



## Board of Education

Nancy Hooker, President; Dollie O'Neill, Vice-President; Kari M. Jaramillo, Secretary;  
Kaycee Sandoval, Member; Laura Gonzales, Member  
Shannon Aguilar, Superintendent

**Board of Education**  
**Special Meeting**

**Wednesday**  
**July 31, 2023**  
**6:30 pm**

**Cimarron High School**  
**Media Center**  
**165 N. Collison Avenue**  
**Cimarron, NM 87714**

**LIVE VIDEO ON CIMARRON MUNICIPAL SCHOOLS FACEBOOK PAGE**

### **Vision**

*To inspire our students to realize their  
individual potential in an ever-changing world*

### **Mission**

*Cimarron Municipal Schools will work hand-in-hand with our families  
and community to provide our students the experience of a safe and  
challenging educational environment through staff who know and nurture every child*

**Cimarron School District is a PREMIER school**



**with familia at its core**

# CIMARRON MUNICIPAL SCHOOLS

165 N. COLLISON AVE., CIMARRON NM, 87714  
(575) 376-2445 (575) 376-2442-FAX

## CIMARRON MUNICIPAL SCHOOLS BOARD OF EDUCATION REGULAR MEETING

### SPECIAL MEETING AMENDED AGENDA

### LIVE VIDEO ON CIMARRON MUNICIPAL SCHOOLS FACEBOOK PAGE


Cimarron High School  
Media Center  
Monday, July 31, 2023  
6:30 pm

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call
- IV. Consider Approval of Agenda (Action)
- V. Updating Strategy Document with Comments from Survey (Discussion/Action)
- VI. Executive Session
  - Review Superintendent's Goals
- VII. Adjournment

The next Regular School Board Meeting is scheduled for Wednesday, August 16, 2023; Eagle Nest Elementary/Middle School – 6:30 pm.

Persons from the same group and having similar viewpoints are asked to select a spokesperson to speak on their behalf. Multiple and repetitious presentations of the same view will be discouraged. Public Comments and Observations regarding non-agenda items that fall within the purview of the Cimarron Board of Education are heard at this time. Comments regarding matters under litigation will not be allowed and no action will be taken on items presented but may be referred to staff or others. The School Board Members and Superintendent may travel together, however, no school business will be discussed or action taken.

This is an open meeting and the citizens of the Cimarron Municipal School District are invited to attend. Notice: Individuals with disabilities who need any form of auxiliary aid to attend or participate at this meeting are to contact the Superintendent at 575-376-2445 as soon as possible.

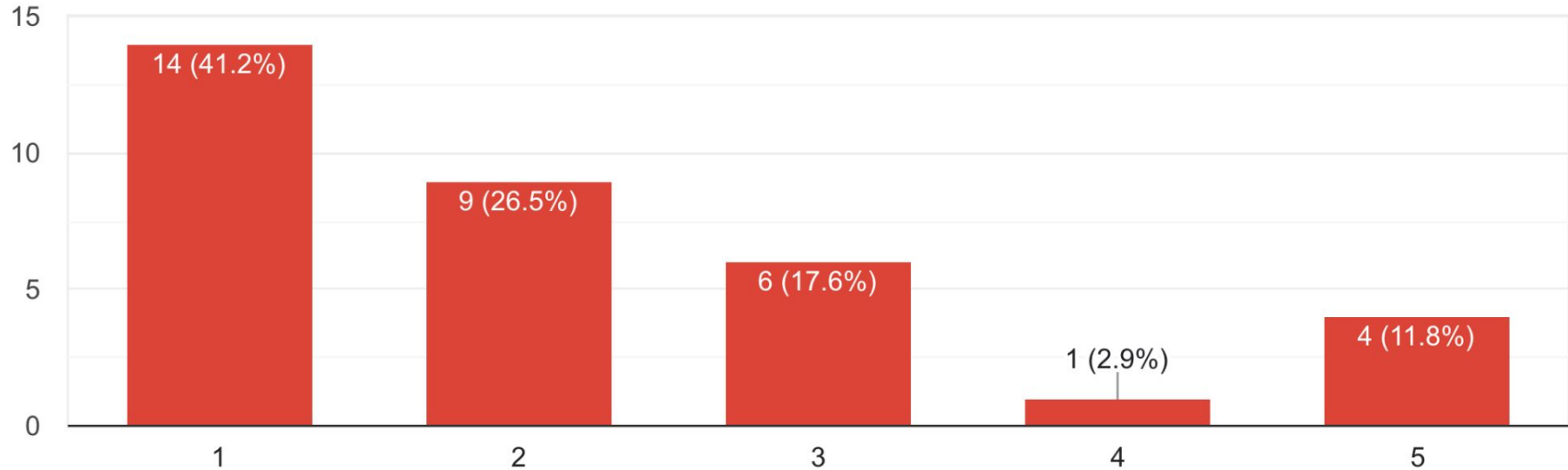


Strategy  
Document  
Survey

2023

Vision: To inspire our students to realize their individual potential in an ever-changing world.

