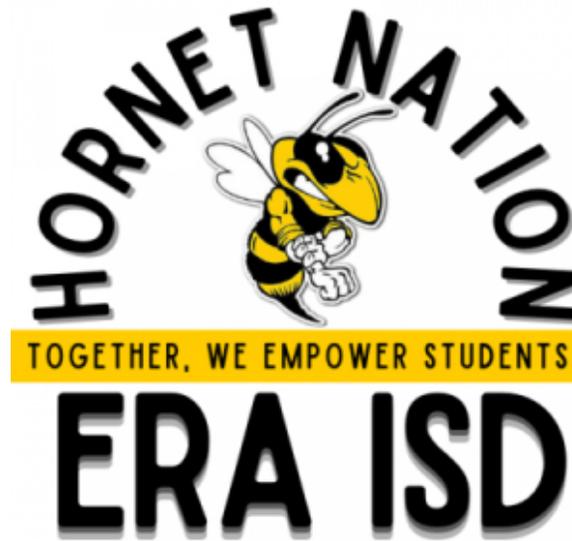


**Era Independent School District
District Improvement Plan
2022-2023 Formative Review with Notes**

Accountability Rating: B



Board Approval Date: October 17, 2022
Public Presentation Date: September 28, 2022

Mission Statement

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

Vision

Together, We Empower Students

Value Statement

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.

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Goals

Goal 1: Pillar I: Student Success

Performance Objective 1: 1.1 Every student grows every year

HB3 Goal

Strategy 1 Details	Reviews
<p>Strategy 1: 1.1.A. Alignment of the written, taught and assessed curriculum: Curriculum-Based Unit Assessments</p> <p>Strategy's Expected Result/Impact: Increased STAAR Progress Measure</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Title I: 2.4</p>	<p>Nov November Evidence of Progress</p> <p> 20%</p> <p>Elementary: Teachers have been tasked to use an assessment system that provides analytical data aligned with TEKS.</p> <p>Secondary: Teachers use a scope and sequence to align their instructions with their TEKS.</p> <p>Jan January Evidence of Progress</p> <p> 50%</p> <p>Elementary: Teachers continue to use their assessment system, complete with progress monitoring and reporting to elementary principal.</p> <p>Secondary: Teachers continue to use their scope and sequence to align instruction with their TEKS</p> <p>Mar March Evidence of Progress</p> <p> 75%</p> <p>Elementary: Teachers have given MOY benchmarks and interim assessments aligned to TEKS-based curriculum, dissecting data in PLCs.</p> <p>Secondary: Teachers continue to use their scope and sequence to align instruction with their TEKS.</p> <p>June June Evidence of Progress</p>

Strategy 2 Details	Reviews
<p>Strategy 2: 1.1.B. Systematic progress monitoring: IStation (K-8), mClass (K-2), Study Island (K-12)</p> <p>Strategy's Expected Result/Impact: Increased STAAR Progress Measure</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Title I: 2.4</p>	<p>Nov November Evidence of Progress</p> <p> Elementary: BOY screeners were completed for PK-5 using iStation, Amplify, Happy Numbers, and FrogStreet. Monthly iStation and Happy Numbers assessments are completed and data analyzed in PLCs.</p> <p>Secondary: Grades 6th-8th have taken the BOY IStation Assessments. Data has been Analyzed for targeted instruction.</p> <p>Jan January Evidence of Progress</p> <p> Elementary: MOY screeners were completed using iStation, Happy Numbers, and Amplify for K-2. Interim STAAR testing will be completed in grades 3-5 the week of February 13th - 20th</p> <p>Secondary: second round of I-station has been completed with 6th grade. 7th and 8th grades will take their second round of I station the second week of February. The second round of STAAR Interims will take place for grades 6th- 11th during the month of February.</p> <p>Mar March Evidence of Progress</p> <p> Elementary: Interim assessments were given in February in grades 3-5, along with monthly iStation and Happy Numbers assessments K-5. Data analyzed/ dissected in PLCs to find target areas.</p> <p>Secondary: Second of STAAR Interims were given during February and March. Growth was shown in most areas. A STAAR boot camp was held from March 27th to April 14th in 8th grade U.S. History and Science.</p> <p>June June Evidence of Progress</p>

Strategy 3 Details

Strategy 3: Implementation of Accelerated Instruction Plans for all students who did not meet standard on previous year STAAR/EOC.

Strategy's Expected Result/Impact: Students with AIPs will meet standard on subsequent year STAAR/EOC.

Staff Responsible for Monitoring: Principals

Title I:

2.4, 2.5, 2.6

Reviews

Nov



November Evidence of Progress

Elementary: AIPs were created for all students who did not pass STAAR/EOCs last year, prior to the school year starting. Parent conferences were also held to review the information with parents. Summer school was offered to assist in the accumulation of AIP hours. Plans and documentation of completed hours are documented in Eduphoria. Some students have completed their 30 hours of AIP.

Secondary: AIPS instruction started during Summer School of 2022. AIP instruction has continue during the Fall Semester. Once a student has completed their 30 hours of AIP it is documented in Eduphoria. Some have completed their 30 hours of AIP and either has moved to another subject where they need an additional AIP hours or they are place in an activity class.

Jan



January Evidence of Progress

Elementary: teachers continue to meet with students to complete their 30 hours of AIP. When students finish, parents are notified by teachers and logs are updated.

Secondary: Teachers continue to meet with students to complete their AIP hours. All logs have been updated to start the spring semester. When students complete their 30 hours of AIP they are placed in another activity period.

Mar



March Evidence of Progress

Elementary: as of the end of March almost all AIP hours were completed by students and teachers, with the remaining students finishing out the second week of April.

