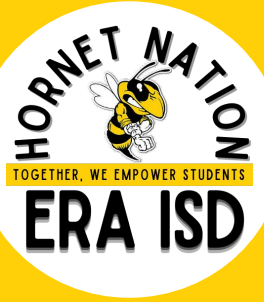


STRATEGIC PLAN

Balanced Scorecard

ERA ISD 2021-2026

October 2023 Goal Progress
Measure (GPM) Report



VISION:

Together, We
Empower
Students

MISSION:

A Community
Dedicated to
Equipping and
Empowering
Students for a
Lifetime of
Success

IN ERA ISD WE BELIEVE...

- **Students** are at the center of our work and will be instructed in a way that maintains the flexibility to engage in a variety of programs, and with that freedom, the student shall accept the responsibility of maintaining the integrity of Era ISD.
- **Parents and Families** should be the greatest of advocates for their children, flexible, involved, encouraging, and seek to partner with, and support our teachers as an investment in the future success of our students.
- **Faculty and Staff** are respected role models in our community who challenge themselves and our students to be continual learners in a way that supports them in and out of the classroom to equip our children for success in life.
- **Campus Leaders** are trustworthy, committed and invested in our students and community, and hold themselves and others accountable in a way that inspires and empowers.
- **The Superintendent and Central Office Staff** are servant leaders who demonstrate integrity, transparency, and open communication in a way that values diversity and directs resources towards the overall mission while maintaining accountability to all stakeholders.
- **The School Board** members are trusted leaders with integrity who are actively involved in the community while providing checks and balances, adherence to the chain of command, strong financial stewardship and always acting in the best interest of Era ISD students.

GUIDING PILLARS



**STUDENT
SUCCESS**



**FACULTY AND
STAFF
RECRUITMENT,
RETENTION AND
CAPACITY
BUILDING**



**STAKEHOLDER
ENGAGEMENT
AND
SATISFACTION**



**EFFECTIVE
AND
EFFICIENT
OPERATIONS**

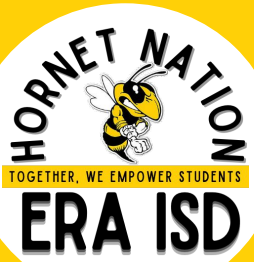
ERA ISD STRATEGIC PLAN 2021-2026

PILLAR II: FACULTY AND STAFF RECRUITMENT, RETENTION AND CAPACITY BUILDING

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
2.1 Annually increase faculty and staff satisfaction	2.1.A. Staff satisfaction survey and follow-up actions
2.2 Annually increase faculty and staff engagement	2.2.A. Staff engagement survey and follow-up actions
2.3 Professional development plans are developed and required for all categories of employees	2.3.A. All employees have goal-setting conference with their supervisor

Pillar III: Stakeholder Engagement and Satisfaction	3.1 Annually increase student engagement and satisfaction 3.2 Annually increase parent engagement and satisfaction 3.3 Annually increase community engagement and satisfaction
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- This fall, staff completed the AAAOT survey (Accessibility, Accuracy, Attitude, Operational Effectiveness, Timeliness) for District Departments. Completion rate was 62/70 or 89%, which is fantastic!
- Individual results were shared with the District Leadership Team and action steps discussed in our DLT Meeting/on an individual basis.
- Fall Engagement and Satisfaction Surveys were open September 18- October 3
- Total responses were 410 - This is down from 427 in fall 2022, but does exclude faculty and staff.
- We had 82 Parent Responses - This is down from 92 in fall 2022, but up from 53 in Spring 2023.