34 responses

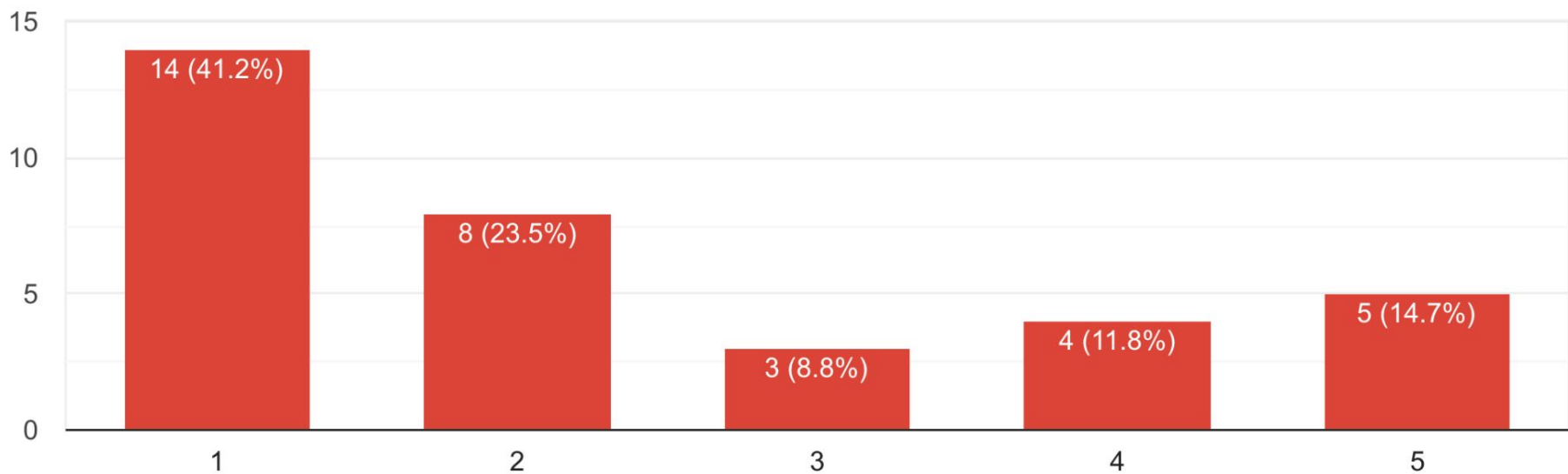


# Comments

- We might add that they realize the value they currently possess that drives their potential.
- Need to emphasize achievement
- Good! It's short, sweet, and clear.
- Leave out the word "individual "
- I agree.
- We must listen to all students, from all cultures and not be partial to some, filling in inclusion.
- This is a good sentiment; that part is positive. However it's hard to measure providing inspiration. "To prepare" our students.... This is my suggestion.

Mission: Cimarron Municipal Schools will work hand-in-hand with our families and community to provide our students with a quality education, the ...t through staff who know and nurture every child.

34 responses

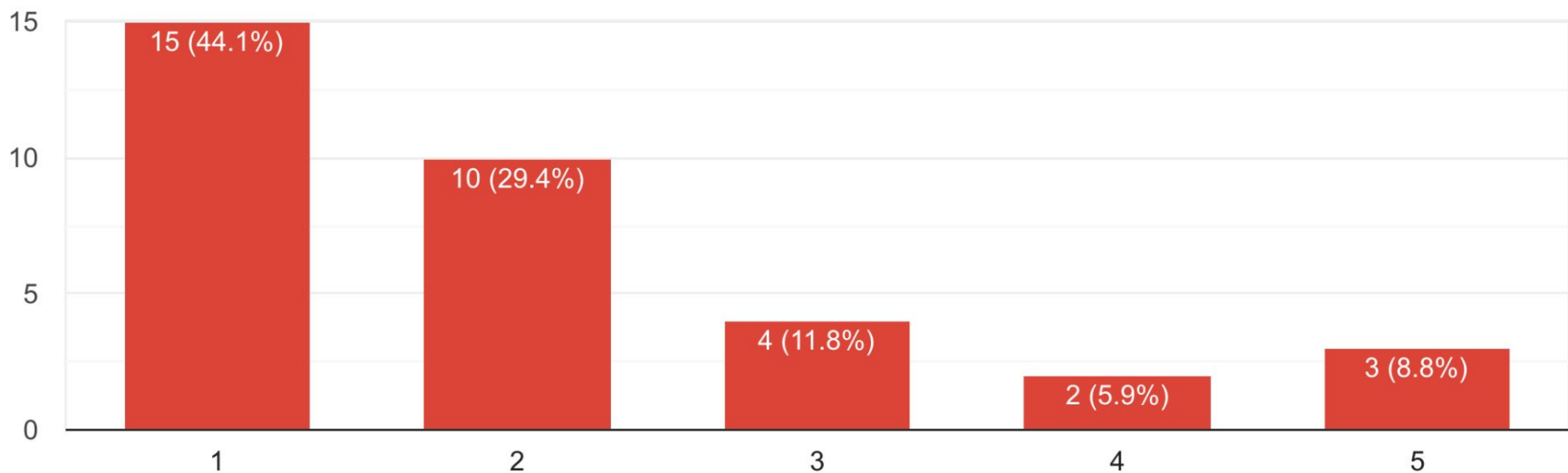


# Comments

- We do not communicate well with families, when we do try to communicate it is not always clear. Like the Back to School night picture shared on FB but does not have the school so there is lots of confusion. Awards night was not communicated to the parents at Cima, I missed an opportunity to see them due to poor planning/communication.
- This statement feels very clunky and has poor grammar. Something like this would be better:  
"Cimarron Municipal Schools will work hand-in-hand with our families and community to provide our students with a quality education through a challenging and safe educational environment."
- Leave out "who know and nurture every child "
- I agree.~
- Never embarrass a student in front of other students.
- This is a good mission to continue striving to accomplish.

Values: Our school district, consisting of students, parents, staff and community members, values: Pride Respect Excellence...n respect, diversity, academic integrity and honesty.