Secondary: AIP hours were completed by students by the first week of April.

June

June Evidence of Progress

Strategy 4 Details	Reviews
<p>Strategy 4: Implementation of consistent Guided Reading instruction at the elementary campus through use of leveled library. The percentage of Kindergarten students above the benchmark on EOY screener will increase from 91% in 2022 to 95% in 2023.</p> <p>Strategy's Expected Result/Impact: Increase number of students reading on or above grade level by the end of each academic year.</p> <p>Staff Responsible for Monitoring: Elementary Principal</p> <p>Title I: 2.4, 2.5, 2.6</p>	<div data-bbox="1297 120 1352 147" style="text-align: center;">Nov</div> <div data-bbox="1276 155 1373 253" style="text-align: center;">  <p>15%</p> </div> <div data-bbox="1528 120 1906 147" style="text-align: center;">November Evidence of Progress</div> <div data-bbox="1415 155 2011 277" style="text-align: center;"> <p>The leveled library has been in use since the beginning of the year in K-2, however clear expectations and training are needed to align teacher's usage on a daily basis.</p> </div> <div data-bbox="1297 302 1352 329" style="text-align: center;">Jan</div> <div data-bbox="1276 337 1373 435" style="text-align: center;">  <p>45%</p> </div> <div data-bbox="1545 302 1894 329" style="text-align: center;">January Evidence of Progress</div> <div data-bbox="1415 337 2024 492" style="text-align: center;"> <p>Teachers met in November to discuss better implementation methods for the leveled library. Based off of planning needs, supplies were purchased and the library began reconstruction in January with completion to take place by February 10th.</p> </div> <div data-bbox="1297 508 1352 535" style="text-align: center;">Mar</div> <div data-bbox="1276 544 1373 641" style="text-align: center;">  <p>75%</p> </div> <div data-bbox="1549 508 1885 535" style="text-align: center;">March Evidence of Progress</div> <div data-bbox="1415 544 2024 787" style="text-align: center;"> <p>The Leveled library has been completely reorganized by the elementary teachers with a more cohesive system of use in place. Teachers are using the leveled library more fluidly. Amber Fuhrmann met with Dana Klement and Dr. Shannon Luis to discuss expectations for guided reading and leveled library usage, with specialized training to be given during inservice of 2023.</p> </div> <div data-bbox="1297 812 1352 839" style="text-align: center;">June</div> <div data-bbox="1562 812 1873 839" style="text-align: center;">June Evidence of Progress</div>

Strategy 5 Details	Reviews
<p>Strategy 5: Continue to Implement social-emotional curriculum.</p> <p>Strategy's Expected Result/Impact: Students are better-equipped to cope with personal stress and anxiety as well as learn relationship skills.</p> <p>Staff Responsible for Monitoring: Principals</p>	<p>Nov November Evidence of Progress</p> <p> Elementary: Second Step training was provided to all teachers during August inservice. Teachers implement Second Step, along with incorporating our core values, into daily morning meeting sessions.</p> <p>Secondary: Second step is implemented for Jr. High during 6th period. High School works Second Step during their lessons.</p> <p>Jan January Evidence of Progress</p> <p> Elementary: Second step curriculum is continuing to be implemented in morning meeting sessions weekly. Additionally, guidance counselor Kristin Martindale conducts weekly lessons with classes to review material and implement core values.</p> <p>Secondary: Second step continues in secondary schools. Mr. Erwin secondary counselors meet with some students who need additional emotional support.</p> <p>Mar March Evidence of Progress</p> <p> Elementary: Second Step curriculum is still being implemented in morning meeting sessions weekly, alongside counselor Kristin Martindale giving weekly lessons to classes. Additionally, small focus groups are being held throughout the week with Mrs. Martindale focusing on SEL components, specifically dealing with feelings, relationships/friendships, and reactions.</p> <p>Secondary: Second Step continues in secondary school. Mr. Erwin continues to meet with students who need additional emotional support.</p> <p>June June Evidence of Progress</p>

Strategy 6 Details	Reviews
<p>Strategy 6: Provide training for staff, with the goal being 100% of staff trained, in specific instructional areas including, but not limited to, GT and Dyslexia.</p> <p>Strategy's Expected Result/Impact: Increase in percentage of students who make one year's growth each year.</p> <p>Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress</p> <p> Elementary: Staff were surveyed, and evidence collected to determine teachers highly qualified in GT. Our reading specialist, Amber Fuhrmann, is currently undergoing a two-year training to become a Dyslexia Therapist.</p> <p>Secondary: Staff were surveyed to determine who has been GT trained.</p> <p>Jan January Evidence of Progress</p> <p> Elementary: After being surveyed for GT needs, it was determined that most teachers need to become recertified due to outdated training (or no prior training). A 2-year certification plan was then developed by the administrative team to have all teachers certified by August of 2024.</p> <p>Secondary: teachers have multiple opportunities beginning with the spring semester to get GT certified through Region 11. All teachers will be GT Certified by August of 2024.</p> <p>Mar March Evidence of Progress</p> <p> Elementary: Teachers were made aware of the GT certification requirements during spring inservice, and several teachers have begun completing online trainings.</p> <p>Secondary: Several teachers have begun completing the online trainings for GT certification.</p> <p>June June Evidence of Progress</p>

