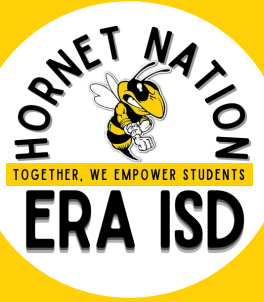


STRATEGIC PLAN

Balanced Scorecard

ERA ISD 2021-2026
January 2023 Goal Progress
Measure (GPM) Report



VISION:

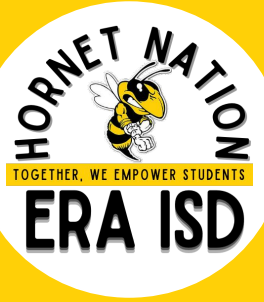
Together, We
Empower
Students

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.



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GUIDING PILLARS



**STUDENT
SUCCESS**



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

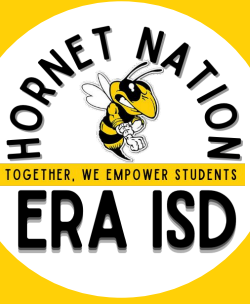


**STAKEHOLDER
ENGAGEMENT
AND
SATISFACTION**



**EFFECTIVE
AND
EFFICIENT
OPERATIONS**

ERA ISD STRATEGIC PLAN 2021-2026



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PILLAR I: STUDENT SUCCESS

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
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	1.3.A. Creation of the "Hornet Cup" point structure

1.2 CCM Readiness

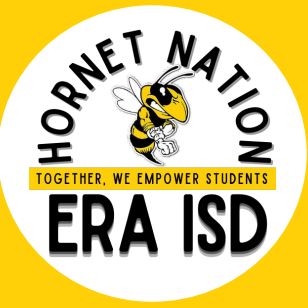
- Analyzed Class of 2023 students who are CCMR to determine gaps
- Developed plan to get 88% or more Seniors students CCMR: We are currently at 66.67% for Seniors & 82.5% for Juniors

1.2.A. College Readiness:

- TSIA Math and English administered beginning Sophomore year, with remediation when needed
- Texas College Bridge is still being used as an alternative to the TSIA, where appropriate

1.2.B. Career Readiness:

- IBCs: Floral Design, Drones, Microsoft Office, and Welding



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1.3.A. Hornet Cup

- As the fall semester closed, points were updated for the 2022-2023 school year
- Mrs. Daniels is assisting with creating a tracker for "Hornet Cup" points that will be on display in the cafeteria so students see the progress towards our goal.
- Goal for 2022-2023 is to surpass the benchmark of 741 points