VISION:

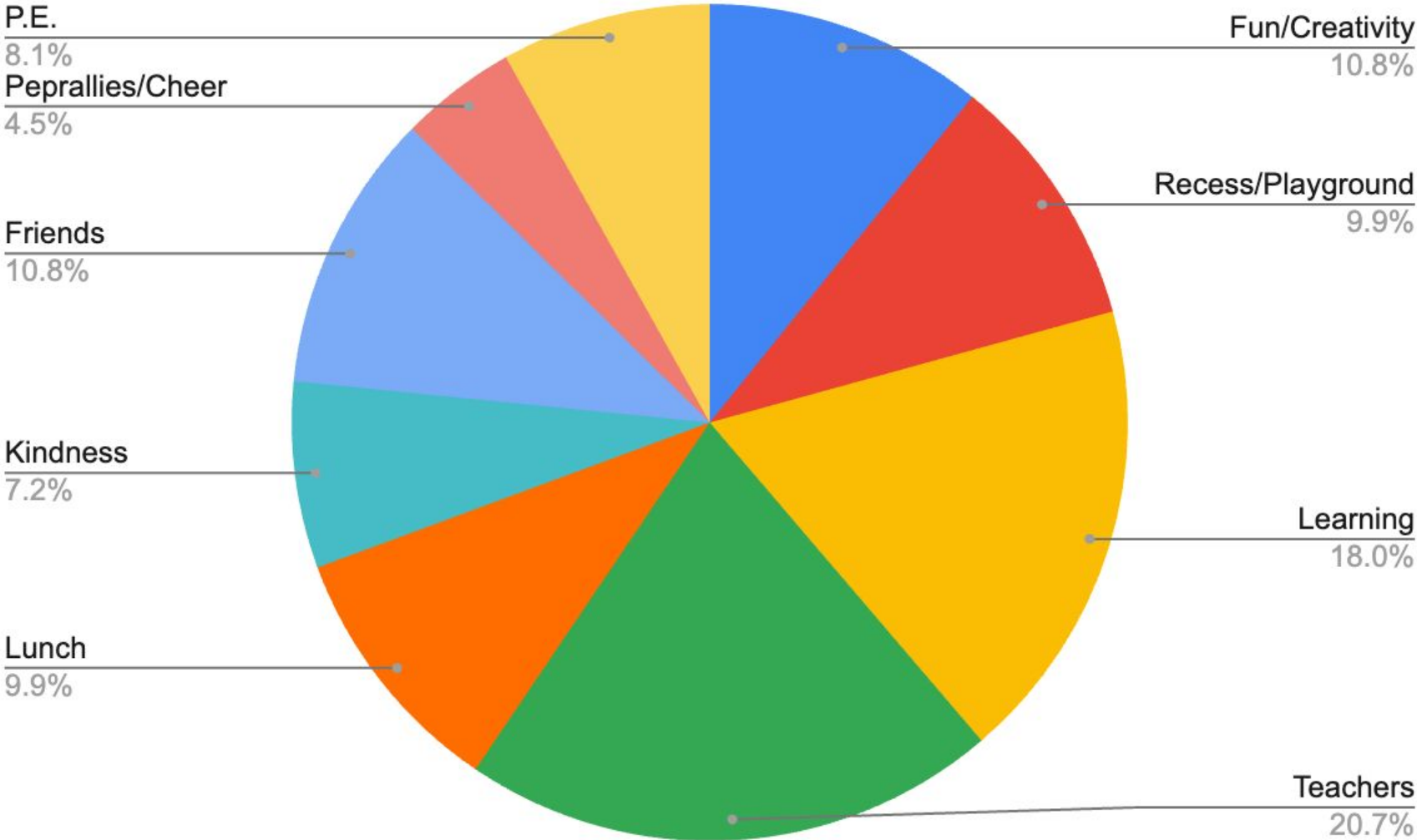
Together, We Empower Students

MISSION:

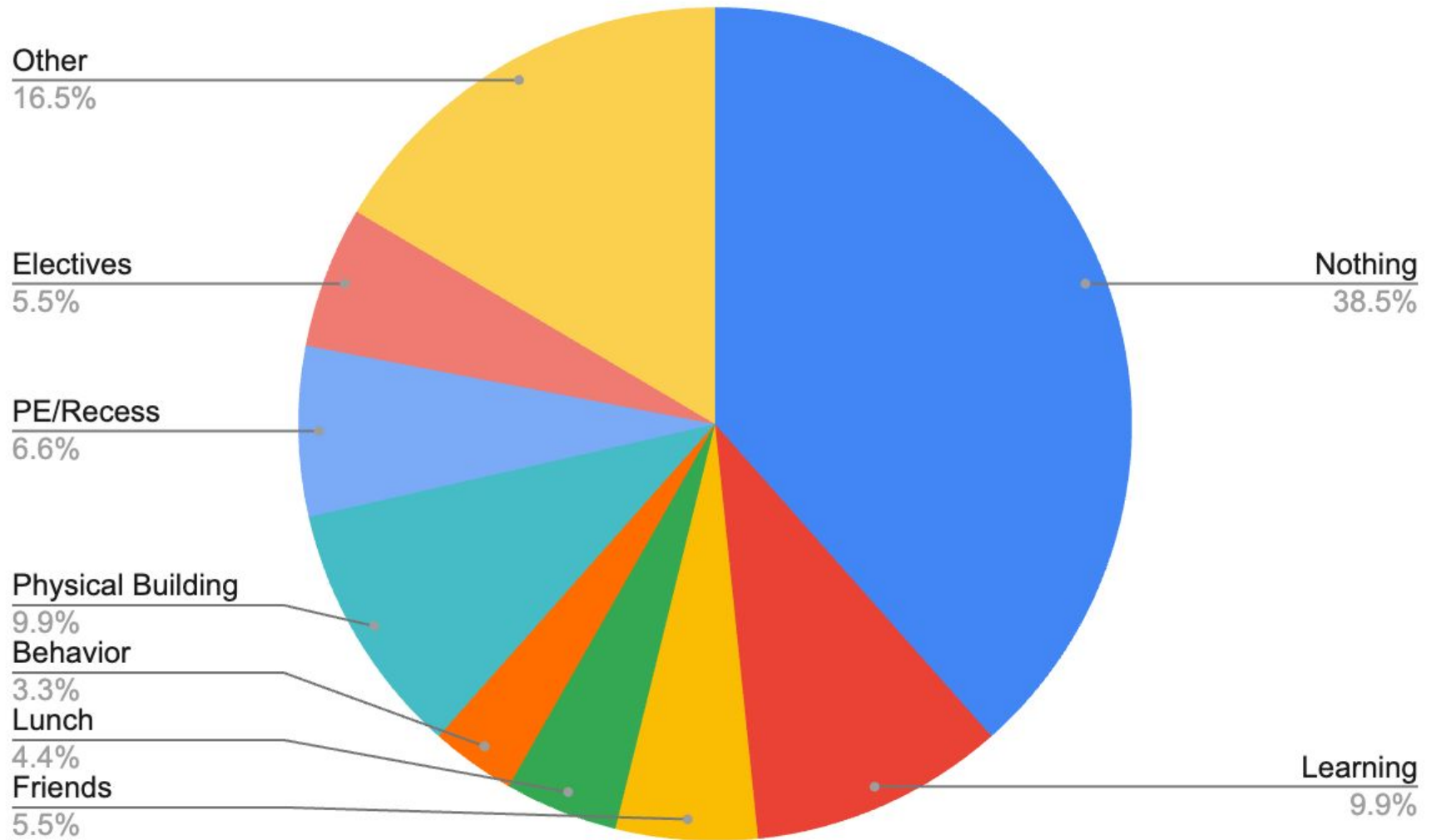
A Community Dedicated to Equipping and Empowering Students for a Lifetime of Success

Elementary Students

What are the best things about your school?



What could be better at your school?



Elementary Parent

Elementary Parent Survey - Best things about Campus

The people, the size, and the location.

The teachers for my children this year (Mrs. Luster, Mrs. Bateman, and Mrs. Linder) have been nothing short of phenomenal. They communicate progress as well as classroom initiatives. They are friendly and my children genuinely enjoy their days at school!

The staff caring about the students

The staff

The community

The teachers and deputy Cantrell - honestly the whole staff

The teachers love for the students!