34 responses



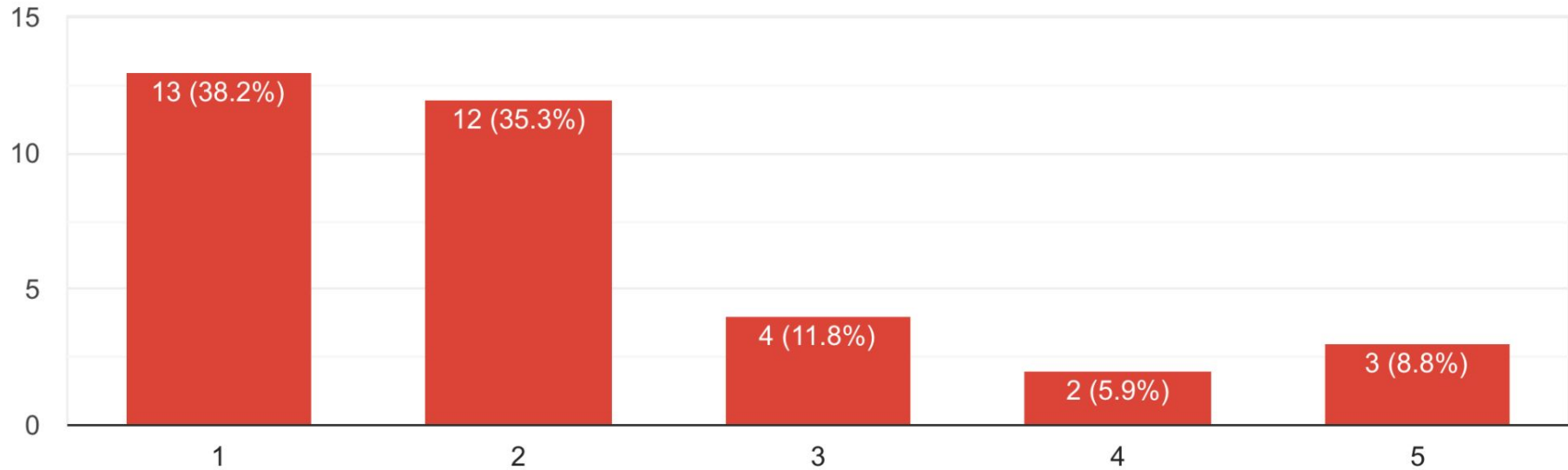


# Comments

- na
- high value on integrity, work ethic, mutual respect, and honesty.
- Somehow the first section seems presumptuous that all parties listed as part of the school district shares these values. Sadly it doesn't feel like it rings true. The second section is something to live up to and works much better.
- Both sentences above need Oxford commas.
- Leave out "diversity "
- I agree.
- Children need to be taught about their future, encourage them to think about what they want to be and encourage them with empathy and compassion.

# Focus Areas: Collaboration Communication Excellence Leadership Health & Safety Programming Technology

34 responses

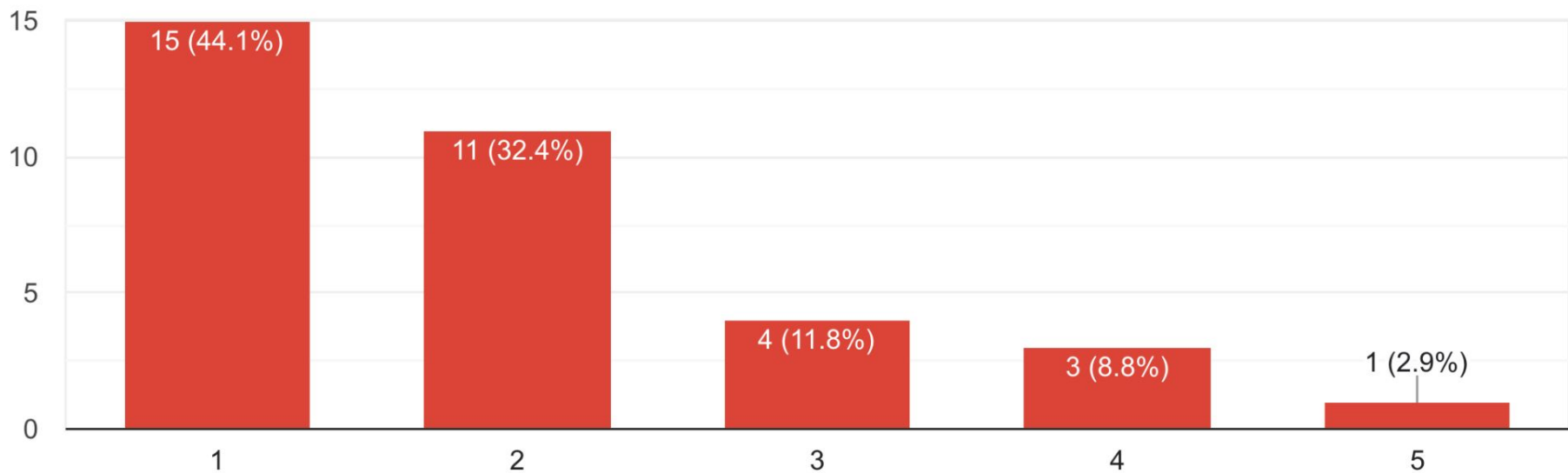


# Comments

- na
- Collaboration and Communication are too similar. How about replacing one with Motivation. I would also add Achievement.
- Communication is not great, many times the community knows about things before staff or the staff gives notice with very little time.
- I say this below, but I just want clarification on programming.
- Unique learning needs and styles - all kids do not learn in the same way.
- I believe that these areas are important to provide strong educational outcomes for our students.
- Communication and really listen to what a student is saying.

Collaboration We believe: - in our community and that the support of parents, families, local businesses, organizations and community member...or grade levels - Within the same school campus

