehension
- › 2023 - 2024 Kindergarten Reading Texas KEA Data
 - » BOY - EOY increase from 53% to 74% On Track in Vocabulary
 - » BOY - EOY increase from 63% to 81% On Track in Listening Comprehension
 - » BOY - EOY increase from 56% to 78% On Track in Math
- › 2023-2024 Pre Kindergarten CIRCLE Data
 - » BOY - EOY increase from 33% to 84% On Track in Rapid Letter Naming
 - » BOY - EOY increase from 37% to 79% On Track in Rapid Vocabulary
 - » BOY - EOY increase from 87% to 96% On Track in Math
 - » EOY- Early Writing 92% On Track in Early Writing Skills

Goal 3: CCMR

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



DOMAIN VIII

Supervisory Responsibilities

A.C.E.

- › 2023-2024 21st CCLC Afterschool Program
 - » Opening of the ACE program @ 5 elementary schools
 - » Implementation of Partnerships with Texas A & M
 - » Successful Summer Program
 - » Each school met TEA goals
 - » Students participated in different field trips
 - » Over 90 combined parent events
 - » Implementation of ACE gardens
 - » Advocated for student voice and choice to promote college readiness
 - » Afterschool sports for ACE students
 - » Combined serviced over 600 students
 - » Robotics competitions
 - » Implemented High Impact Tutoring

- » Culinary Classes in all 5 elementary schools
- » Hired over 40 certified teachers to help with after school tutoring
- » Purchased 100 IPADS for ACE students

C.T.E.

- » P-TECH Criminal Justice program 1st Cohort year
- » SHERR Law Firm awards 4 NWECHS with week-long internship & \$500 scholarships each
- » Over 309 Industry-Based certifications were earned in CTE programs
- » Big Brother Big Sister partnered with CHS CTE Early Learning Education Program & assigned high school students with at-risk elementary students
- » Two Canutillo HS graduates are accepted into PharmD programs at University of North Texas Health Sciences Centers and UT Austin College of Pharmacy
- » CTE & Alderete MS open new AMS Public Service Academy offering high school credit courses in Education and Law Enforcement classes

Special Programs

- » Goodwill Opens at CHS with SPS students given the opportunity to practice work skills
- » Project Search & Hospitals of Providence program- 1st Cohort year
- » The Pre-employment Transition Service (Pre-ets) program was brought into the Middle Schools and High Schools
- » Initiated a collaborative effort in planning for Middle Schools or High Schools to participate in developing job skills with Mustard Seed Cafe. Creating a plan of action that reflects on the master schedule and criteria for student participation. Target time to begin this partnership is for 24-25 school year.
- » Initiated a collaborative effort to increase the time in the Early Childhood program from · day to a full day program. This is providing our students with the same opportunity as our regular 3 year old program.
- » Special Programs offered a full week of training to our teachers and paraprofessionals specifically on how to work with students that have Autism. Training took place in June 2024 our participants had the opportunities to work with students while learning strategies and creating work tasks specifically for students. Our students' parents had the opportunity to share their experience in raising children with Autism.

- › Our first annual SPED Palooza took place in November 2023, a parent outreach event, providing access to various organizations and agencies that could assist parents with support and guidance. (Organizations available: ECI, Headstart, Texas Workforce Commission, Autism Society, Guardianship, Gigi's Playhouse, Social Workers from CISD and many more....)

Academic Language Services

- › 53 5th-grade students earned High School LOTE credit
- › 13 of our Migrant Education Students participated in the Close-up Washington DC civic program designed to inspire and empower students to participate actively in our democracy.
- › Migrant students participated in University Tours visiting St. Edwards, UT Austin, UT San Marcos, UT San Antonio
- › Delivered second language acquisition research-based strategies training to dual language teachers

DOMAIN VIII

Supervisory Responsibilities