

STRATEGIC PLAN

Balanced Scorecard

ERA ISD 2021-2026

October 2022 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.

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 II: FACULTY AND STAFF RECRUITMENT, RETENTION AND CAPACITY BUILDING

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
2.1 Annually increase faculty and staff satisfaction	2.1.A. Staff satisfaction survey and follow-up actions
2.2 Annually increase faculty and staff engagement	2.2.A. Staff engagement survey and follow-up actions
2.3 Professional development plans are developed and required for all categories of employees	2.3.A. All employees have goal-setting conference with their supervisor

Pillar III: Stakeholder Engagement and Satisfaction	3.1 Annually increase student engagement and satisfaction 3.2 Annually increase parent engagement and satisfaction 3.3 Annually increase community engagement and satisfaction
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VISION:

Together, We Empower Students

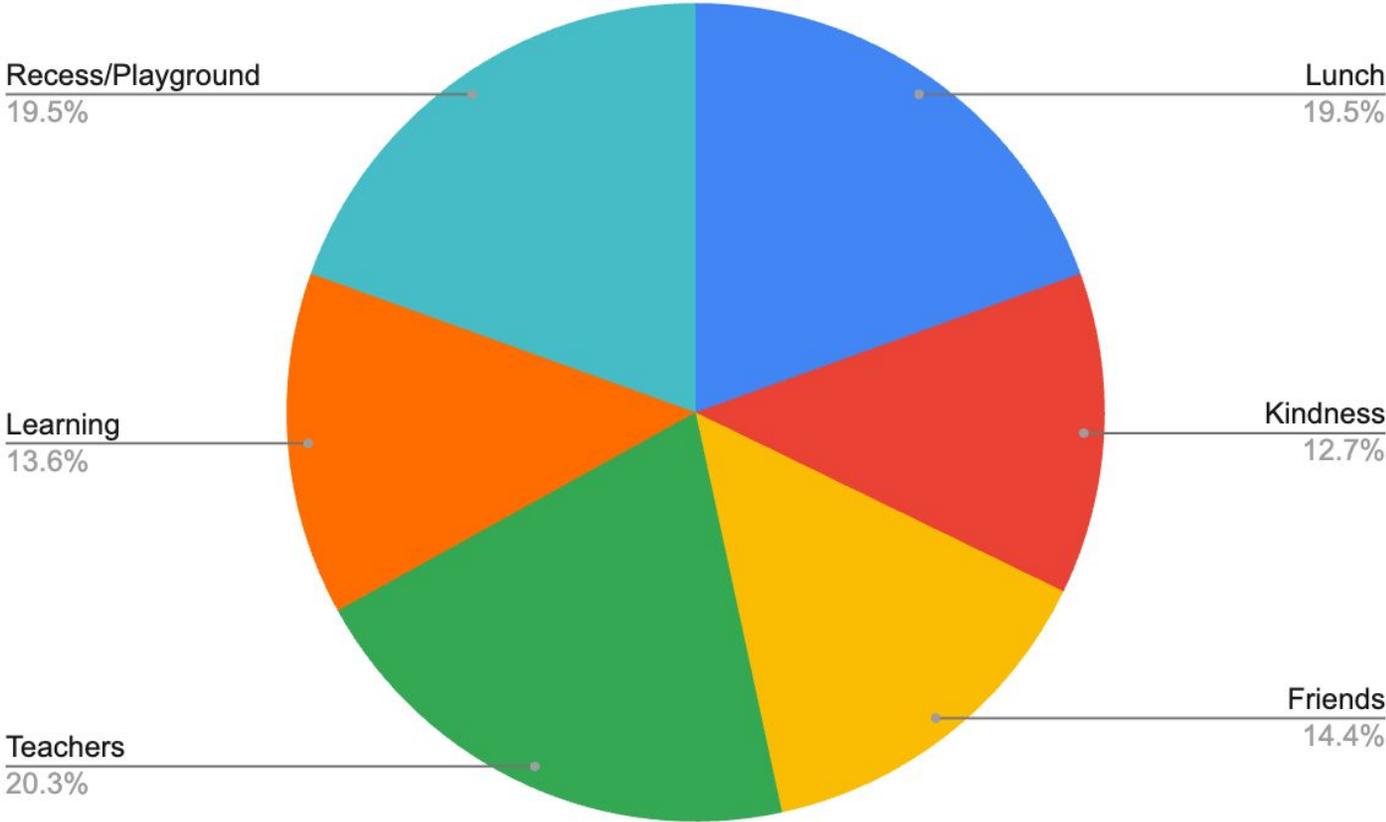
MISSION:

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

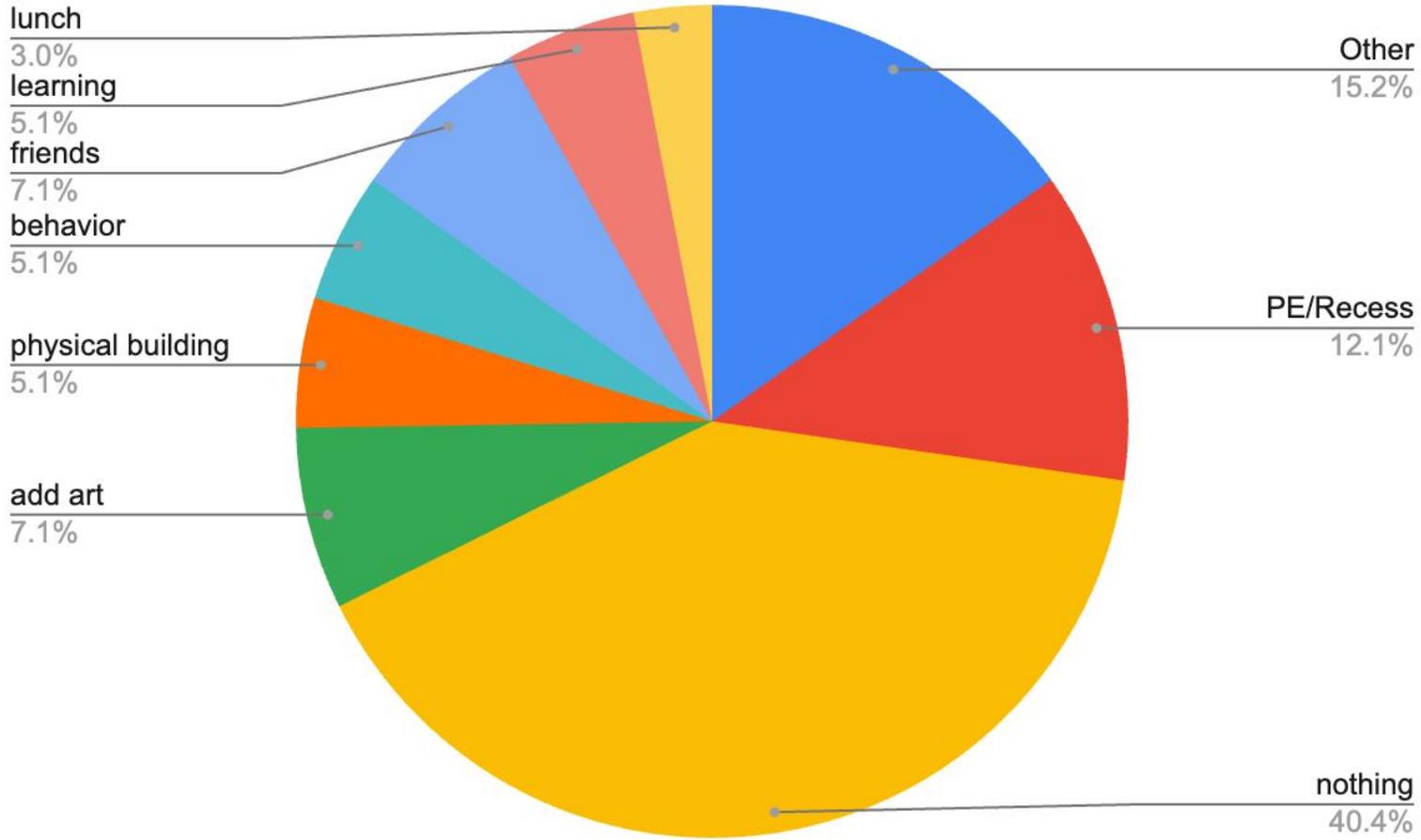
- Fall Surveys were open September 14-23
- Total responses were 427 - This is up from 402 in fall 2021
- We had 92 Parent Responses - This is up from 54 in fall 2021

Elementary Students

What are the best things about your school?