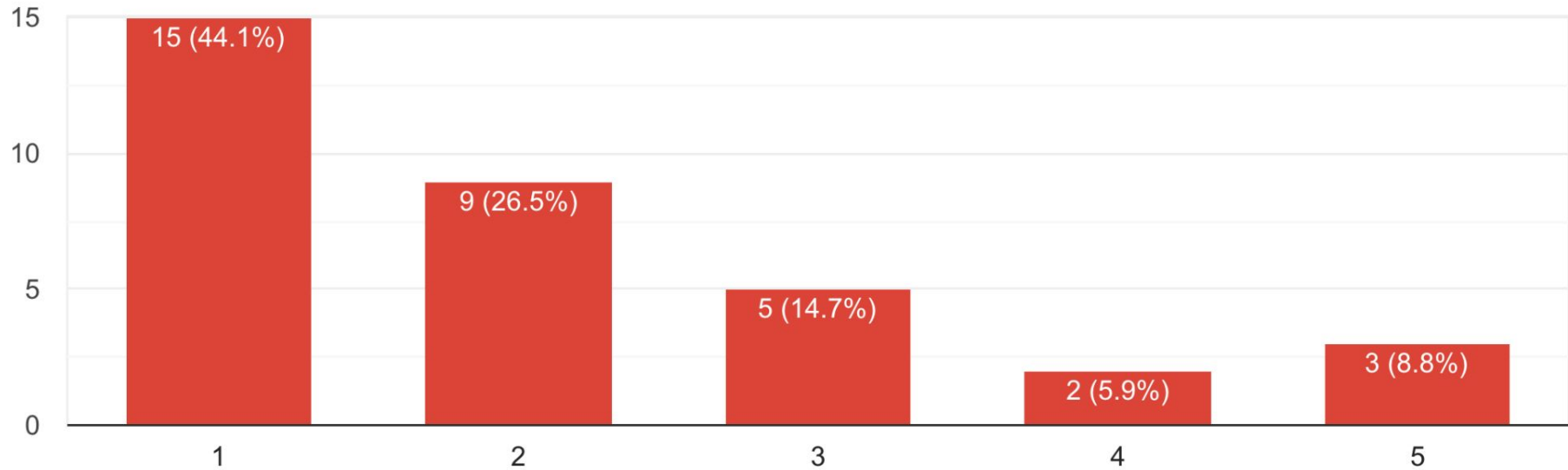
34 responses



# Comments

- Increase unity between Eagle Nest and Cimarron
- Combine with communication
- I think there needs to be work on bringing both communities together.
- What are “the district-wide goals” referred to in bold?
- Oxford comma needed in first sentence.
- Collaboration builds strong relationships between grade levels and schools.
- All entities of education must collaborate to present and perform the teaching skills to give students quality of content.
- Collaboration is the highest leverage strategy for a stronger district.

Communication We believe: - communication is paramount and that communication channels for the district should be clearly defined, highly acce...tration and the board - Within each school campus  
34 responses

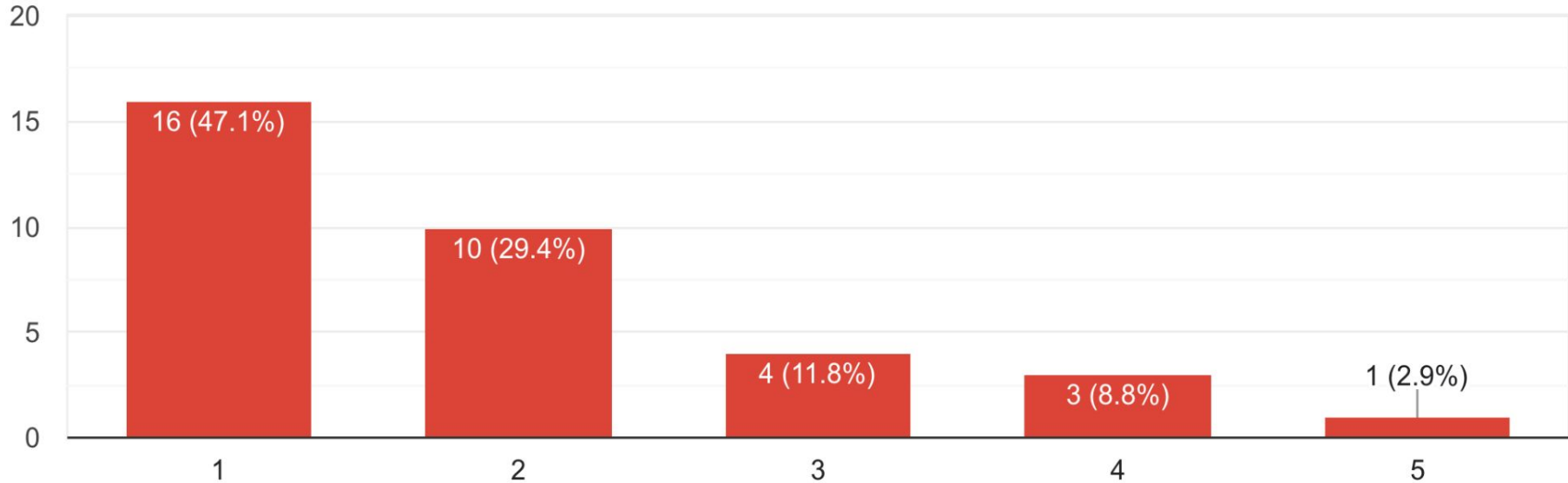


# Comments

- Between admin/board and teachers
- But in reality we have found there is actually very poor communication between teachers and parents consecutively among Cimarron Elementary and Middle School teachers and parents.
- na
- What information do the families have for the new Bloomz?? I am a staff member and a parent and I have not been given any guidance on what to do? Will there be training?
- Oxford commas.
- Communication is very important and it's a great goal to continue to make this better.
- I hope communication is followed through on by all teachers. In the past, with a few teachers, I have opened the door of communication and it was not reciprocated which can be frustrating for any parent but especially for a parent who has a child with disabilities. This experience has only been with a few. Most are great communicators and we appreciate it
- Communication can prevent misunderstandings and provide a positive and productive learning environment for all students.
- This is the key to get all educators as a community knowing staff.
- More pathways must be created between schools, between departments, between staff/faculty members.

Student Achievement We believe: - teaching our students to be good citizens and stewards is as important as the academic curriculum that they l... of excellence through high academic expectations.