The staff go above and beyond to make children comfortable and excited to learn. Everyone is so friendly.

Communication this year has been incredible. I'm not sure if this was a collective effort or just coincidence, but it's been wonderful seeing graded papers and knowing what my children are learning and if they are struggling it becomes obvious to me right away. When I have reached out to the teacher to discuss homework, reading, or graded papers I have received gracious and kind reports and they are personalized to my child indicating to me they are "paying attention" to my children's progresses and struggles. Thankful for Officer Cantrell and the men and women who protect our children across the campus! School clubs (PTO, Booster, EEF, etc.) are doing so many amazing things for the school and the kids! Thankful for Era!

Elementary Parent Survey - Best things about Campus cont.

The BEST thing is the people. I am so grateful for all the staff at Era Elementary. My kids enjoy going to school and I trust that they will be surrounded by grown ups who care about their education and wellbeing. Thank you for allowing us to be Hornets with you.

The small class size, more than one teacher, constantly getting informed on upcoming events, teachers are engaging, my child loves going to school, opportunities for my child to make friends

Small community

Safety

Small conservative environment, safety

Small class sizes and the teaching assistants really care about the welfare of the students

Lots of fun activities, school spirit and positive culture for kids

I love the small class sizes and the feeling of family you get at Era ISD

Jesus is in the hallways and the staff

Safe and conservative environment

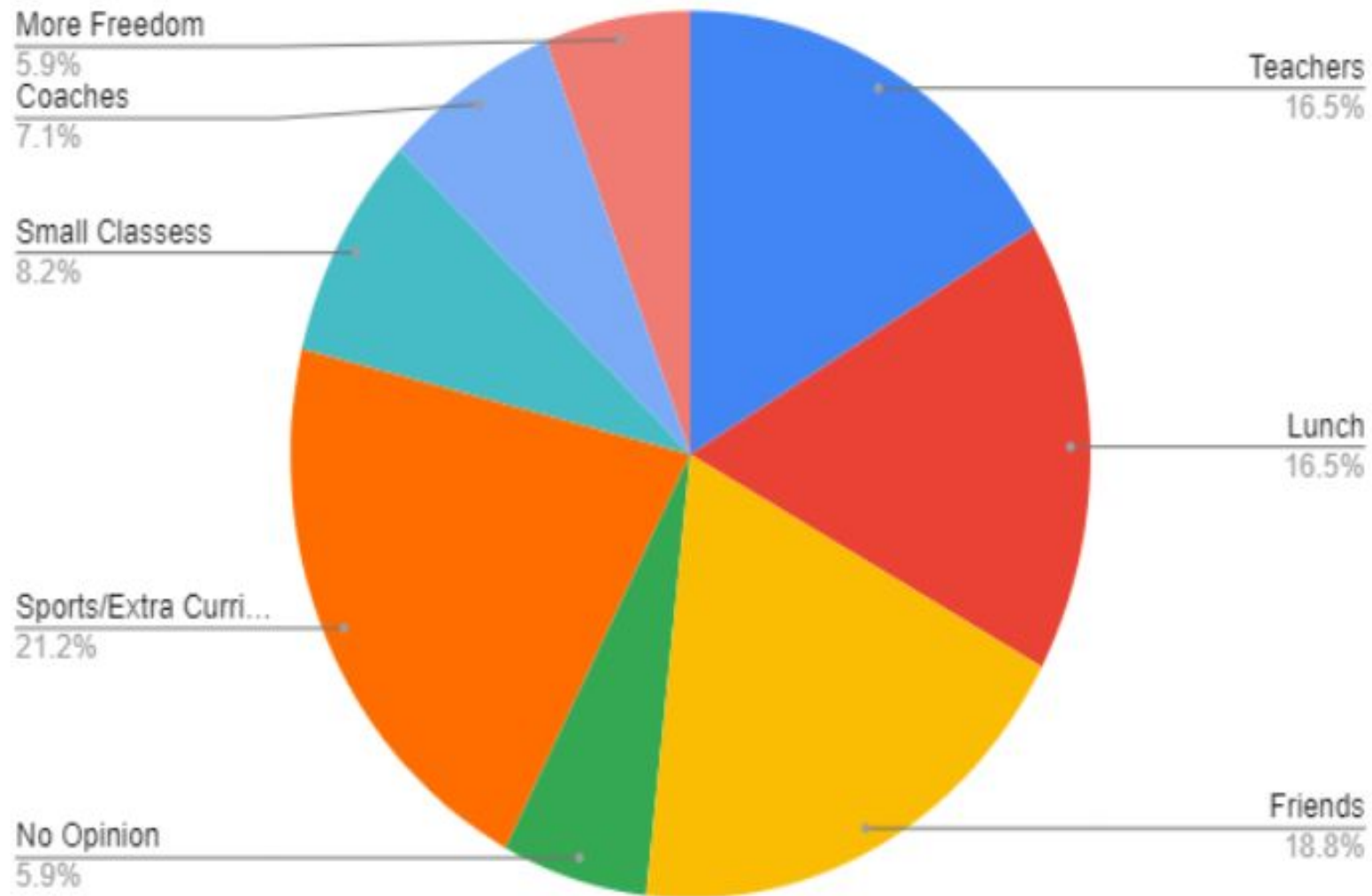
All faculty, administration, & staff are the most awesome people on the planet. I thank God for all of you every day. You are rockstars. You are the most important people in mine and my child's lives. Love y'all!!!!

