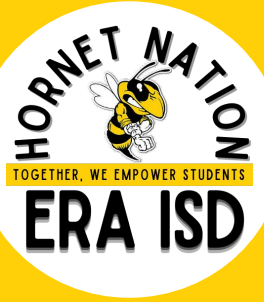


STRATEGIC PLAN

Balanced Scorecard

ERA ISD 2021-2026
March 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**

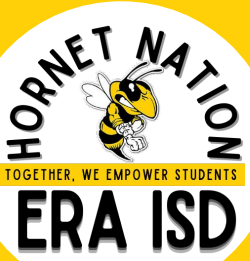


**STAKEHOLDER
ENGAGEMENT
AND
SATISFACTION**



**EFFECTIVE
AND
EFFICIENT
OPERATIONS**

ERA ISD STRATEGIC PLAN 2021-2026



VISION:

Together, We
Empower
Students

MISSION:

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

PILLAR I: STUDENT SUCCESS

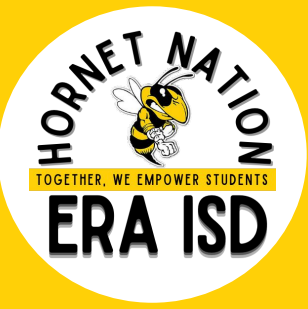
PERFORMANCE OBJECTIVES

1.3 Increase Student Engagement and Performance in Extracurricular and Co-Curricular

KEY STRATEGIC ACTIONS

1.3.A. Creation of the "Hornet Cup" point structure

- District Leadership has continued to meet with the goal of finalizing the "Hornet Cup" before the end of the school year.
- We are adapting our format from a similar idea used in another school district.
- The "Hornet Cup" currently is awarding points to the District in the areas of: UIL Academics, Team Sports, Individual Sports, One Act Play (OAP)/Film, Choir/Drumline, FFA, Service Organizations, Cheerleading, and Drones.
- Mr. Brennan is meeting with the sponsors of some of these programs to have them provide input on the point structure for their events.
- Our next step once the scoring structure is finalized is to have District Leadership use the "Hornet Cup" point structure to award the District points for the 2021-2022 school year. This will serve as our baseline.
- At the start of the school year, our plan is to introduce this to the staff and the student body to motivate them to beat the previous year's score.



VISION:
Together, We
Empower
Students

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

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

- This is the next step in our Balanced Scorecard work.
- Identify Key Customers by department.
- Determine Key Requirements of Key Customers.
- Determine what Key Work must be done to meet the Key Customer requirements - high leverage activities.
- List Key Support Processes where one dept. provides major support to another dept.
- Through this **process**, we will be aligning the work of the district to provide clarity and to reflectively and efficiently meet customer needs. The goal is to have Key Work processes completed by the start of next school year.