

**Era Independent School District
District Improvement Plan
2023-2024 Performance Objectives**



Board Approval Date: October 16, 2023
Public Presentation Date: October 16, 2023

Mission Statement

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

Vision

Together, We Empower Students

Value Statement

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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Goals

Goal 1: Pillar I: Student Success

Performance Objective 1: 1.1 Every student grows every year

HB3 Goal

Performance Objective 2: 1.2 Annually increase the percentage of students who are college and/or career and/or military ready

HB3 Goal

Performance Objective 3: 1.3 Increase student engagement and performance in extracurricular and co-curricular

Goal 2: Pillar II: Faculty and Staff Recruitment, Retention, and Capacity-Building

Performance Objective 1: 2.1 Annually increase faculty and staff satisfaction

Performance Objective 2: 2.2 Annually increase faculty and staff engagement

Performance Objective 3: 2.3 Professional development plans are developed and required for all categories of employees

Goal 3: Pillar III: Stakeholder Engagement and Satisfaction

Performance Objective 1: 3.1 Annually increase student engagement and satisfaction

Performance Objective 2: 3.2 Annually increase parent engagement and satisfaction

Performance Objective 3: 3.3 Annually increase community engagement and satisfaction

Goal 4: Pillar IV: Effective and Efficient Operations

Performance Objective 1: 4.1 Ensure strong financial stewardship and clear communication with all stakeholders

Performance Objective 2: 4.2 Development, deployment, and clear communication of coherent facility management process(es)

Performance Objective 3: 4.3 Ensure operational effectiveness and efficiency and clear communication with all stakeholders