34 responses



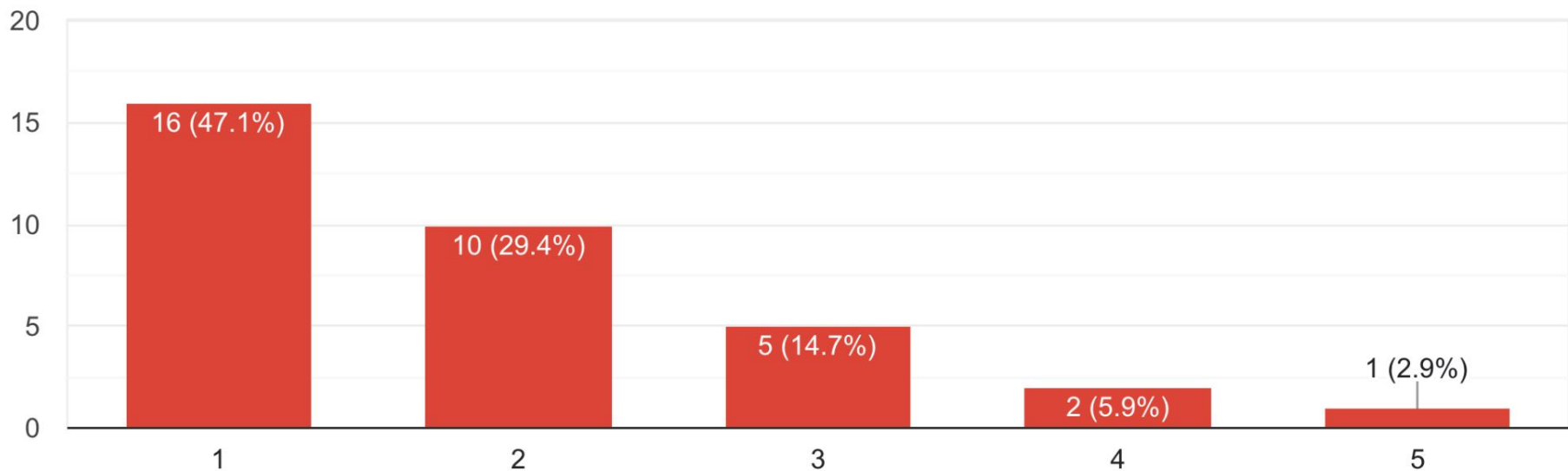


# Comments

- na
- Having families go on vacations for weeks at a time is not helping them be academically and the standards are not the same for all campuses.
- First bullet doesn't read clearly.
- Need to break up the first statement to make more sense. And...oxford commas.
- This must be a priority for all of our students.
- Cimarron should be proud of their accomplishments. Their Band and sports activities shows the community as a whole.
- High expectations can remain high through quality training of parents and faculty, with support and accountability from support staff, instructional coaches, admin, and school board. We need to regularly evaluate effectiveness of strategies used.

Staff Excellence We believe: - it is the individual responsibility of each teacher and staff member to be dedicated to excellence and accountability in ...r practice with a commitment to continuous growth.

34 responses

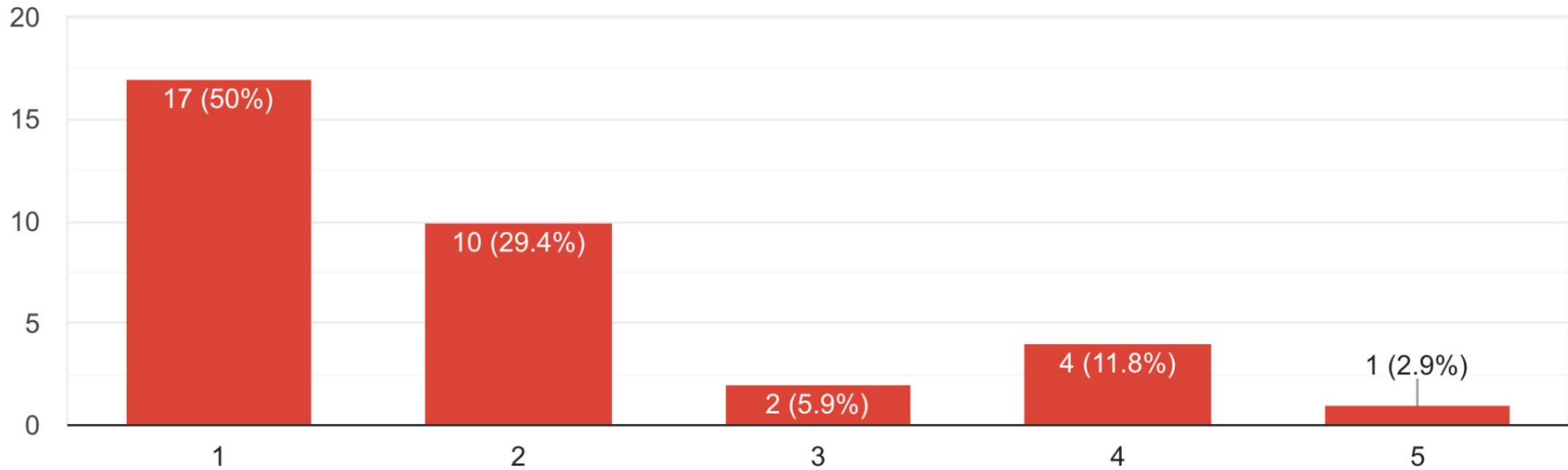


# Comments

- na
- Staff members have too much on their plates and more is added every year.
- Oxford commas.
- Encourage, provide opportunities for growth, and celebrate successful teachers in all subject areas.
- Staff should never degrade a student or coworker.
- Investing in teachers and staff is paramount to improving student outcomes, retaining quality staff, and supporting continuous growth. YES!

Leadership We believe: - the Cimarron Municipal School District Board, Superintendent and district administration are accountable for providing an ex...eveloping leadership qualities in all stakeholders.

