

# Era Independent School District

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## **2017-18 Superintendent Performance Objectives: *(proposed)***

1. The District will meet Federal accountability standards (as applicable) as defined by ESSA, and Texas accountability standards as defined by TEA.
2. The District will achieve a TEA FIRST (Financial Integrity Rating System of Texas) rating of *Superior*.
3. The District will maintain an adequate General Fund Balance, not allowing the balance to fall below \$1,000,000.
4. The Superintendent will evaluate district and campus programs and initiatives to determine student outcomes, cost effectiveness, and feasibility of continued implementation, and will report evaluation results to the Board according to the following schedule:
  - a. Long-range plan for facility and campus development, with a comprehensive vision for potential future growth  
**REPORT TO BOARD:** May, November
  - b. Summary of District Programs  
**REPORT TO BOARD:** June, December
  - c. Summary of District Utility Usage (comparison)  
**REPORT TO BOARD:** January, July
  - d. Financial Reports (Cash Flow, District Portfolio)  
**REPORT TO BOARD:** monthly
  - e. District Professional Development  
**REPORT TO BOARD:** October
  - f. District Salary Schedules, reviewed and adjusted if necessary and feasible, to support the recruitment and retention of high-quality, certified personnel.