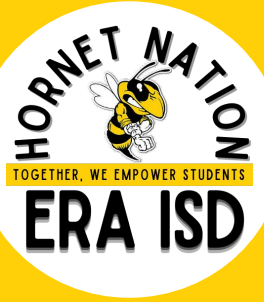


# STRATEGIC PLAN

## Balanced Scorecard

ERA ISD 2021-2026  
June 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**

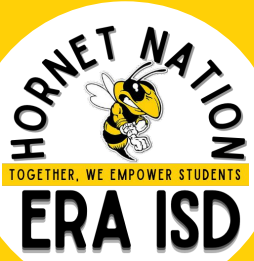


**STAKEHOLDER  
ENGAGEMENT  
AND  
SATISFACTION**



**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

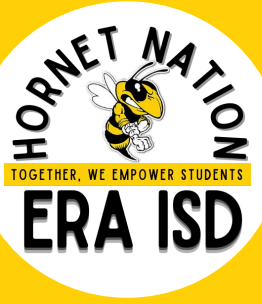
## PILLAR II: FACULTY AND STAFF RECRUITMENT, RETENTION AND CAPACITY BUILDING

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

## PILLAR III: STAKEHOLDER ENGAGEMENT AND SATISFACTION

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
3.1 Annually increase student engagement and satisfaction	3.1.A. Student engagement and satisfaction survey and follow-up actions
3.2 Annually increase parent engagement and satisfaction	3.2.A. Parent engagement and satisfaction survey and follow-up actions
3.3 Annually increase community engagement and satisfaction	3.3.A. Community engagement and satisfaction survey and follow-up actions

# 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

- The satisfaction and engagement surveys were administered the first two weeks of May to students, teachers, parents, and community.
- We had 395 total responses. We would like to receive more from parents. Only 29 parents responded.
- **Pluses:** Teachers, Learning, Kindness (Elementary), Co-Workers, Feels like Family, Community, Students, Atmosphere, PTO, Coach Felderhoff Building Character in Athletes
- **Deltas:** Respect All Ways: In rank order High to Low; Teacher to Student, Student to Teacher, Student to Student  
Being Friendly to Each Other, Protect Instructional Time, Paraprofessional Pay (addressed for 22-23), Discipline, Requiring Respect from Students, Dress Code Enforcement Consistency
- As a product of this feedback and based on observations of the leadership team, our theme for the 2022-2023 school year is "Back to Our Roots" with a focus on three identified Core Values: Integrity, Kindness, Respect.