What could be better at your school?



Elementary Staff

Elementary Staff Survey-What are the two BEST things about my district?

- My co-teachers in elementary, and how Mrs. Klement makes sure to put family first!
- co-workers, PTO support
- The culture is absolutely amazing! The parent/community involvement seems to be great as well.
- The feeling of family and adding Officer Cantrell to our campus security.
- atmosphere of family & support from parents & community
- my principal, PTO
- staff and students
- Community
- community involvement and communication with parents

Elementary Staff Survey-What are two things that need improving in my district?

- Why is it that our Leader can post pictures of teachers/students with little regard to parental or employee consent on Facebook?
- Teacher pay scale-
- transparency from central office
- restrooms and lack of time
- facilities & salaries
- student attitude and pride of representing their school
- salary
- additional restrooms and front doors at the elementary entrance
- Pay

Elementary Parent

Elementary Parent Survey - Best things about Campus

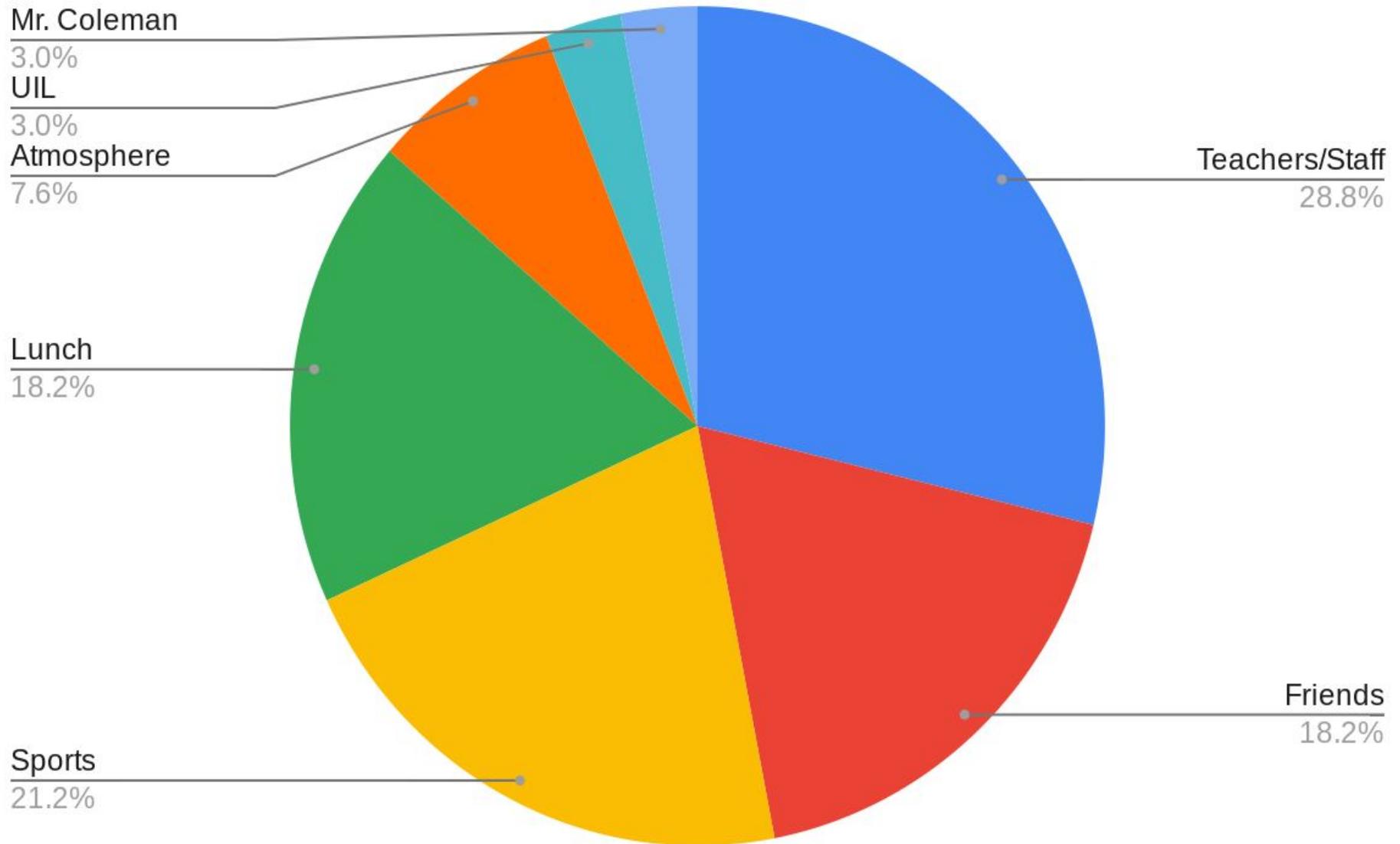
- The BEST part of my child's campus is how loved they feel when they enter the hallway.
- The people that lead and surround him each day. I feel like he is well cared for and provided for.
- Staff and the moral of the campus are fantastic.
- The teachers and the family environment
- The staff, 100%
- School Spirit and participation opportunities.
- Everyone is so caring
- Staff involvement in fun and security!
- The sense of community and family
- Small Community, great values and my child feels Safe and known
- Teacher involvement; and the new changes this year with Principals and security!
- Small class size; teachers/ faculty are part of the community so it feels they are invested in its success
- Small class sizes and expectations of polite well behaved children.
- Staff is friendly and communicate well.
- The attentiveness of the children and their needs.
- The staff
- The safety & overall love of learning the environment creates

