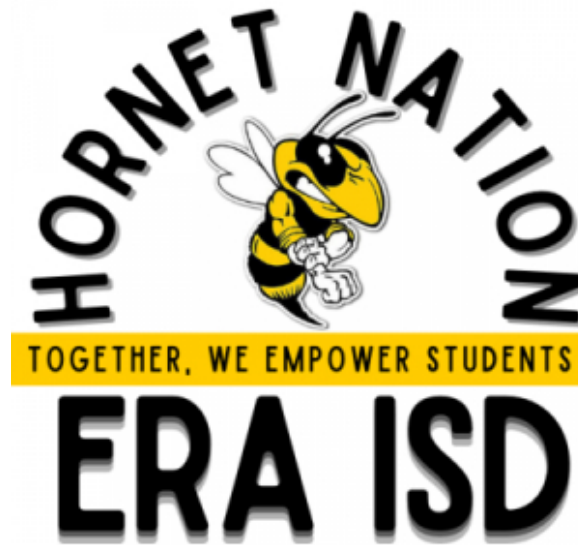


**Era Independent School District
District Improvement Plan
2023-2024 Formative Review**



Board Approval Date: October 16, 2023
Public Presentation Date: October 16, 2023

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

TEA Priorities:
Build a foundation of reading and math

HB3 Goal

Strategy 1 Details	Reviews			
<p>Strategy 1: 1.1.A. Alignment of the written, taught and assessed curriculum: Curriculum-Based Unit Assessments Strategy's Expected Result/Impact: Increased STAAR Progress Measure Staff Responsible for Monitoring: Principals</p> <p>Title I: 2.4 Funding Sources: Teachers needed to support at-risk learners. - State Comp Ed - 199-11-6119-4-24 - \$189,419</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: 1.1.B. Systematic progress monitoring: IStation (K-8), mClass (K-2), Study Island (K-12) Strategy's Expected Result/Impact: Increased STAAR Progress Measure Staff Responsible for Monitoring: Principals</p> <p>Title I: 2.4</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Implementation of Accelerated Instruction Plans for all students who did not meet standard on previous year STAAR/EOC.</p> <p>Strategy's Expected Result/Impact: Students with AIPs will meet standard on subsequent year STAAR/EOC.</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: Supplies and Miscellaneous Materials to support at-risk learners. - State Comp Ed - \$15,500, Materials used for students who were not successful on EOC exams - State Comp Ed - \$500, Supplies and materials to support homeless students. - State Comp Ed - \$100, Professional Development/Contracted Services and Travel for staff learning additional ways to support at-risk learners. - State Comp Ed - \$3,250</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Implementation of consistent guided reading instruction at the elementary campus through use of the leveled library. The percentage of Kindergarten students at or above benchmark on EOY screener will increase from 89% in 2023 to 93% in 2024.</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>	Formative			Summative
	Nov	Jan	Mar	June
				
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>	Formative			Summative
	Nov	Jan	Mar	June
				
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>	Formative			Summative
	Nov	Jan	Mar	June
				

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 89% in 2023 to 93% in 2024.</p> <p>Strategy's Expected Result/Impact: Increase in percentage of Kindergarten students above the benchmark on EOY screeners from 89% in 2023 to 93% in 2024.</p> <p>Staff Responsible for Monitoring: Elementary Principal</p> <p>Funding Sources: Additional Kindergarten Teacher - Title I Part A: Fund 211 - 211-13-61XX - \$50,300, Additional Kindergarten Teacher - Title II Part A: Fund 255 - 255-13-61XX - \$9,900, Additional Kindergarten Teacher - Title IV Part A: Fund 289 - 289-13-61XX - \$9,900</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



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

TEA Priorities:

Connect high school to career and college

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>	Formative			Summative
	Nov	Jan	Mar	June
				

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>	Formative			Summative
	Nov	Jan	Mar	June
				
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>	Formative			Summative
	Nov	Jan	Mar	June
				
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>	Formative			Summative
	Nov	Jan	Mar	June
				
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>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Enhance CTE instructional programs through upgrading equipment. Strategy's Expected Result/Impact: Increased number of students meeting career ready goal on an annual basis. Staff Responsible for Monitoring: Superintendent and Secondary Principal Funding Sources: Equipment Upgrades - TCLAS: Fund 429 - 429-11-66XX - \$211,324.87	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Enhancing student instruction by purchasing additional supplies for CTE program that align to P-TECH Programs of Study Strategy's Expected Result/Impact: Increase number of students graduating college/career ready Staff Responsible for Monitoring: Superintendent/Secondary Principal Funding Sources: Additional supplies for P-TECH POS - TCLAS: Fund 429 - 429-11-63XX - \$100,000, Additional supplies and training for P-TECH POS - TCLAS: Fund 429 - 429-XX-64XX - \$20,000	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> No Progress Accomplished Continue/Modify Discontinue </div>				

