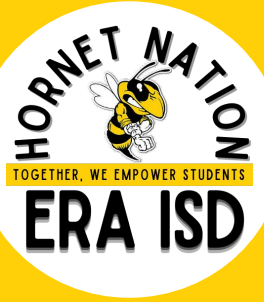


STRATEGIC PLAN

Balanced Scorecard

ERA ISD 2021-2026
December 2021 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 IV: EFFECTIVE AND EFFICIENT OPERATIONS

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
4.2 Development, deployment, and clear communication of coherent facility management process(es)	4.2A. Initiate district-wide facility assessment 4.2.B. Prioritize and create long-term facility plan

- June 2021: Held initial conversations with Gallagher Construction about performing a facility assessment of the district
- July 13 and 22, 2021: Gallagher conducted district-wide facility assessment
- September 10, 2021: Meeting to review Facility Assessment Report with Gallagher
- September 14, 2021: Presentation of the Facility Assessment to the Board of Trustees in a Special Board Meeting
- October 18, 2021: Derek Honea, Financial Advisor, presented to the Board of Trustees potential bond capacity
- November 9, 2021: Facility Assessment Committee established and first meeting held from 6:00-8:00pm. Facility Assessment presentation was made to the committee to solicit feedback from the group regarding a potential bond election.
- November 30, 2021: Second meeting held with the Facility Assessment Committee to continue conversations regarding facility priorities
- December 14, 2021: Third meeting of the Facility Assessment Committee to determine final recommendations for facility priorities
- Based on these recommendations, we will plan for a bond election in 2022 and/or begin the creation of a long-term facility plan

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