Elementary Parent Survey - Campus Improvement Ideas

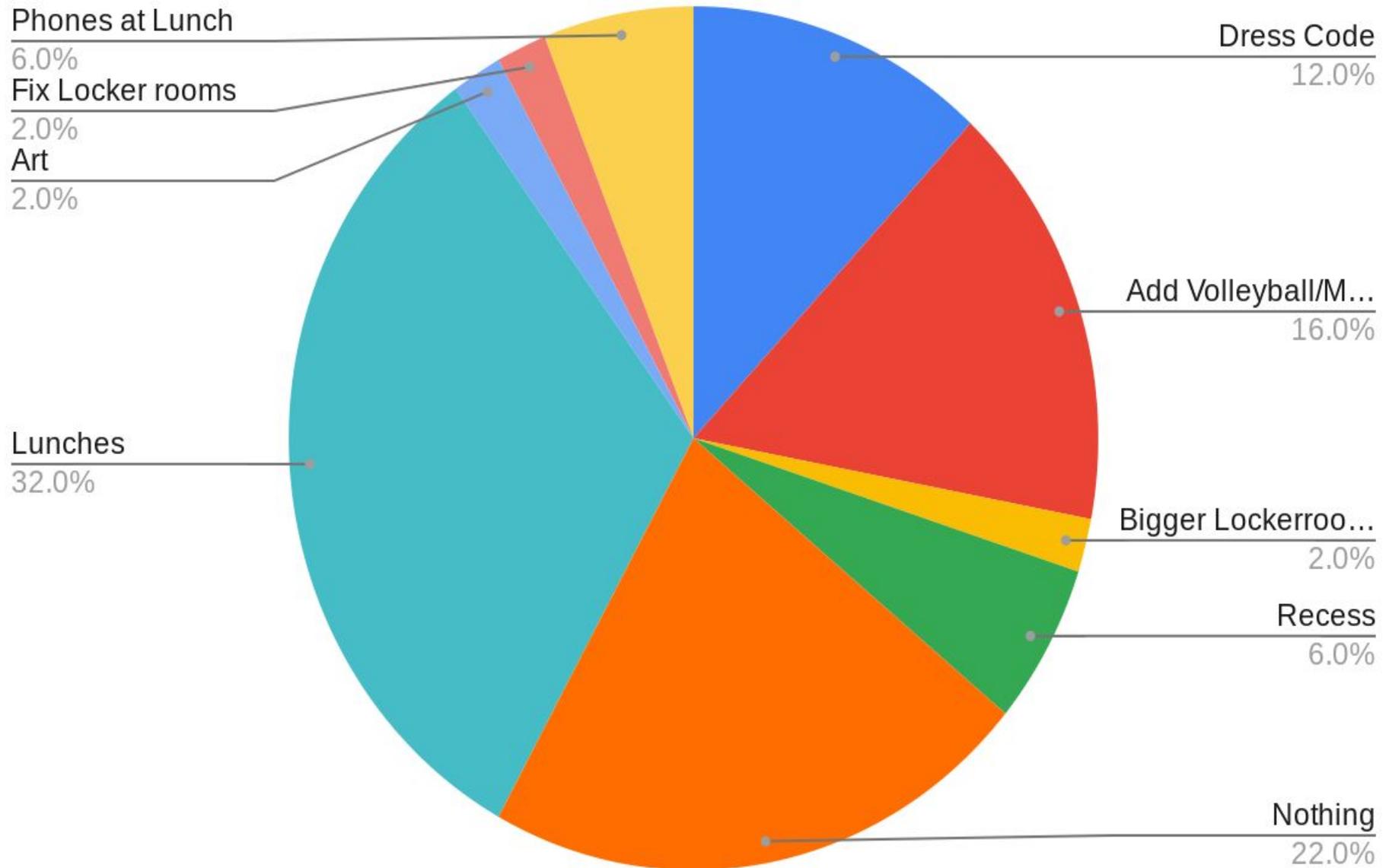
- Communication - there have been a few instances where I felt like information could be pushed out on Dojo or a quick email.
- Making sure that students know what they are being disciplined for in the specials classes would make supporting the teachers easier for parents.
- Communicate when the lunch menu changes please!
- The safety & overall love of learning the environment creates
- Specific Feedback on students' strengths/ weaknesses
- Allow more parent volunteer, community involvement. Better parent/teacher communication.
- Traffic flow during/after school events
- Please add ART as a special! So many kids (including my own) would prefer art over sports and cheerleading. It is also a way for them to be creative and express themselves through their art.
- Maybe offer some clubs, Junior National Honor Society
- Please adjust school dress code back to say shorts need to be fingertip length instead of 3 in above the knee.