Elementary Parent Survey - Campus Improvement Ideas

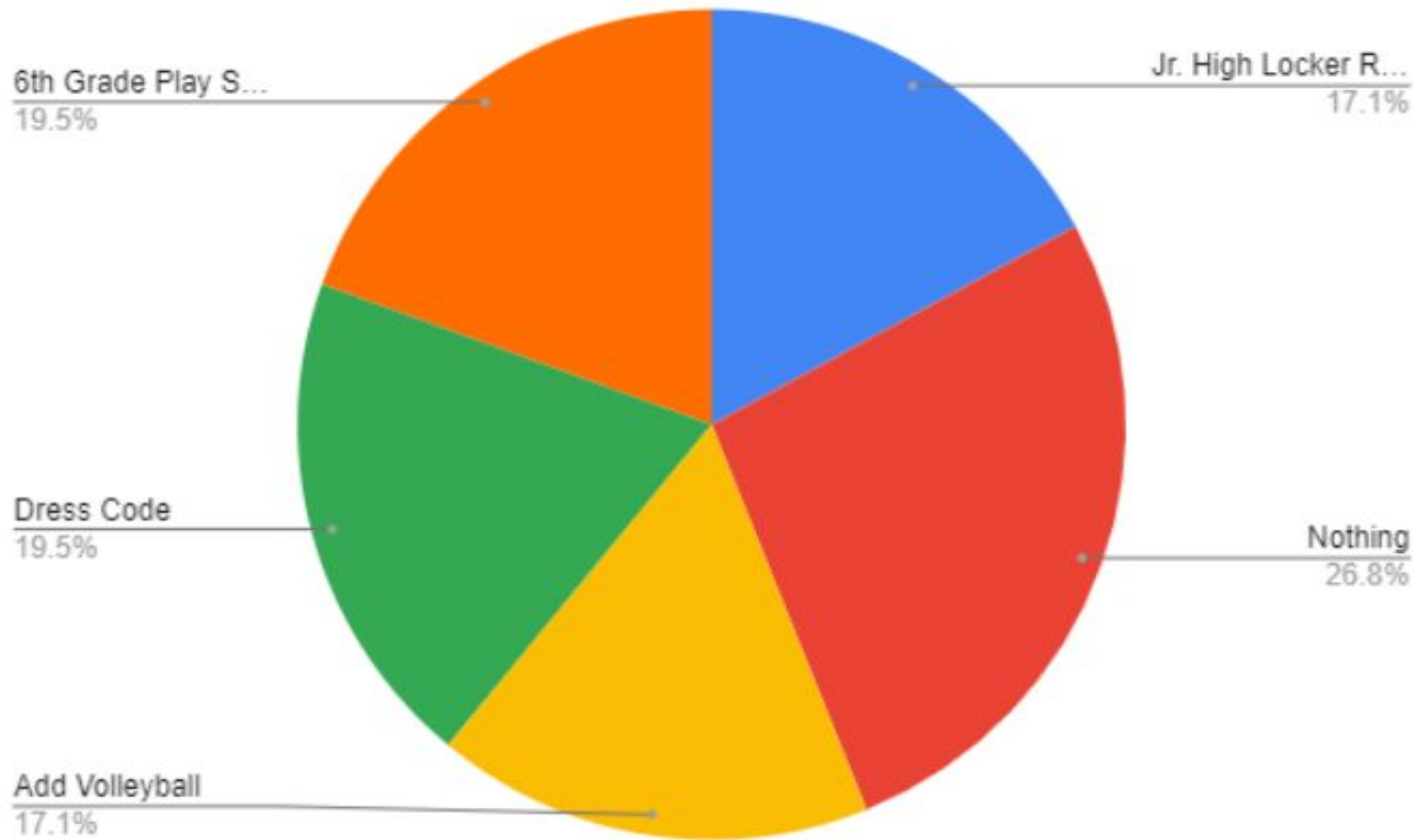
- ❖ I would love to see more communication between the teachers and parents about child specific progress/evaluation.
- ❖ I think the elementary campus is very efficient. From drop off to pick up, there isn't much that I can think of through the day that needs improving.
- ❖ Cleaning seems to be a little lack. Not in classrooms but public areas
- ❖ Continue to have fun events. We love supporting the school
- ❖ Get more students evolved in activities
- ❖ Challenge high achieving students! My child is simply floating through and I have to challenge my child myself outside of school. Every year is like starting over because nothing matches up from year to year in what he is learning. Not accept transfers until they have shown both behavior and academic success elsewhere. We need to know they will not take away valued time from our in district children but instead uphold the values we want in our district before accepting them in the first place. Limit chromebook time significantly!!!! They are on them too much in class and assignments are given having to use them even for homework. They need to be writing a paper on paper with a pencil! Please, limit chromebook time each day. My child doesn't bring home a textbook for his classes. A book would be nice for each subject.
- ❖ I feel like the playground could use some improvements in some areas. More shade, and updated play/climbing structures. The monkey bars and metal dome seem like a safety hazard.
- ❖ More consistency with rules/discipline in elementary