Strategy 7 Details	Reviews
<p>Strategy 7: Fund an additional Kindergarten teacher to assist in reaching the goal: The percentage of Kindergarten students above the benchmark on EOY screener will increase from 91% in 2022 to 95% in 2023.</p> <p>Strategy's Expected Result/Impact: Increase in percentage of Kindergarten students above the benchmark on EOY screeners from 91% in 2022 to 95% in 2023.</p> <p>Staff Responsible for Monitoring: Elementary Principal</p>	<p>Nov November Evidence of Progress BOY screener was completed in September of 2022.</p> <p></p> <p>Jan January Evidence of Progress MOY screener was completed in January of 2023 with data being analyzed currently.</p> <p></p> <p>Mar March Evidence of Progress Kindergarten students are continuing to work in iStation monthly, and EOY screeners will take place in May.</p> <p></p> <p>June June Evidence of Progress</p>
Strategy 8 Details	Reviews
<p>Strategy 8: Purchase new student devices to replace out-of-date/non-working devices to enable stronger student engagement with instruction and learning.</p> <p>Strategy's Expected Result/Impact: stronger student engagement with instruction and learning</p> <p>Staff Responsible for Monitoring: Principals</p>	<p>Nov November Evidence of Progress N/A</p> <p>Jan January Evidence of Progress N/A</p> <p>Mar March Evidence of Progress Devices were purchased.</p> <p></p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 1: Pillar I: Student Success

Performance Objective 2: 1.2 Annually increase the percentage of students who are college and/or career and/or military ready

HB3 Goal

Strategy 1 Details	Reviews
<p>Strategy 1: 1.2.A. Annually increase the percentage of students who are College Ready: Master Schedule and CCMR Tracker alignment</p> <p>Strategy's Expected Result/Impact: Increase in College, Career and Military Readiness Indicator-Texas Accountability System</p> <p>Staff Responsible for Monitoring: Superintendent and Secondary Principal</p> <p>Title I: 2.4, 2.6</p>	<div style="display: flex; flex-direction: column; align-items: flex-start;"> <div style="margin-bottom: 10px;"> <p>Nov</p>  <p>November Evidence of Progress</p> <p>Secondary: The CCMR Tracker spreadsheet has been updated for the beginning of December. Will be updated again during January.</p> </div> <div style="margin-bottom: 10px;"> <p>Jan</p>  <p>January Evidence of Progress</p> <p>The CCMR Tracker has been updated for the spring semester. Students who are not CCM ready, plans have been put into place make to sure they are CCMR ready by the time they graduate.</p> </div> <div style="margin-bottom: 10px;"> <p>Mar</p>  <p>March Evidence of Progress</p> <p>CCMR Tracker is currently updated with the students who have passed TSI or completed College Bridge to show they are college-ready.</p> </div> <div> <p>June</p> <p>June Evidence of Progress</p> </div> </div>

Strategy 2 Details	Reviews
<p>Strategy 2: 1.2.B. Annually increase the percentage of students who are Career Ready: Master Schedule and CCMR Tracker alignment</p> <p>Strategy's Expected Result/Impact: Increase in College, Career and Military Readiness Indicator-Texas Accountability System</p> <p>Staff Responsible for Monitoring: Superintendent and Secondary Principal</p> <p>Title I: 2.4, 2.6</p>	<p>Nov November Evidence of Progress  Secondary: The CCMR Tracker Spreadsheet has been updated for December. Will be updated again during January.</p> <p>Jan January Evidence of Progress  The CCMR Tracker has been updated for the spring semester. Students who are not CCMR ready plans have been put into place to make sure they are CCMR ready by the time they graduate.</p> <p>Mar March Evidence of Progress  CCMR Tracker is currently updated with the students who earned an IBC Certification during the spring semester.</p> <p>June June Evidence of Progress</p>
Strategy 3 Details	Reviews
<p>Strategy 3: 1.2.C. Annually increase the percentage of students who are Military Ready: Increased opportunity for military engagement</p> <p>Strategy's Expected Result/Impact: Increase in College, Career and Military Readiness Indicator-Texas Accountability System</p> <p>Staff Responsible for Monitoring: Superintendent and Secondary Principal</p> <p>Title I: 2.4, 2.6</p>	<p>Nov November Evidence of Progress  Secondary: Military recruiters from different branches are scheduled to visit students during lunches.</p> <p>Jan January Evidence of Progress  U.S. Army recruiters have visited students during high school lunch.</p> <p>Mar March Evidence of Progress  U.S. Army recruiters have visited students during high school lunch. U.S. Army military dog team gave a demonstration to secondary students in April.</p> <p>June June Evidence of Progress</p>

Strategy 4 Details	Reviews
<p>Strategy 4: Provide targeted preparation for students taking the TSIA, including remediation plan for students who need to retake the exam during the year.</p> <p>Strategy's Expected Result/Impact: Increased number of students meeting the college-ready indicator on TSIA.</p> <p>Staff Responsible for Monitoring: Principal and Secondary Counselor</p> <p>Title I: 2.5, 2.6</p>	<p>Nov November Evidence of Progress  Secondary: Seniors were given the Math portion, Sophomores were given the ELAR portion of the TSIA.</p> <p>Jan January Evidence of Progress  Seniors and Juniors who were not successful with their TSIA test received individualized instruction. Retest will occur February 15th.</p> <p>Mar March Evidence of Progress  College bridge will be complete by May for Seniors who have not passed their TSI test.</p> <p>June June Evidence of Progress</p>
Strategy 5 Details	Reviews
<p>Strategy 5: Provide CTE teachers additional support to enhance Program of Study options for students aligned to an industry-based certification and Associates Degree.</p> <p>Strategy's Expected Result/Impact: Students graduating with an Associates Degree or on the path to reaching that goal.</p> <p>Staff Responsible for Monitoring: Superintendent & Secondary Principal</p>	<p>Nov November Evidence of Progress  Secondary: Basic Welding IBC exams have been given. Microsoft Excel (Office 2016) will start in December 2022.</p> <p>Jan January Evidence of Progress  Microsoft Excel (Office 2016), Floral Design IBC exams will take place February 2023.</p> <p>Mar March Evidence of Progress  Drone pilot IBC certifications were earned during April. CTE teachers have been provided with the opportunity to attend professional development in their program of study and purchase needed supplies to enhance their programs.</p> <p>June June Evidence of Progress</p>

