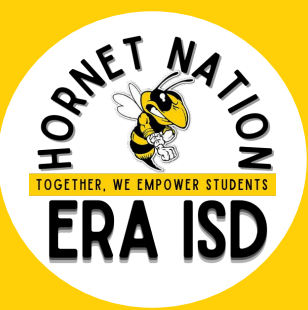


# STRATEGIC PLAN

**Balanced Scorecard**

ERA ISD 2021-2026

December 2023 Goal Progress  
Monitor (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**



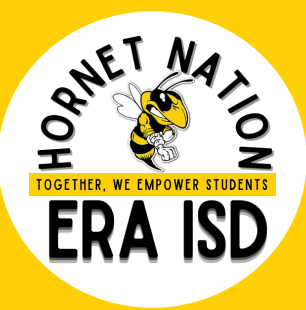
**FACULTY AND  
STAFF  
RECRUITMENT,  
RETENTION AND  
CAPACITY  
BUILDING**



**STAKEHOLDER  
ENGAGEMENT  
AND  
SATISFACTION**



**EFFECTIVE  
AND  
EFFICIENT  
OPERATIONS**



# ERA ISD STRATEGIC PLAN 2021-2026

## PILLAR 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

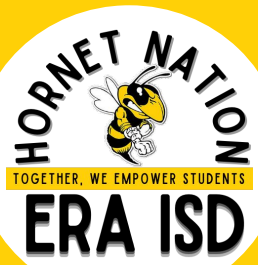
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Success

Subject	Did Not Meet	Approaches	Meets	Masters
3rd Math	56	8	10	26
3rd Reading	35	18	18	30
4th Math	44	19	17	19
4th Reading	21	21	21	37
5th Math	38	14	12	36
5th Reading	29	17	10	44
5th Science	48	12	5	36
6th Math	6	21	33	39
6th Reading	18	12	44	26
7th Math	55	12	15	18
7th Reading	33	18	21	26
8th Math	19	16	6	59
8th Reading	12	30	18	39
8th Science	37	17	37	9
8th Social Studies	NA	NA	NA	NA
English I	19	12	49	21
Biology	NA	NA	NA	NA
English II	18		36	45
US History	NA	NA	NA	NA
Algebra 1	22	17	12	49



# ERA ISD STRATEGIC PLAN 2021-2026

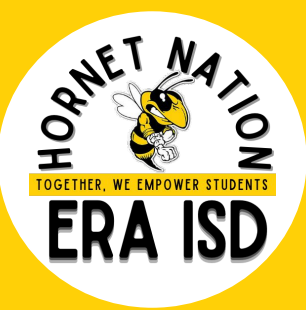
## PILLAR I: STUDENT SUCCESS

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

## ELEMENTARY DATA COMPARISON

Fall 2022					Fall 2023				
Subject	Did Not Meet	Approaches	Meets	Masters	Subject	Did Not Meet	Approaches	Meets	Masters
3rd Math	68	25	6	1	3rd Math	56	8	10	26
3rd Reading	36	37	20	7	3rd Reading	35	18	18	30
4th Math	21	43	20	16	4th Math	44	19	17	19
4th Reading	34	32	18	16	4th Reading	21	21	21	37
5th Math	4	31	40	25	5th Math	38	14	12	36
5th Reading	21	35	24	20	5th Reading	29	17	10	44
5th Science	31	47	17	5	5th Science	48	12	5	36





# ERA ISD STRATEGIC PLAN 2021-2026

## 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

## SECONDARY DATA COMPARISON

Fall 2022					Fall 2023				
Subject	Did Not Meet	Approaches	Meets	Masters	Subject	Did Not Meet	Approaches	Meets	Masters
6th Math	21	46	30	3	6th Math	6	21	33	39
6th Reading	27	33	26	15	6th Reading	18	12	44	26
7th Math	30	37	26	7	7th Math	55	12	15	18
7th Reading	21	35	30	14	7th Reading	33	18	21	26
8th Math	43	32	20	5	8th Math	19	16	6	59
8th Reading	45	35	13	7	8th Reading	12	30	18	39
8th Science	50	34	9	7	8th Science	37	17	37	9
8th Social Studies	73	21	4	2	8th Social Studies	NA	NA	NA	NA
English I	27	27	43	3	English I	19	12	49	21
Biology	11	56	30	3	Biology	NA	NA	NA	NA
English II	39	15	42	4	English II	18		36	45
US History	15	39	28	18	US History	NA	NA	NA	NA
Algebra 1	30	56	11	3	Algebra 1	22	17	12	49