Junior High Students

Best thing about my school: JH Reponses

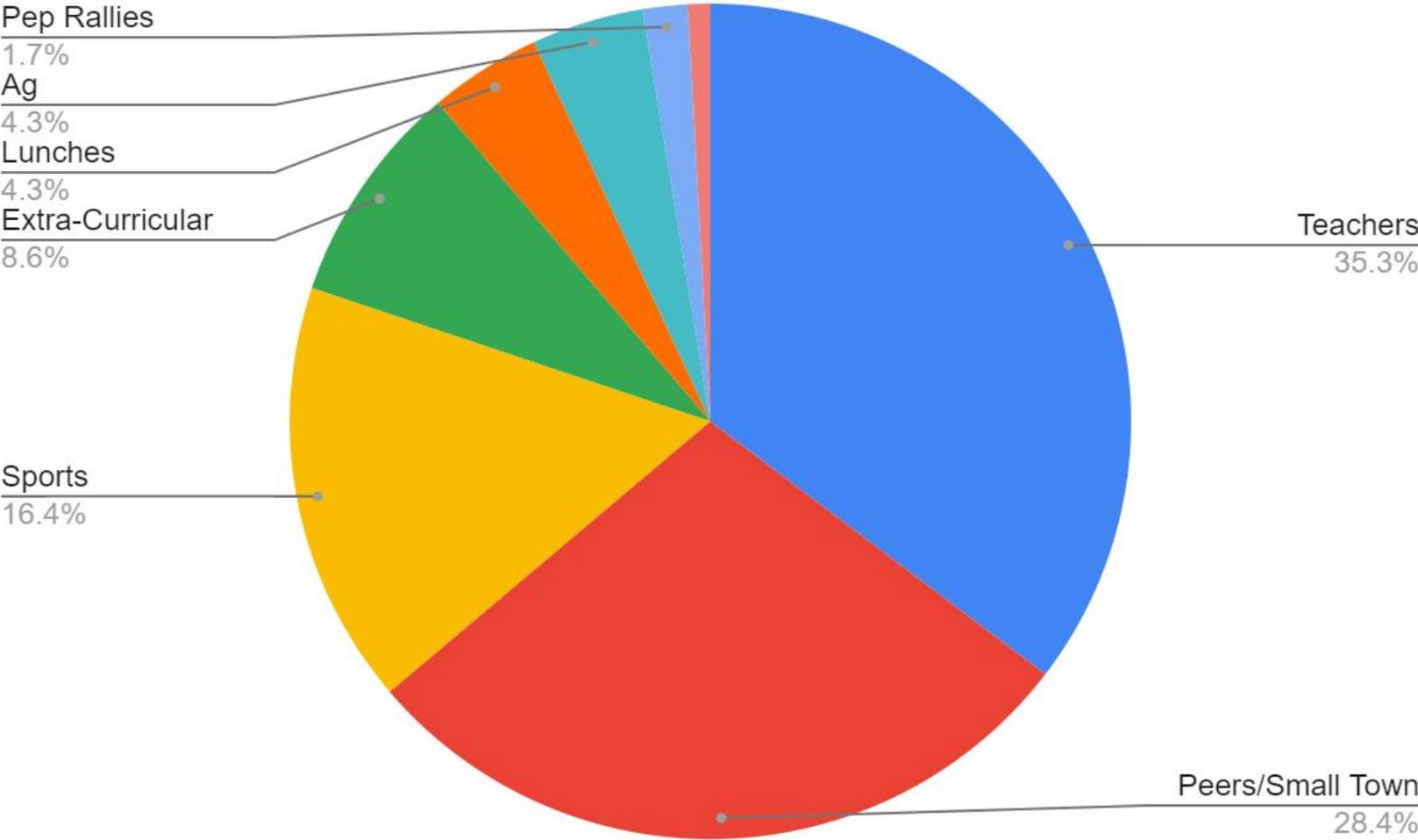


What Era ISD can do to improve: JH Responses

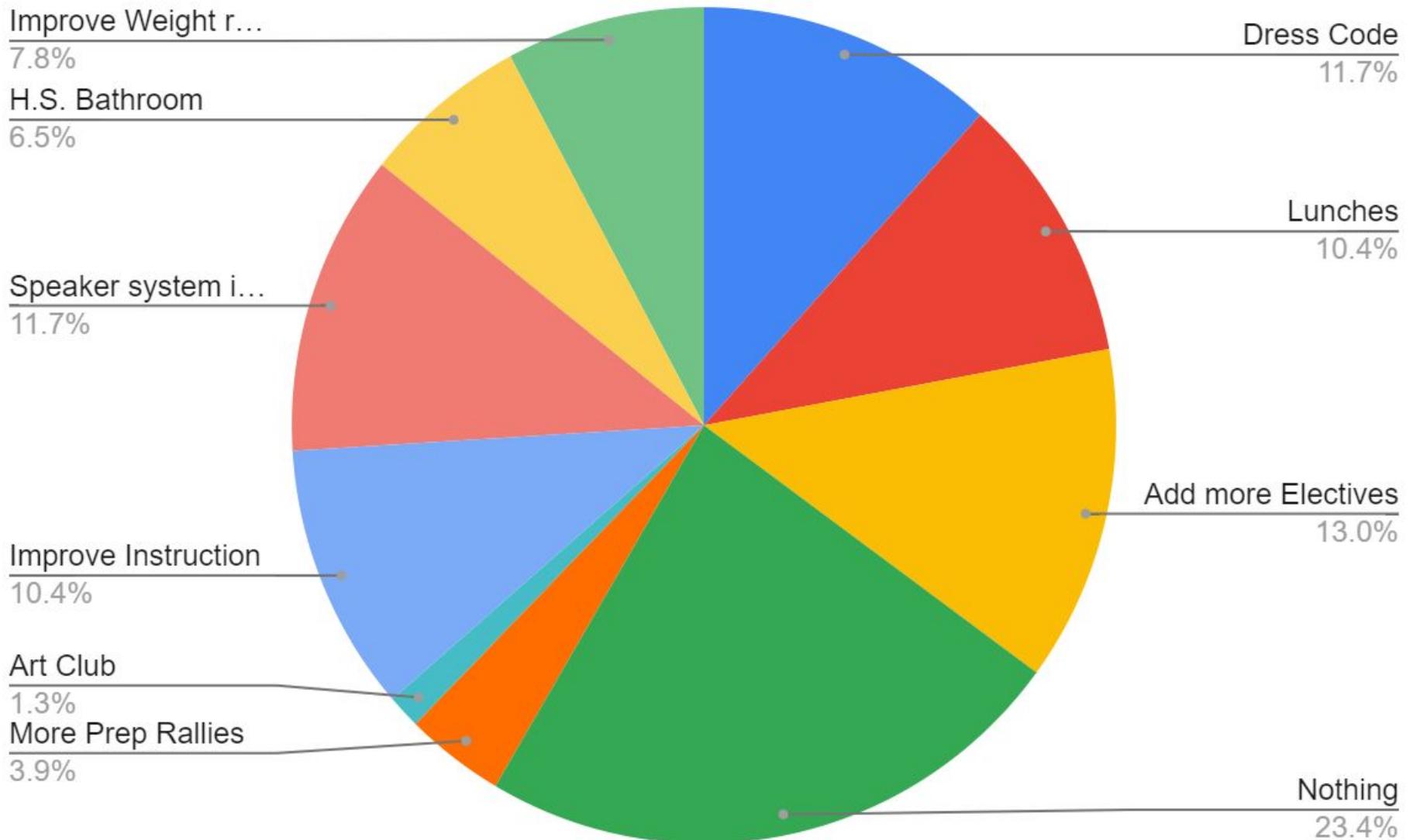


High School Students

Best thing about my school: High School Responses



What Era ISD can do to improve: HS Responses



Junior High Staff Survey

JH Staff: What are the two BEST things about my district?

- The support that we give each other.
- Campus leadership wants to support staff.
- The support that we give each other. We truly act as a family. You can disagree and that is fine, but at the end of the day we are family and here to support one another.

JH Staff: What are two things that need improving?

- Transparency in all aspects.
- Less paperwork dealing with the classroom and more time during school hours to work on classroom prep. and grades and paperwork

HS Staff Survey

HS Staff: What are the two BEST things about my district?

- co-workers, PTO support