Strategy 6 Details	Reviews
<p>Strategy 6: Enhance CTE instructional programs through upgrading equipment.</p> <p>Strategy's Expected Result/Impact: Increased number of students meeting career ready goal on an annual basis.</p> <p>Staff Responsible for Monitoring: Superintendent and Secondary Principal</p>	<p>Nov November Evidence of Progress</p> <p> Secondary: Currently waiting on a bid for upgrades to the current Greenhouse. Investigating equipment to be used for ventilation in welding areas at the Ag shop.</p> <p>Jan January Evidence of Progress</p> <p> Received a bid for upgrades to the current Greenhouse. Construction will take place later in the spring semester. Ag shop Ventilation rep is coming February 22nd. Possible ag shop renovation being explored.</p> <p>Mar March Evidence of Progress</p> <p> Greenhouse construction was started on April 17th. A new plasma cutter has been installed in the ag shop. Design plans are complete to begin collecting bids for a renovation of the ag shop and classroom. A Purchase Order has been submitted for a ventilation system for the ag shop.</p> <p>June June Evidence of Progress</p>

Strategy 7 Details	Reviews
<p>Strategy 7: Enhancing student instruction by purchasing additional supplies for CTE program that align to P-TECH Programs of Study</p> <p>Strategy's Expected Result/Impact: Increase number of students graduating college/career ready</p> <p>Staff Responsible for Monitoring: Superintendent/Secondary Principal</p>	<p>Nov November Evidence of Progress</p> <p> Secondary: Upgrading Current Greenhouse and purchasing a new Plasma Cutter using P-TECH Grant Money.</p> <p>Jan January Evidence of Progress</p> <p> Secondary: Upgrading Current Greenhouse and purchased a new Plasma Cutter using P-TECH Grant Money. Introducing P-TECH to current 8th graders on February 28th. Computers being purchased for the business computer lab.</p> <p>Mar March Evidence of Progress</p> <p> Currently we have 5 8th graders apply for the P-TECH Program. Our summer bridge for P-TECH will run from June5th-June 7th. Funds have been spent to enhance these programs of study connected to P-TECH.</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 1: Pillar I: Student Success

Performance Objective 3: 1.3 Increase student engagement and performance in extracurricular and co-curricular

Strategy 1 Details	Reviews
<p>Strategy 1: 1.3.A. Creation of the "Hornet Cup" point structure: District-created rubric Strategy's Expected Result/Impact: Increased rubric score annually Staff Responsible for Monitoring: District Leadership Team</p> <p>Title I: 2.6</p>	<p>Nov November Evidence of Progress Created in spring of 2022.</p> <p> 100%</p> <p>Jan January Evidence of Progress</p> <p> 100%</p> <p>Mar March Evidence of Progress</p> <p> 100%</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 2: Pillar II: Faculty and Staff Recruitment, Retention, and Capacity-Building

Performance Objective 1: 2.1 Annually increase faculty and staff satisfaction

Strategy 1 Details	Reviews
<p>Strategy 1: Staff satisfaction survey administered in fall and spring Strategy's Expected Result/Impact: Increased results from pre- to post-survey Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress  Survey was administered and analyzed in the fall. Recommendations for more electives for the 2023-2024 school year and to address teacher pay.</p> <p>Jan January Evidence of Progress  Salary Study completed with TASB. Presentation scheduled for February Board Meeting.</p> <p>Mar March Evidence of Progress  The spring survey is scheduled for May 8-12.</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Conduct Focus Groups to gain further insight into survey results. Strategy's Expected Result/Impact: Gain further insight into survey results and build trust with staff. Staff Responsible for Monitoring: Superintendent</p>	<p>Nov November Evidence of Progress  Focus groups were not held immediately after the survey with staff. Plans are to have a come-and-go opportunity for staff to provide feedback on the January Work Day.</p> <p>Jan January Evidence of Progress  Feedback opportunity still needs to be scheduled.</p> <p>Mar March Evidence of Progress N/A This was not accomplished.</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Identify and take action to address survey results</p> <p>Strategy's Expected Result/Impact: Build trust with staff and address items of need from survey.</p> <p>Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress</p> <p> Results of fall survey were analyzed with Principals. Action steps have been identified and plans are in place to address them over the next few weeks.</p> <p>Jan January Evidence of Progress</p> <p> Salary Study completed with TASB. Presentation scheduled for February Board Meeting. Recommendation will be made to the School Board in the spring.</p> <p>Mar March Evidence of Progress</p> <p> TASB presentation was completed with the School Board. Recommendation being made to the Board at the May 15th meeting regarding pay increases and changes to the pay scale.</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Continue to implement Retention Stipend for all staff.</p> <p>Strategy's Expected Result/Impact: Assist in retaining teachers from year to year and use as recruiting tool when necessary.</p> <p>Staff Responsible for Monitoring: Superintendent and CFO</p>	<p>Nov November Evidence of Progress</p> <p> Retention stipend paid in November.</p> <p>Jan January Evidence of Progress</p> <p></p> <p>Mar March Evidence of Progress</p> <p></p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 2: Pillar II: Faculty and Staff Recruitment, Retention, and Capacity-Building