34 responses

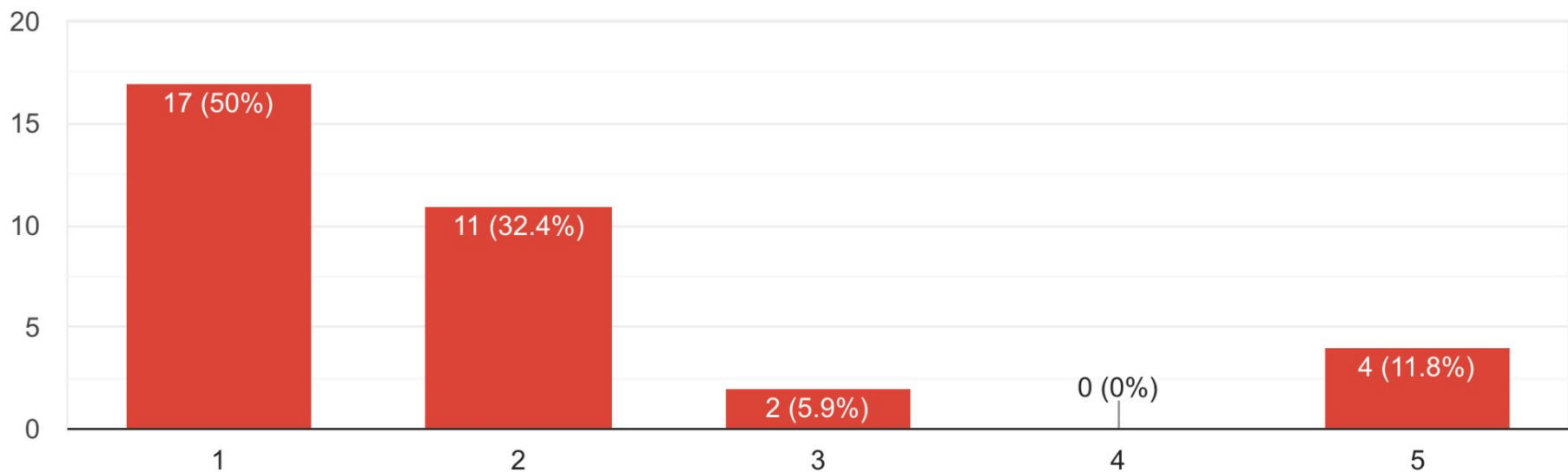


# Comments

- na
- I feel like this will change with new leadership in place but I do not feel like we are innovative at all.
- Oxford commas. All of these statements have good content, but in order for all statements to make sense we need to have the last comma in all of these lists.
- Good leader's practice fairness, caring, compassion, are knowledgeable, dedicated, respectful, and good listeners. Their are so
- All for the future of the students.
- As leader qualities from all stakeholder groups are developing, can we capture input from all stakeholders and act on it in a way that a variety of thoughtful perspectives lead to the best results?

Health and Safety We believe: - every student and staff member will be safe, welcome, respected and supported at school - in providing clean, we...at they are safe, welcome, respected and supported.

34 responses

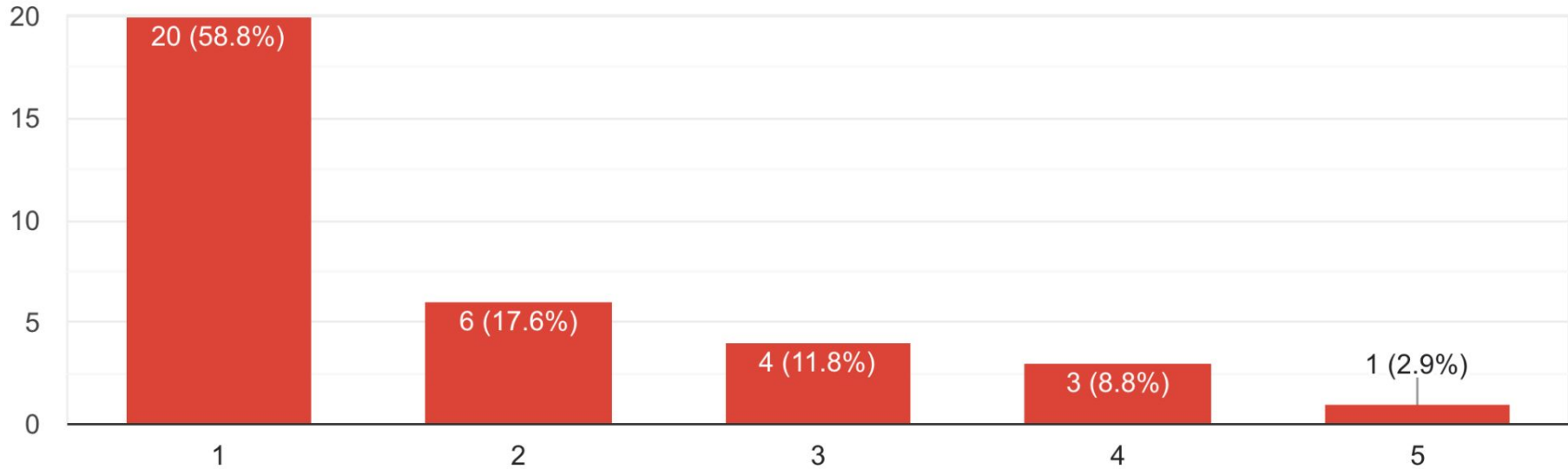


# Comments

- I like the focus, but how will it be accomplished? Will we have more maintenance and cleaning staff?
- Our facilities are not at all clean and NOT in safe working condition. Our grounds are not kept up during the school year. We do not present as a school of excellence on the outside in any way.
- The campuses are not clean, teachers are cleaning their own rooms or they are not clean at all. The bathrooms are disgusting and one risks their health going to the restroom at times.
- Feels like this is missing something? I'm aware there was discussion last spring about staff training and the district's ability to deliver on safety concerns. There's also on-site school nursing that plays a crucial role. Is this intentionally vague, where other focus areas were more specific?
- See above. I also think it should be "transportation" rather than "transport."
- Keeping all school facilities secure and safe for students and faculty must be a priority.
- Students should always feel safe to go to school to a clean environment.

Programming We believe: - that by using our existing resources creatively and reaching out to our community, we will expand the opportunities offered and evolve the programming offered to our students.

