

Board Goals

- Goal 1:** The District will implement a well-balanced and comprehensive educational program, and will provide the resources necessary for all students to pass their academic courses and state-mandated exams at the highest standards merited by their individual educational potential. The District will monitor students who struggle in academic areas and will provide appropriate assistance to them as needed.
- Goal 2:** The District will provide the resources necessary to create and maintain a physically and emotionally safe and drug-free educational environment with high academic and attendance standards that is highly conducive to academic and extracurricular success, and that reflects the District's continued commitment to excellence in all endeavors.
- Goal 3:** The District will continually encourage and model the use of appropriate technology in the academic environment, and will make every effort to prepare students to be successful in the current post-secondary education and job markets.
- Goal 4:** The District will strive to encourage and provide opportunities for Era ISD parents and community members to be fully-involved partners in the education of their students, and to consistently maintain the trust of all district stakeholders through regular and transparent communication.
- Goal 5:** The District will exhibit fiscal responsibility so as to always be good stewards of school funds, and will make every effort to recruit, develop, recognize, and retain highly qualified personnel in every District position.

Era Independent School District's Mission Statement

The Era Independent School District exists because of the students, and therefore, our thoughts, our activities, and our endeavors are centered toward the general welfare of the child. The policy of this school is to develop the youth of this school district physically, mentally, morally, and emotionally to meet the needs of a dynamic, changing world. The curriculum provides for opportunities for the development of understanding, skills, and attitudes. The administration and faculty believe that all students enrolled in the Era Independent School District can and will learn, and that school does make a difference in each child's life.

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, CEI Lab)	iStation/CEI Lab 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.

		Evidence of Progress	
Performance Objectives		Formative	Summative
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); edgenuity; greater certification offerings	

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 Forecast 5 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 19-20
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 2017-18 school year (and years to follow).

4. Extracurricular Goal

The District will be committed to providing and maintaining high quality and dynamic extracurricular student activities that will enable them to experience social, athletic, and academic growth.

		Evidence of Progress	
Performance Objectives		Formative	Summative
4.1	Maintain or increase participation of students in extracurricular activities	Percentage of students that start or show interest in participation in various activities at the elementary, middle school, and high school levels	Percentage of students that participate/complete in various activities at each level at the end of the school year
4.2	Maintain or increase success of students in extracurricular activities		Evaluate and report on awards earned or achieved in each of the various extracurricular activities that the district offers
4.3	Commit sufficient financial and physical resources in order to maintain high quality extracurricular activities		Final budgeted expenditures
4.4	Evaluate the number of extracurricular activities offered and consider adding new activities that have a high student/staff interest		Year-end surveys; coaches, students, and parent feedback

Early Childhood Literacy Board Outcome Goal					Early Childhood Math Board Outcome Goal					CCMR Board Outcome Goal				
The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 44% to 60% by June 2024.					The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 38% to 55% by June 2024.					The percentage of graduates that meet the criteria for CCMR will increase from 90% to 95% by August 2024.				
Yearly Target Goals					Yearly Target Goals					Yearly Target Goals				
2020	2021	2022	2023	2024	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
47%	50%	53%	56%	60%	43%	46%	50%	52%	55%	91%	92%	93%	94%	95%
Early Childhood Literacy Progress Measure 1					Early Childhood Math Progress Measure 1					CCMR Progress Measure 1				
The percent of K students that score on grade level or above in EOY Reading ISIP will increase from 86% to 95% by June 2024.					The percent of K students that score on grade level or above in EOY math ISIP will increase from 76% to 85% by June 2024.					The percent of CCMR students that meet the threshold for CCMR Outcomes Bonus for college ready will increase from 68% to 75% by August 2024.				
Yearly Target Goals					Yearly Target Goals					Yearly Target Goals				
2020	2021	2022	2023	2024	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
87%	89%	91%	93%	95%	77%	79%	81%	83%	95%	69%	70%	71%	73%	75%
Early Childhood Literacy Progress Measure 2					Early Childhood Math Progress Measure 2					CCMR Progress Measure 2				
The percent of 1 students that score on grade level or above in EOY Reading ISIP will increase from 74% to 83% by June 2024.					The percent of 1st grade students that score on grade level or above in EOY math ISIP will increase from 71% to 82% by June 2024.					The percent of CCMR students that achieve Advanced dual-credit course completion will increase from 37% to 45% by August 2024.				
Yearly Target Goals					Yearly Target Goals					Yearly Target Goals				
2020	2021	2022	2023	2024	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
75%	77%	79%	81%	83%	72%	75%	77%	79%	82%	38%	39%	41%	43%	45%
Early Childhood Literacy Progress Measure 3					Early Childhood Math Progress Measure 3					CCMR Progress Measure 3				
The average percent of 2nd and 3rd grade students that score on grade level or above in EOY Reading ISIP will increase from 80% to 90% by June 2024.					The average percent of 2nd and 3rd grade students that score on grade level or above in EOY math ISIP will increase from 92% to 95% by June 2024.					The percent of CCMR students that meet criteria for CCMR Outcomes Bonus for TSIA (both subjects) will increase from 38% to 45% by August 2024.				
Yearly Target Goals					Yearly Target Goals					Yearly Target Goals				
2020	2021	2022	2023	2024	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
82%	84%	86%	88%	90%	93%	93%	94%	94%	95%	39%	40%	41%	43%	45%