Performance Objective 2: 2.2 Annually increase faculty and staff engagement

Strategy 1 Details	Reviews
<p>Strategy 1: Staff engagement survey administered in fall and spring Strategy's Expected Result/Impact: Increased results from pre- to post-survey Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress  Survey was administered in the fall.</p> <p>Jan January Evidence of Progress  Surveys will be distributed again further into Spring for analysis.</p> <p>Mar March Evidence of Progress  The spring survey is scheduled for May 8-12.</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Conduct Focus Groups to gain further insight into survey results. Strategy's Expected Result/Impact: Gain further insight into survey results and build trust with staff. Staff Responsible for Monitoring: Superintendent</p>	<p>Nov November Evidence of Progress  Focus groups were not held immediately after the survey with staff. Plans are to have a come-and-go opportunity for staff to provide feedback on the January Work Day.</p> <p>Jan January Evidence of Progress  Feedback session still needs to be scheduled.</p> <p>Mar March Evidence of Progress N/A This was not accomplished.</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Identify and take action to address survey results</p> <p>Strategy's Expected Result/Impact: Build trust with staff and address items of need from survey.</p> <p>Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress Results of fall survey were analyzed with Principals. Action steps have been identified and plans are in place to address them over the next few weeks.</p> <p>Jan January Evidence of Progress Surveys will be distributed again further into Spring for analysis.</p> <p>Mar March Evidence of Progress Adjustments are being made to remedy the overall pay structure based on recommendations being made to the School Board at the May meeting.</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 2: Pillar II: Faculty and Staff Recruitment, Retention, and Capacity-Building

Performance Objective 3: 2.3 Professional development plans are developed and required for all categories of employees

Strategy 1 Details	Reviews
<p>Strategy 1: All employees have goal-setting conference with their supervisor in the fall</p> <p>Strategy's Expected Result/Impact: All employees have set goals specific to their work to build capacity in all staff.</p> <p>Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress</p> <p> Elementary: All employees have had goal-setting conferences. Admin: All staff have had goal-setting conferences and goals entered into Strive and approved.</p> <p>Secondary: All employees have had their goal setting meetings and have enter their goals into Strive.</p> <p>Jan January Evidence of Progress</p> <p> Elementary: T-TESS appraisal is in full swing, with all new teachers completed by December 2022.</p> <p>Secondary: T-TESS formal appraisal has been completed for new teachers to Era ISD.</p> <p>Mar March Evidence of Progress</p> <p> Elementary: All T-TESS appraisals were completed by March 3rd for all teachers. Summative conferences for support staff will be completed by May 2nd.</p> <p>Secondary: T-TESS appraisals were completed by March20th. Summative conferences for support staff will be completed by April 28th.</p> <p>June June Evidence of Progress</p>

Strategy 2 Details	Reviews
<p>Strategy 2: Professional Development Plans are developed for all employees based on goal-setting conferences</p> <p>Strategy's Expected Result/Impact: Employees have increased capacity due to completion of Professional Development Plans</p> <p>Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress</p> <p> Elementary: goal-setting conferences have taken place, and we are currently working on identifying appropriate professional development aligned with goals.</p> <p>Secondary: Sending staff to professional development workshops based on their goal setting.</p> <p>Jan January Evidence of Progress</p> <p> Elementary: Still continuing to meet the needs of the teachers. PreK will be attending a curriculum convention in the summer of 2023, and all teachers will be invited to attend the TIA conference in May of 2023 (based off a need for better use of technology in the classroom).</p> <p>Secondary principal has been attending CTE workshops at Region 11. Current 504 Coordinator attends trainings at Region 11.</p> <p>Mar March Evidence of Progress</p> <p> Elementary: Elementary teachers have begun GT certifications and are also signing up for summer workshops, such as GTYO, TIA, and Frogstreet.</p> <p>Secondary: Teachers have begun GT certifications, Current 504 Coordinator has her certification in Reading by Design.</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 3: Pillar III: Stakeholder Engagement and Satisfaction

Performance Objective 1: 3.1 Annually increase student engagement and satisfaction

Strategy 1 Details	Reviews
<p>Strategy 1: Student engagement and satisfaction survey administered in fall and spring Strategy's Expected Result/Impact: Increased results from pre- to post-survey Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress  The survey was administered in the fall. Plans are underway to determine how we might offer art as an elective and how we can offer more DC options on campus, based on feedback in the student survey.</p> <p>Jan January Evidence of Progress  Master Schedule for 2023-2024 includes offering Art as an elective for high school students. Math pathways have also been developed to offer a DC opportunity to students in math.</p> <p>Mar March Evidence of Progress  Spring survey will be administered May 8-12.</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Conduct Focus Groups to gain further insight into survey results. Strategy's Expected Result/Impact: Gain further insight into survey results and build trust with students. Staff Responsible for Monitoring: Superintendent</p>	<p>Nov November Evidence of Progress  Superintendent Student Advisory Council was conducted by Dr. Luis in November 2022. Feedback will be shared with Leadership.</p> <p>Jan January Evidence of Progress  Need to schedule next round of SAC.</p> <p>Mar March Evidence of Progress  Plans are to review feedback from SAC again this summer with Principals to see what things can be adjusted for the 23-24 school year.</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Identify and take action to address survey results</p> <p>Strategy's Expected Result/Impact: Build trust with students and address items of need from survey.</p> <p>Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress</p> <p> Results of fall survey were analyzed with Principals. Action steps have been identified and plans are in place to address them over the next few weeks.</p> <p>Jan January Evidence of Progress</p> <p> Master Schedule for 2023-2024 includes offering Art as an elective for high school students. Math pathways have also been developed to offer a DC opportunity to students in math.</p> <p>Mar March Evidence of Progress</p> <p> Plans are to review feedback from SAC again this summer with Principals to see what things can be adjusted for the 23-24 school year.</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Era ISD does not tolerate dating violence and ensures procedures are in place for reporting and notifying a parent if a report identifies a student as an alleged victim or perpetrator. Guidelines are provided for students who are victims. Reference Policy FFH(LOCAL) for further information.</p> <p>Strategy's Expected Result/Impact: Provide safe learning environment for students.</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Title I: 2.6</p>	<p>Nov November Evidence of Progress</p> <p> Policy in place to address Dating Violence.</p> <p>Jan January Evidence of Progress</p> <p> Policy in place to address Dating Violence.</p> <p>Mar March Evidence of Progress</p> <p></p> <p>June June Evidence of Progress</p>