34 responses



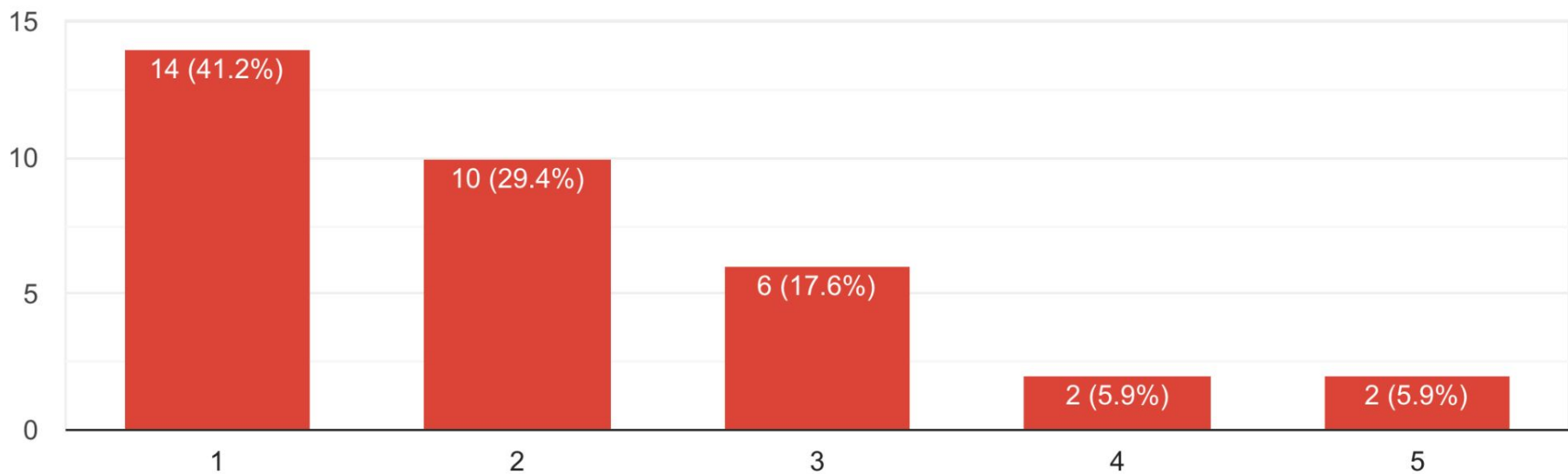


# Comments

- na
- I want more details about what new programming the Board wants and how we will train, prepare, and possibly hire new teachers to provide this programming at a high level. Many staff members teach many preps already.
- Wonderful resources in this area to encourage, support, and provide learning opportunities.
- Time is moving fast and new ideas with cultural values.

Technology We believe: - that students and staff will be taught the proper use of technology in school to prepare them to function effectively in a...struction in terms of skills and/or course of study.

34 responses

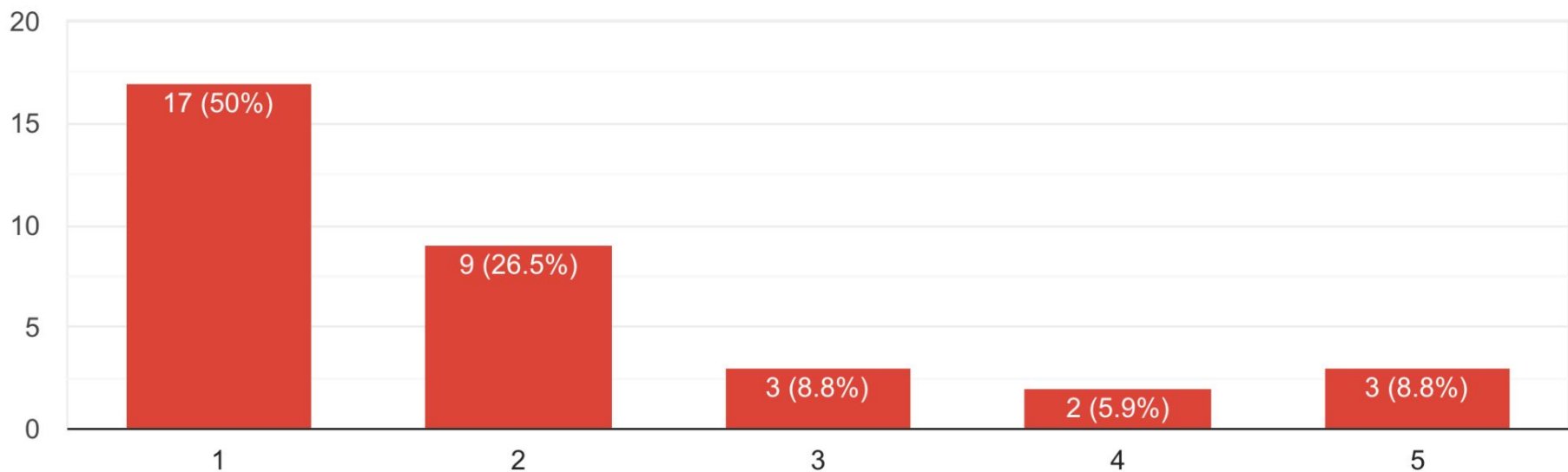


# Comments

- We need to be able to monitor what students are accessing again, in real-time, by the classroom teacher. We had a program previously.
- We need to use technology less right now. We have major issues with misuse of technology on the student's part.
- Kids are not always responsible, they break things and there is zero accountability. Parents should be held responsible when kids tear their computers up. The internet does not work half of the time, you get excuses all the time about why the internet does not work but you can not do your job when it does not work.
- The second half of the final sentence is confusing and could be edited down for clarity.
- New and dependable technology for all grade levels.
- Technology, the way of the future. Computer access is a great tool for accessing the world around us

Connecting with Culture We believe: - that understanding the cultures of our families and community will empower the families and students...munity to support an inclusive classroom culture.

34 responses



# Comments

- We are not teaching and supporting equity in our schools. We have issues with Racism.
- This one rocks.
- Remove words “emotional “ and “inclusive “
- Staff should always remember why we attend school and students everyday, because we must mentor and love our jobs.
- Thank you for soliciting input from the school community to improve strategic planning and to develop ways to improve together.

# Overall Comments (1)

- Most of the statements are fine, but how are they being carried out and followed through on? For technology, it is important that students are taught to use it safely and appropriately in today's times where inappropriate behavior and activity is a norm throughout society.
- Need more focus on kindness and bullying. I've never seen so much bullying in my life! These kids are cruel! They're wild and have no respect for teachers. Not great discipline.
- Communication needs to be improved and bullying needs to be controlled better (stop turning a cheek to the fact that it is happening everyday and work to stop it)!
- I just think all kids should be treated equally....a long with trying to stop bullying from the kids as well as the teachers
- I really like the work on this!!! We were overdue for more updated vision and mission statements. I think the main thing is that many of the statements need to be edited down for clarity, but that is always part of the process once the ideas are on the page.

# Overall Comments (2)

- I think Cimarron Schools does a great job and continues to strive to be the best for the kids and the community. I appreciate all the teachers, administrators and staff and their dedication to making our schools the best they can be.
- “Let’s not talk prudence, while practicing evasion “ Herbert Spencer Don’t use the words inclusive and diversity when you REQUIRE a google or Facebook account. Respectively, Rick Howieson (parent)
- I pray everyone has a very successful school year!
- I want to thank the board for your support, commitment, and dedication as you strive to achieve successful outcomes and excellence for all students in the Cimarron Municipal School system.
- Good luck in the New Year 2023-2024.

