

## FINAL BOARD FOCUS GOALS

1. Academic Goal			
The District will monitor students who struggle in academic areas and will provide appropriate assistance to them as needed.			
		Evidence of Progress	
Performance Objectives		Formative	Summative
1.1	Identify students who are struggling academically in a timely manner.	DBAs and/or Fall/Spring Benchmarks each six weeks; progress reports and report card grades	STAAR/EOC; final graduation rates and passing rates
1.2	Monitor student academic growth and progress in grades K-2 (non STAAR tested).	Reading/Math levels at the beginning, middle, and end of the school year (iStation)	iStation reading/math levels at the end of school year
1.3	Provide additional academic supports for students who previously did not meet passing standards on STAAR/EOC's.	Summer remediation programs; E-Lab usage; after-school tutorials; study hall and STAAR-prep courses	STAAR/EOC results
1.4	Increase the cumulative assessment performance for 8th grade Social Studies by 10 percentage points.	8th grade curriculum assessment; Fall/Spring benchmarks	8th grade Social Studies STAAR results
1.5	Increase the College Career Military Readiness (CCMR) rate by 5 percentage points.	- Increase opportunities to participate in TSIA and SAT  - Increase participation in TSIA, SAT, ACT, CTE Certificates, AP test, IB test	CCMR Rate  -TSIA, AP, IB, CTE Certificates, Documented Military Enlistment

**2. Workforce Goal**

The District...will make every effort to prepare students to be successful in the current post-secondary education and job markets.

		<b>Evidence of Progress</b>	
<b>Performance Objectives</b>		<b>Formative</b>	<b>Summative</b>
2.1	The District will expose students to career, college, and military opportunities to the greatest extent possible.	The Scholastic Network; Cooke County Manufacturing Consortium; curriculum realignment (medical/education); greater certification offerings	
2.2	The District will inform students of career and post-secondary opportunities as well as help students identify their own aptitudes and interests.	Naviance program	

**3. Culture/Climate Goal**

The District...will make every effort to recruit, develop, recognize, and retain highly qualified personnel in every District position

		Evidence of Progress	
Performance Objectives		Formative	Summative
3.1	Organize and support a salary study to gather information to compare Era ISD with other school districts in the area market.	Use Forecast5 data to provide summary overview of salary info from peer districts.	Baseline data will be analyzed to determine how to achieve a comparable and competitive salary for employees; Percentage of teacher/staff salary/wage increases for 20-21
3.2	Create and implement meaningful career advancement pathways for Era ISD teachers to allow for professional and compensation growth for teachers in district classrooms	Administrative cabinet will create a variety of possible advancement opportunities for teachers, with accompanying titles and stipends, if applicable.	District Stipend Schedule; District Organizational Chart
3.3	Develop and conduct employee surveys to get accurate data for why employees stay in Era ISD and what supports employees need.	Research project with four doctoral students from Lamar University to study teacher recruitment and retention data for Era ISD, and establish a teacher profile for the district.	Summary data compiled from dissertation research.
3.4	Teacher retention will increase over the prior year.	Exit survey data and employee survey data will be compiled and analyzed.	Monitor data with goal of achieving lower teacher turnover rate compared to the the 2018-19 school year (and years to follow).