Strategy 5 Details	Reviews
<p>Strategy 5: Sustain student engagement with instructional practices by updating/replacing student technology devices.</p> <p>Strategy's Expected Result/Impact: Sustain student engagement results on annual survey.</p> <p>Staff Responsible for Monitoring: Superintendent and technology staff</p>	<div data-bbox="1276 240 1381 370"> <p>Nov</p>  </div> <p data-bbox="1535 240 1906 266">November Evidence of Progress</p> <p data-bbox="1415 277 2018 370">New student devices were ordered and distributed prior to the start of the school in certain grade levels. Devices were then repurposed and/or retired as needed.</p> <div data-bbox="1276 402 1381 532"> <p>Jan</p>  </div> <p data-bbox="1545 402 1896 428">January Evidence of Progress</p> <p data-bbox="1415 440 2018 553">Plans are in place, based on needs that arose with the creation of the EPP, to purchase additional devices to replace the next group to be cycled out. A replacement cycle has been identified.</p> <div data-bbox="1276 613 1381 711"> <p>Mar</p>  </div> <p data-bbox="1556 581 1885 607">March Evidence of Progress</p> <p data-bbox="1415 613 2003 672">Devices were purchased according to the replacement cycle.</p> <div data-bbox="1297 732 1360 758"> <p>June</p> </div> <p data-bbox="1566 732 1875 758">June Evidence of Progress</p>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="470 802 663 846">  No Progress </div> <div data-bbox="768 802 982 846">  Accomplished </div> <div data-bbox="1083 802 1331 846">  Continue/Modify </div> <div data-bbox="1436 802 1629 846">  Discontinue </div> </div>	

Goal 3: Pillar III: Stakeholder Engagement and Satisfaction

Performance Objective 2: 3.2 Annually increase parent engagement and satisfaction

Strategy 1 Details	Reviews
<p>Strategy 1: Parent engagement and satisfaction survey administered in fall and spring Strategy's Expected Result/Impact: Increased results from pre- to post-survey Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress Survey was administered in the fall as planned. </p> <p>Jan January Evidence of Progress Surveys will be distributed again further into Spring for analysis. </p> <p>Mar March Evidence of Progress Survey spring window is May 8-12. </p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Conduct Focus Groups to gain further insight into survey results. Strategy's Expected Result/Impact: Gain further insight into survey results and build trust with parents. Staff Responsible for Monitoring: Superintendent</p>	<p>Nov November Evidence of Progress Focus groups were not conducted. Input is collected from stakeholders during our DIT meetings. </p> <p>Jan January Evidence of Progress Focus groups were not conducted. Input is collected from stakeholders during our DIT meetings. </p> <p>Mar March Evidence of Progress Feedback is gathered through DIT. </p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Identify and take action to address survey results</p> <p>Strategy's Expected Result/Impact: Build trust with parents and address items of need from survey.</p> <p>Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress</p>  <p>Results of fall survey were analyzed with Principals. Input was provided through our DIT meetings and ideas brought back about how to address items included in the failed bond election.</p> <p>Jan January Evidence of Progress</p>  <p>Work continues to happen in regards to how to address facility needs. Plans to make recommendation to the Board in the spring.</p> <p>Mar March Evidence of Progress</p>  <p>Plans have been made regarding how to address facility needs since the bond did not pass. Work is underway.</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Provide supplemental supplies for students/families receiving homeless services.</p> <p>Strategy's Expected Result/Impact: Homeless services provided for families.</p> <p>Staff Responsible for Monitoring: Principals</p>	<p>Nov November Evidence of Progress</p>  <p>Money was allocated for this use.</p> <p>Jan January Evidence of Progress</p>  <p>Money was allocated for this use.</p> <p>Mar March Evidence of Progress</p>  <p>Money was allocated for this use.</p> <p>June June Evidence of Progress</p>

Strategy 5 Details	Reviews
<p>Strategy 5: Provide supplemental supplies for parents to increase participation in engagement activities.</p> <p>Strategy's Expected Result/Impact: Increased engagement from families.</p> <p>Staff Responsible for Monitoring: Principals</p>	<p>Nov November Evidence of Progress Money was allocated for this use.</p>  <p>Jan January Evidence of Progress Money was allocated for this use.</p>  <p>Mar March Evidence of Progress Money was allocated for this use.</p>  <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 3: Pillar III: Stakeholder Engagement and Satisfaction

Performance Objective 3: 3.3 Annually increase community engagement and satisfaction