# Next Steps

- Board to use this feedback to update the document
- Present and adopt the document at a meeting
- Set measurable goals to be used to monitor progress on the strategic areas





# Cimarron Municipal Schools

Five-Year  
Strategic Plan  
2023-2027

*Inspiring our students to reach their individual  
potential in an ever-changing world.*

**Cimarron Municipal Schools  
Five-Year Strategic Plan  
2023-2027**

**Adopted \_\_\_\_\_**

**125 N. Collison Avenue  
Cimarron, NM 87714  
575-376-2445  
<http://www.cimarronschools.org>**

## **Vision:**

*To inspire our students to realize their individual potential in an ever-changing world.*

## **Mission:**

*Cimarron Municipal Schools will work hand-in-hand with our families and community to provide our students with a quality education, the experience of a challenging and safe educational environment through staff who know and nurture every child.*

## **Values:**

*Our school district, consisting of students, parents, staff and community members, values:*

**Pride**  
**Respect**  
**Excellence**  
**Community**  
**Integrity**  
**Relationships**  
**Accountability**

**Cimarron Municipal School District will create a culture that places high value on respect, diversity, academic integrity and honesty.**

## Focus Areas:

**COLLABORATION  
LEADERSHIP**

**COMMUNICATION  
HEALTH & SAFETY  
TECHNOLOGY**

**EXCELLENCE  
PROGRAMMING**

## **COLLABORATION**

### **We believe:**

- ❖ in our community and that the support of parents, families, local businesses, organizations and community members is key to our school district's success
- ❖ we are stronger together and that working collaboratively is important to the future of Cimarron Municipal Schools

**Cimarron Municipal School District will strengthen collaborative efforts at all levels to support district-wide goals:**

- o **Between the district and our community**
- o **Between schools within the district**
- o **Across staff engaged in teaching the same subject area and/or grade levels**
- o **Within the same school campus**

## COMMUNICATION

### We believe:

- ❖ communication is paramount and that communication channels for the district should be clearly defined, highly accessible and organized for disseminating information in a timely manner to the stakeholders
- ❖ the success of our students depends upon interactive communication with our families
- ❖ we can engage our community to a higher level by telling the stories of Cimarron Municipal School District students, teachers and leaders: we want our students to feel both proud of where they are from and well-prepared for the world they are entering

**Interactive communication within, from and to the Cimarron Municipal School District will be clear, consistent, reliable and timely, with identified channels, responsible parties and training.**

- o **Between teachers, students and families**
- o **Between the schools, students and families**
- o **Between the district and our community**
- o **Between schools within the district and administration and the board**
- o **Within each school campus**

## STUDENT ACHIEVEMENT

### We believe:

- ❖ teaching our students to be good citizens and stewards is as important as the academic curriculum that they learn
- ❖ it is the responsibility of each student and their family to ensure they are ready to strive for excellence in all areas of education – in the classroom, extracurricular activities and the community
- ❖ in high achievement through rigorous programs for every student as we work to prepare them for our time and all time, whether their pathway lies in college or career
- ❖ effective teachers cultivate positive relationships with students every day no matter the classroom.

**Cimarron Municipal School District students of all ages, abilities and grade levels will be supported in their pursuit of excellence through high academic expectations.**

## STAFF EXCELLENCE

### We believe:

- ❖ it is the individual responsibility of each teacher and staff member to be dedicated to excellence and accountability in all areas of education, teaching, learning and leading
- ❖ staff in all roles will seek growth and professional development opportunities
- ❖ each staff member shall know and understand each student; the student-teacher relationship must always be at the center of the learning experience
- ❖ promoting teamwork, collaboration and relationships in our community make Cimarron Municipal School District a great place to live and work

**All teachers and staff will be engaged, empowered and supported in developing their practice with a commitment to continuous growth.**

## LEADERSHIP

### We believe:

- ❖ the Cimarron Municipal School District Board, Superintendent and district administration are accountable for providing an exemplary education through innovative leadership.
- ❖ the district will operate with financial stability and sustainability as well as transparency about how monies within the district are used
- ❖ students, teachers and parents are empowered to be a leader in our district

**Cimarron Municipal School District is committed to developing leadership qualities in all stakeholders.**

## HEALTH AND SAFETY

### We believe:

- ❖ every student and staff member will be safe, welcome, respected and supported at school
- ❖ in providing clean, well-maintained and up-to-date facilities and buses for our students and staff

**Cimarron Municipal School District is committed to providing modern, clean and safe facilities and transport for our students and staff to assure that they are safe, welcome, respected and supported.**



## PROGRAMMING

### We believe:

- ❖ that by using our existing resources creatively and reaching out to our community, we will expand the opportunities offered to the students of Cimarron Municipal Schools
- ❖ that flexibility in our offerings of courses and pathways will support the educational experience of our students

**Cimarron Municipal School District commits to working collaboratively and creatively to continually expand and evolve the programming offered to our students.**

## TECHNOLOGY

### We believe:

- ❖ that students and staff will be taught the proper use of technology in school to prepare them to function effectively in an ever-changing global society
- ❖ technology is used to support and enhance learning while expanding course offerings for our students
- ❖ that technology supports readiness and individualized programming

**Cimarron Municipal School District uses technology effectively and efficiently to support improved outcomes for students and teachers; allowing teachers to recover time to be best spent connecting with students one-on-one or in small groups and to individualize student-centered instruction in terms of skills and/or course of study.**

## CONNECTING WITH CULTURE

### We believe:

- ❖ that understanding the cultures of our families and community will empower the families and students to realize their potential
- ❖ that cultural understanding fosters emotional connections among students and helps them to feel a sense of belonging and purpose.

**Cimarron Municipal School District recognizes and appreciates the different cultures that make up our community to support an inclusive classroom culture.**

**Thanks to everyone who contributed to this updated strategy document via our survey!**

**Cimarron Municipal School Board**

Nancy Hooker, President  
Dollie O'Neill, Vice President  
Kari Jaramillo, Secretary  
Kaycee Sandoval, Member  
Laura Gonzales, Member

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