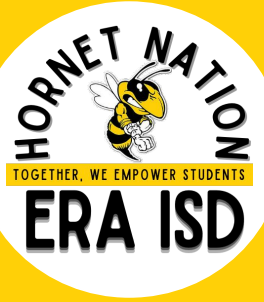


STRATEGIC PLAN

Balanced Scorecard

ERA ISD 2021-2026
April 2023 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**



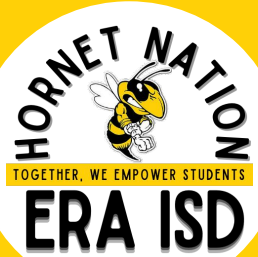
**FACULTY AND
STAFF
RECRUITMENT,
RETENTION AND
CAPACITY
BUILDING**



**STAKEHOLDER
ENGAGEMENT
AND
SATISFACTION**

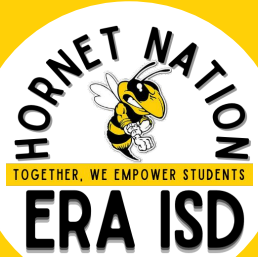


**EFFECTIVE
AND
EFFICIENT
OPERATIONS**



Elementary Fall → Spring Interim Results

Subject	Did Not Meet	Approaches	Meets	Masters		Subject	Did Not Meet	Approaches	Meets	Masters	
3rd Math	68	25	6	1		3rd Math	58	30	9	3	Increase in all categories
3rd Reading	36	37	20	7		3rd Reading	27	40	21	12	Increase in all categories
4th Math	21	43	20	16		4th Math	16	37	18	29	Increase in Masters
4th Reading	34	32	18	16		4th Reading	18	31	25	26	Increase in Meets/Masters
5th Math	4	31	40	25		5th Math	7	26	36	31	Increase in Masters
5th Reading	21	35	24	20		5th Reading	13	31	28	28	Increase in Meets/Masters
5th Science	31	47	17	5		5th Science	36	43	15	6	Increase in Masters



Secondary Fall → Spring Interim Results

Subject	Did Not Meet	Approaches	Meets	Masters		Subject	Did Not Meet	Approaches	Meets	Masters	
6th Math	21	46	30	3		6th Math	25	36	32	7	Increase in Meets/Masters
6th Reading	27	33	26	15		6th Reading	33	30	25	12	Decrease in all categories
7th Math	30	37	26	7		7th Math	32	46	15	7	Increase in Approaches
7th Reading	21	35	30	14		7th Reading	23	38	22	16	Increase in Approaches/Masters
8th Math	43	32	20	5		8th Math	46	33	22	2	Increase in Approaches/Meets
8th Reading	45	35	13	7		8th Reading	39	31	17	13	Increase in Meets/Masters
8th Science	50	34	9	7		8th Science	23	54	17	6	Increase in Approaches/Meets
8th Social Studies	73	21	4	2		8th Social Studies	37	42	17	4	Increase in all categories
English I	27	27	43	3		English I	33	25	39	3	Decrease in Approaches/Meets
Biology	11	56	30	3		Biology	6	71	21	2	Increase in Approaches
English II	39	15	42	4		English II	42	12	34	8	Increase in Masters
US History	15	39	28	18		US History	14	35	28	23	Increase in Masters
Algebra 1	30	56	11	3		Algebra 1	20	40	29	11	Increase in Meets/Masters