- We are family: We Are One!
- Culture of Family and the Daily Morale
- Small family environment
- My fellow staff members and our community and their support.
- Students, Co-Workers
- Staff Members and Community
- Friendly family like staff, supportive administration
- Family and Community

HS Staff: What are two things that need improving?

- It would be helpful if there was some way that we could build in a full planning day each month. I always feel like I need a day off from work, so that I can have a full day to sit and work.
- Improvement to some campus facilities
- More training for software/curriculum tools
- More bus drivers and more substitutes
- Transparency - it seems we are sometimes lacking in receiving information beforehand, rather than having to go find it.
- Maybe Transparency of salary and stipends for current year before having to sign our salary sheets. We had to sign our pay sheets without current information of stipends (at least that I could find).
- Facilities and parking for events
- Planning time and balance of duties; competitive pay
- Buildings

Secondary Parent Survey

What are the BEST things about my child's campus?

- Coaching Staff
- Approachable staff & extra security measures
- Great staff
- Teachers and staff care for these kids
- The faculty
- The teachers work hard and take an interest in my children not just from an educational standpoint but in them personally. You don't get that in a large campus.
- The staff is all wonderful and create a successful learning environment.
- Teacher commitment to my child's success
- Quality education
- Safety , kids enjoy school and teachers make learning fun and effective.

What could my child's campus do to improve?

- Parking
- Update older buildings including classrooms, restrooms & concession stand
- Facility updates
- Have AP classes or more opportunities for dual credit
- Stop trying to be a bigger school.
- Have more electives.