Strategy 1 Details	Reviews
<p>Strategy 1: Community engagement and satisfaction survey administered in fall and spring Strategy's Expected Result/Impact: Increased results from pre- to post-survey Staff Responsible for Monitoring: Superintendent and Principals</p>	<p>Nov November Evidence of Progress Survey was administered in the fall as planned. </p> <p>Jan January Evidence of Progress Surveys will be distributed again further into Spring for analysis. </p> <p>Mar March Evidence of Progress Survey window is May 8-12. </p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Conduct Focus Groups to gain further insight into survey results. Strategy's Expected Result/Impact: Gain further insight into survey results and build trust with community. Staff Responsible for Monitoring: Superintendent</p>	<p>Nov November Evidence of Progress Focus groups were not conducted but feedback is collected through DIT meetings 4X a year. </p> <p>Jan January Evidence of Progress Focus groups were not conducted but feedback is collected through DIT meetings 4X a year. </p> <p>Mar March Evidence of Progress Focus groups were not conducted but feedback is collected through DIT meetings 4X a year. </p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Identify and take action to address survey results</p> <p>Strategy's Expected Result/Impact: Build trust with community and address items of need from survey.</p> <p>Staff Responsible for Monitoring: Superintendent and Principals</p>	<div data-bbox="1283 240 1377 370"> <p>Nov</p>  </div> <p data-bbox="1535 240 1906 264">November Evidence of Progress</p> <p data-bbox="1415 277 2018 363">Results of fall survey were analyzed with Principals. Action steps have been identified and plans are in place to address them over the next few weeks.</p> <div data-bbox="1283 435 1377 532"> <p>Jan</p>  </div> <p data-bbox="1545 396 1896 420">January Evidence of Progress</p> <p data-bbox="1415 435 2018 488">Surveys will be distributed again further into Spring for analysis.</p> <div data-bbox="1283 587 1377 685"> <p>Mar</p>  </div> <p data-bbox="1556 553 1885 578">March Evidence of Progress</p> <p data-bbox="1415 587 2018 673">Plans are to review feedback with Principals in early June to determine ways to address items that arise in the survey.</p> <div data-bbox="1283 708 1377 732"> <p>June</p> </div> <p data-bbox="1566 708 1875 732">June Evidence of Progress</p>
<div data-bbox="470 776 516 816">0%</div> No Progress <div data-bbox="768 776 814 816">100%</div> Accomplished  Continue/Modify  Discontinue	

Goal 4: Pillar IV: Effective and Efficient Operations

Performance Objective 1: 4.1 Ensure strong financial stewardship and clear communication with all stakeholders

Strategy 1 Details	Reviews
<p>Strategy 1: Monitor adopted to actual monthly comparison Strategy's Expected Result/Impact: Strategic monitoring leads to balanced annual spending. Staff Responsible for Monitoring: Executive Director of Business Services</p>	<p>Nov November Evidence of Progress  Budget Manager meetings are conducted once each six weeks. Monthly adopted to actual comparisons are prepared, reviewed, and shared with the Board at Board Meetings.</p> <p>Jan January Evidence of Progress  Budget Manager meetings are conducted once each six weeks. Monthly adopted to actual comparisons are prepared, reviewed, and shared with the Board at Board Meetings.</p> <p>Mar March Evidence of Progress  Budget Manager meetings are conducted once each six weeks. Monthly adopted to actual comparisons are prepared, reviewed, and shared with the Board at Board Meetings.</p> <p>June June Evidence of Progress</p>

Strategy 2 Details	Reviews
<p>Strategy 2: Utilize revenue projection process that aligns with recommendations from TASBO (Texas Association of School Business Officials)</p> <p>Strategy's Expected Result/Impact: Accurate projections on which to build the annual budget.</p> <p>Staff Responsible for Monitoring: Executive Director of Business Services and Superintendent</p>	<p>Nov November Evidence of Progress</p> <p> Mrs. Maddux utilizes TASBO's finance template and recommendations, along with one-on-one calls with TASBO to review our revenue projections on a regular basis. This will continue as we build the budget for next year.</p> <p>Jan January Evidence of Progress</p> <p> Mrs. Maddux utilizes TASBO's finance template and recommendations, along with one-on-one calls with TASBO to review our revenue projections on a regular basis. This will continue as we build the budget for next year. The Budget Calendar was adopted by the Board in January 2023.</p> <p>Mar March Evidence of Progress</p> <p> The budget continues to be a work in progress for 2023-2024, especially due to the legislative session being held in Austin through the end of May. Mrs. Maddux has calls with TASBO to review her template as things continue to evolve through the spring.</p> <p>June June Evidence of Progress</p>
Strategy 3 Details	Reviews
<p>Strategy 3: Develop and deploy annual budget development calendar</p> <p>Strategy's Expected Result/Impact: Timely steps are taken in reviewing current year's budget and planning for next year's budget</p> <p>Staff Responsible for Monitoring: Executive Director of Business Services</p>	<p>Nov November Evidence of Progress</p> <p> The annual budget development calendar will be shared with the Board at the January Board Meeting.</p> <p>Jan January Evidence of Progress</p> <p> The Budget Calendar was adopted by the Board in January 2023.</p> <p>Mar March Evidence of Progress</p> <p> The Budget Calendar was adopted by the Board in January 2023 and we are on track.</p> <p>June June Evidence of Progress</p>

Strategy 4 Details	Reviews
<p>Strategy 4: Maintain and promote Comptroller Transparency Stars</p> <p>Strategy's Expected Result/Impact: Ensures the highest possible standard for our Business and Finance Department</p> <p>Staff Responsible for Monitoring: Executive Director of Business Services and Superintendent</p>	<p>Nov November Evidence of Progress  This needs more investigating if we are to continue this status.</p> <p>Jan January Evidence of Progress  This needs more investigating if we are to continue this status.</p> <p>Mar March Evidence of Progress  This needs more investigating if we are to continue this status.</p> <p>June June Evidence of Progress</p>
Strategy 5 Details	Reviews
<p>Strategy 5: Utilize Federal Programs Consultant to provide guidance, training, and monitoring of federal program and spending requirements.</p> <p>Strategy's Expected Result/Impact: Remain in compliance with all federal program requirements.</p> <p>Staff Responsible for Monitoring: Superintendent and CFO</p>	<p>Nov November Evidence of Progress  We continue to work with our consultant for Federal Programs in all of these areas.</p> <p>Jan January Evidence of Progress  We continue to work with our consultant for Federal Programs in all of these areas.</p> <p>Mar March Evidence of Progress  We have had our final meeting for 2022-2023 with our Federal Programs consultant and will be finishing up the year's tasks in May. Mrs. Caitlyn Huddleston will be taking over this role as the point of contact beginning in 2023-2024.</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 4: Pillar IV: Effective and Efficient Operations

