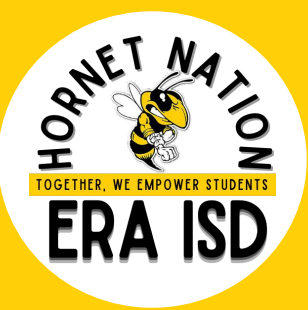


STRATEGIC PLAN

Balanced Scorecard

ERA ISD 2021-2026



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**

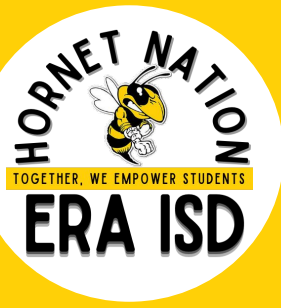


**STAKEHOLDER
ENGAGEMENT
AND
SATISFACTION**



**EFFECTIVE
AND
EFFICIENT
OPERATIONS**

ERA ISD STRATEGIC PLAN 2021-2026



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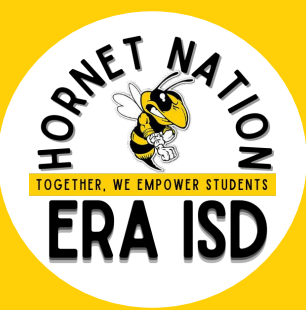
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PILLAR I: STUDENT SUCCESS

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
1.1 Every Student Grows Every Year	1.1.A Alignment of the written, taught and assessed curriculum
	1.1.B Systematic progress monitoring
1.2 Annually Increase the Percentage of Students Who Are College and/or Career and/or Military Ready	1.2.A Annually increase the percentage of students who are College Ready
	1.2.B Annually increase the percentage of students who are Career Ready
	1.2.C Annually increase the percentage of students who are Military Ready
1.3 Increase Student Engagement and Performance in Extracurricular and Co-Curricular	Creation of the "Hornet Cup" point structure

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



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PILLAR III: STAKEHOLDER ENGAGEMENT AND SATISFACTION

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
3.1 Annually increase student engagement and satisfaction	3.1.A Student engagement and satisfaction survey and follow-up actions
3.2 Annually increase parent engagement and satisfaction	3.2.A Parent engagement and satisfaction survey and follow-up actions
3.3 Annually increase community engagement and satisfaction	3.3.A Community engagement and satisfaction survey and follow-up actions

PILLAR IV: EFFECTIVE AND EFFICIENT OPERATIONS

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
4.1 Ensure strong financial stewardship and clear communication with all stakeholders	4.1.A Adopted to actual monthly comparison 4.1.B Revenue projection process 4.1.C Develop and deploy annual budget development calendar 4.1.D Maintain and promote Comptroller transparency status
4.2 Development, deployment, and clear communication of coherent facility management process(es)	4.2A. Initiate district-wide facility assessment 4.2.B. Prioritize and create long-term facility plan 4.3.C. Execute long-term facility plan
4.3 Ensure operational effectiveness and efficiency and clear communication with all stakeholders	4.3.A Develop Key Work processes 4.3.B Coherent Risk Management processes 4.3.C Work order and purchase order timelines