Junior High Students

Best thing about my school: JH Reponses

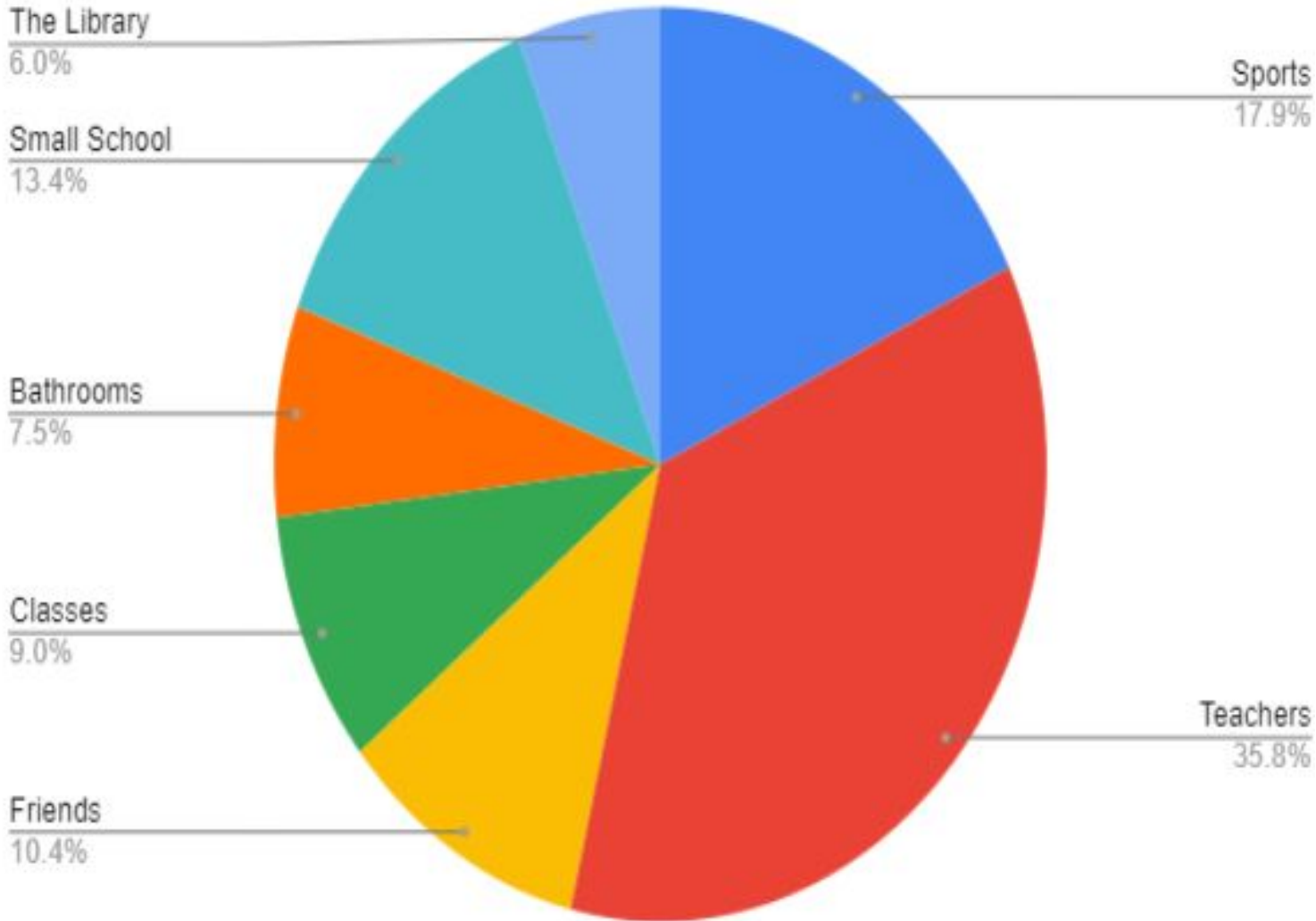


What Era ISD can do to improve: JH Responses

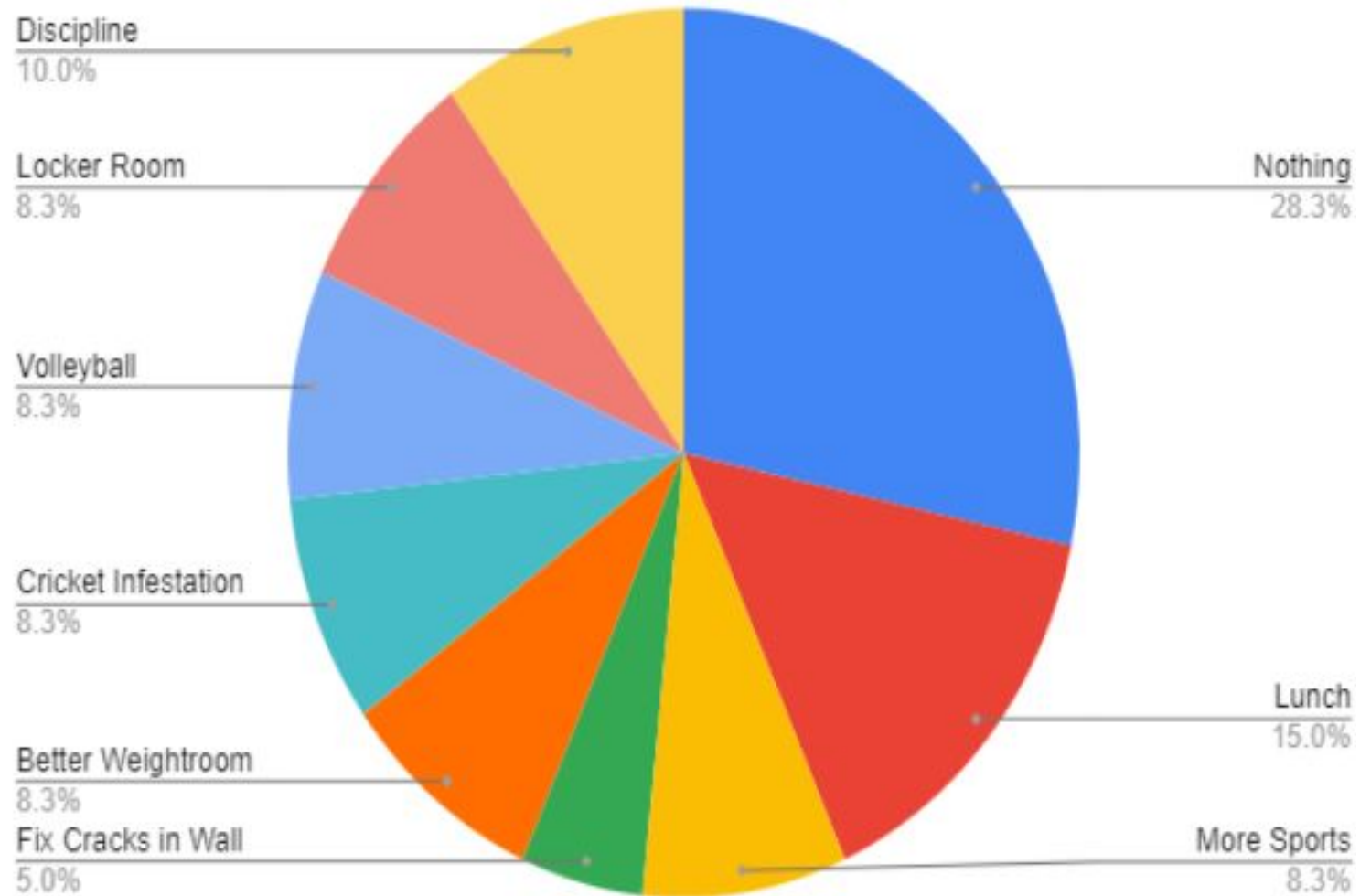


High School Students

Best thing about my school: High School Responses



What Era ISD can do to improve: HS Responses



Secondary Parent Survey

What are the BEST things about my child's campus?

Small class size

Improvements in safety & class size!

Culture

Staff, learning opportunities- ptech, CCMR, etc

Family atmosphere

small school

Individual attention and opportunities

Staying small

Communication, the well being of my child

Secondary Parent Survey - Best things about Campus cont.

The security officer and Mrs Murrell

These teachers WANT my child to succeed. They are ready and willing to work together and communicate about how to help my child do better and improve grades. I could not ask for a better relationship or effort with teaching staff.

The fact that it's a small school

Learning environment

Song sense of values

Size

The teacher/student relationships are positive and healthy.

What could my child's campus do to improve?

More feedback about issues impacting the school & feedback from teachers regarding my child's progress.

Parking

Fix the parking lot

NA

Stop trying to make it bigger or more like a big school

Incorporate more athletics such as volleyball and other activities...

Have students be more involved in extra curricular activities. Have faculty dress to represent our school at events.

Add more clubs for the jh students that are more tech related.

Cell phone policy for the district and more electives for them to choose from.

Dress for success and lead by example. Some of the staff dress like everyday is Saturday.

Safety enhancements have been a focus and these efforts are appreciated. I still see the same gates left open on a regular basis which defeats the work and the money that have gone into these improvements. Security normally is a trade for convenience. You don't typically get to have both.

I think the new fence at the playground would look better with all black slats.

The sound system at the football field needs to be improved.