Performance Objective 2: 4.2 Development, deployment, and clear communication of coherent facility management process(es)

Strategy 1 Details	Reviews
<p>Strategy 1: Prioritize and create long-term facility plan</p> <p>Strategy's Expected Result/Impact: Provide means to more strategically update and maintain facilities over time.</p> <p>Staff Responsible for Monitoring: Superintendent and Director of Operations</p> <p>Title I: 2.4, 2.6</p>	<p>Nov November Evidence of Progress</p> <p> Considerable work has been done in this area, including a working DRAFT of the 10-Year EPP that is being shared with the Board at the December Board Meeting.</p> <p>Jan January Evidence of Progress</p> <p> The EPP DRAFT is complete and has been shared with the Board. We continue to utilize this to help with forward thinking in budget planning. We are also rolling out Brightly software in the spring to house work orders and to be able to track data on work orders and assets.</p> <p>Mar March Evidence of Progress</p> <p> The Brightly implementation meetings are complete. We will fine tune this process over the summer and launch with teachers when we return in August. We continue to utilize the EPP to help track budget needs.</p> <p>June June Evidence of Progress</p>

Strategy 2 Details	Reviews
<p>Strategy 2: Execute long-term facility plan</p> <p>Strategy's Expected Result/Impact: Strategically update and maintain facilities over time.</p> <p>Staff Responsible for Monitoring: Superintendent and Director of Operations</p> <p>Title I: 2.4, 2.6</p>	<p>Nov November Evidence of Progress  We are presenting a draft of this plan to the Board in December and will then begin to move forward with executing the plan in January 2023.</p> <p>Jan January Evidence of Progress  Work continues in the area of facility planning. Recommendations will be made to the Board in the spring.</p> <p>Mar March Evidence of Progress  The long-term plan is in place and we are using this to help guide the work to be done.</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 4: Pillar IV: Effective and Efficient Operations

Performance Objective 3: 4.3 Ensure operational effectiveness and efficiency and clear communication with all stakeholders

Strategy 1 Details	Reviews
<p>Strategy 1: Develop key work processes</p> <p>Strategy's Expected Result/Impact: Provide means of strategically and consistently addressing operational work in the district.</p> <p>Staff Responsible for Monitoring: Superintendent</p> <p>Title I: 2.4, 2.6</p>	<p>Nov November Evidence of Progress  There is a working draft of key work processes in place.</p> <p>Jan January Evidence of Progress  There is a working draft of key work processes in place. This needs to be revisited as roles continue to evolve.</p> <p>Mar March Evidence of Progress  A revised set of Key Work processes was reviewed with DLT in April and a plan is in place to gather feedback from staff in specific areas beginning with the 2023-2024 school year.</p> <p>June June Evidence of Progress</p>

Strategy 2 Details	Reviews
<p>Strategy 2: Coherent Risk Management processes</p> <p>Strategy's Expected Result/Impact: Mitigate risk for the district</p> <p>Staff Responsible for Monitoring: Superintendent</p>	<p>Nov November Evidence of Progress</p> <p> Mrs. Maddux has been working to train staff and to add processes where they may be missing. We are considering adding a platform to help with Maintenance and Operations/Technology work orders and preventative maintenance, as well as asset management.</p> <p>Jan January Evidence of Progress</p> <p> We are rolling out Brightly software in the spring to house work orders and to be able to track data on work orders and assets.</p> <p>Mar March Evidence of Progress</p> <p> The Brightly implementation meetings are complete. We will fine tune this process over the summer and launch with teachers when we return in August. We continue to utilize the EPP to help track budget needs.</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Establish and monitor work order and purchase order timelines</p> <p>Strategy's Expected Result/Impact: Provide consistent and strategic monitoring of processes in the district.</p> <p>Staff Responsible for Monitoring: Superintendent, Director of Operations, and Director of Technology</p> <p>Title I: 2.4, 2.6</p>	<div data-bbox="1297 321 2032 511"> <p>Nov November Evidence of Progress</p>  <p>Mrs. Maddux has been working to train staff and to add processes where they may be missing. We are considering adding a platform to help with Maintenance and Operations/Technology work orders and preventative maintenance, as well as asset management.</p> </div> <div data-bbox="1297 532 2032 657"> <p>Jan January Evidence of Progress</p>  <p>We are rolling out Brightly software in the spring to house work orders and to be able to track data on work orders and assets.</p> </div> <div data-bbox="1297 686 2032 844"> <p>Mar March Evidence of Progress</p>  <p>The Brightly implementation meetings are complete. We will fine tune this process over the summer and launch with teachers when we return in August. We continue to utilize the EPP to help track budget needs.</p> </div> <div data-bbox="1297 865 2032 901"> <p>June June Evidence of Progress</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="472 933 661 982">  No Progress </div> <div data-bbox="766 933 976 982">  Accomplished </div> <div data-bbox="1081 933 1333 982">  Continue/Modify </div> <div data-bbox="1438 933 1627 982">  Discontinue </div> </div>	