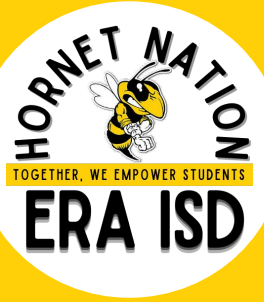


# STRATEGIC PLAN

## Balanced Scorecard

ERA ISD 2021-2026  
March 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**



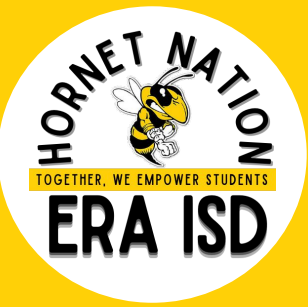
**EFFECTIVE  
AND  
EFFICIENT  
OPERATIONS**

# ERA ISD STRATEGIC PLAN 2021-2026

## PILLAR IV: EFFECTIVE AND EFFICIENT OPERATIONS

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
4.3 Ensure operational effectiveness and efficiency and clear communication with all stakeholders	4.3.A. Develop Key Work processes

- The Board has been provided with an updated draft of the Key Work Processes that reflect anticipated changes for the 2023-2024 school year.
- March 30th is our next District Leadership Team (DLT) meeting, where we will recalibrate with this updated draft and make any needed changes.
- Summer 2023 (June): DLT will be introduced to the next step in this process: **A**ccess, **A**ccuracy, **A**ttitude, **O**perational Efficiency, & **T**imeliness (**AAAOT**).
  - In lieu of the fall staff survey we have sent out the past two years, we will administer a survey to capture data on these points, specifically.
  - Surveys will target each department on the Key Work Processes document to provide more granular feedback.
- Surveys: Fall 2023 - AAAOT for staff : Spring 2024 - Stakeholder Satisfaction for staff. By focusing on the AAAOT feedback, results in spring should be stronger.



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