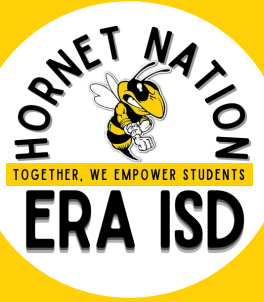


# STRATEGIC PLAN

**Balanced Scorecard**

ERA ISD 2021-2026

October 2021 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

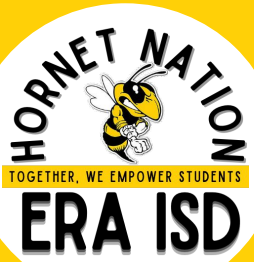
PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
2.1 Annually increase faculty and staff satisfaction	2.1.A. Staff satisfaction survey and follow-up actions
2.2 Annually increase faculty and staff engagement	2.2.A. Staff engagement survey and follow-up actions
2.3 Professional development plans are developed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

### Sept. 7-Sept. 17, 2021:

- In collaboration with Dr. Gibson, a survey was created and disseminated to students, staff, parents, and community members.
- Questions were designed to capture feedback on engagement and satisfaction from each stakeholder group.
- We are reviewing survey data and focusing on questions with lower than 75% positive responses. Focus groups are being formed for follow-up conversations about survey results.
- This will serve as our baseline set of data. The survey will be distributed again in the spring to provide a post-assessment of our progress in this area.
- Upon closing the survey, we had 402 responses.

### October 2021:

- Goal-Setting Conferences for non-teaching staff have been held by Dr. Luis, Mr. Brennan and Mrs. Stevens. We are working to house all evaluations and goals in Eduphoria, which is where teachers' evaluations are currently housed. This will be completed in the first semester.



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