Goal 1: Pillar I: Student Success

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

TEA Priorities:

Connect high school to career and college

Strategy 1 Details	Reviews			
Strategy 1: 1.3.A. Continue implementation and tracking of the "Hornet Cup" point structure: District-created rubric. Increased district score from 813 in 2022 to 890 in 2023. Strategy's Expected Result/Impact: Increased rubric score annually Staff Responsible for Monitoring: District Leadership Team Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue

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

Performance Objective 1: 2.1 Annually increase faculty and staff satisfaction

TEA Priorities:

Recruit, support, retain teachers and principals

Strategy 1 Details	Reviews			
Strategy 1: Staff satisfaction survey administered in fall and spring: AAAOT (Accuracy, Accessibility, Attitude, Operational Efficiency, Timeliness) survey will be administered in the fall and the satisfaction survey will be administered in the spring. Strategy's Expected Result/Impact: Increased results from year-to-year post-survey Staff Responsible for Monitoring: Superintendent and Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
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	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Identify and take action to address survey results Strategy's Expected Result/Impact: Build trust with staff and address items of need from survey. Staff Responsible for Monitoring: Superintendent and Principals	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Continue to implement Retention Stipend for all staff. Strategy's Expected Result/Impact: Assist in retaining teachers from year to year and use as recruiting tool when necessary. Staff Responsible for Monitoring: Superintendent and CFO Funding Sources: Retention Stipend Funds - SRSA: Fund 270 - \$22,264	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

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

Performance Objective 2: 2.2 Annually increase faculty and staff engagement

TEA Priorities:

Recruit, support, retain teachers and principals

Strategy 1 Details	Reviews			
Strategy 1: Staff engagement survey administered in fall and spring: AAAOT (Accuracy, Accessibility, Attitude, Operational Efficiency, Timeliness) survey will be administered in the fall and the satisfaction survey will be administered in the spring. Strategy's Expected Result/Impact: Increased results from pre- to post-survey Staff Responsible for Monitoring: Superintendent and Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
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	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Identify and take action to address survey results Strategy's Expected Result/Impact: Build trust with staff and address items of need from survey. Staff Responsible for Monitoring: Superintendent and Principals	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

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

TEA Priorities:

Recruit, support, retain teachers and principals










Strategy 1 Details	Reviews			
Strategy 1: All employees have goal-setting conference with their supervisor in the fall Strategy's Expected Result/Impact: All employees have set goals specific to their work to build capacity in all staff. Staff Responsible for Monitoring: Superintendent, Coordinators/ED for Bus Services, and Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Professional Development Plans are developed for all employees based on goal-setting conferences Strategy's Expected Result/Impact: Employees have increased capacity due to completion of Professional Development Plans Staff Responsible for Monitoring: Superintendent, Coordinators/ED for Bus Services, and Principals	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				








Goal 3: Pillar III: Stakeholder Engagement and Satisfaction

Performance Objective 1: 3.1 Annually increase student engagement and satisfaction

TEA Priorities:







Connect high school to career and college

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>	Formative			Summative
	Nov	Jan	Mar	June
				
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>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Identify and take action to address survey results Strategy's Expected Result/Impact: Build trust with students and address items of need from survey. Staff Responsible for Monitoring: Superintendent and Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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. Strategy's Expected Result/Impact: Provide safe learning environment for students. Staff Responsible for Monitoring: Principals</p> <p>Title I: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Sustain student engagement with instructional practices by updating/replacing student technology devices. Strategy's Expected Result/Impact: Sustain student engagement results on annual survey. Staff Responsible for Monitoring: Superintendent and technology staff	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Pillar III: Stakeholder Engagement and Satisfaction

Performance Objective 2: 3.2 Annually increase parent engagement and satisfaction

Strategy 1 Details	Reviews			
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	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
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	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Identify and take action to address survey results Strategy's Expected Result/Impact: Build trust with parents and address items of need from survey. Staff Responsible for Monitoring: Superintendent and Principals	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Provide supplemental supplies for students/families receiving homeless services. Strategy's Expected Result/Impact: Homeless services provided for families. Staff Responsible for Monitoring: Principals Funding Sources: Supplemental supplies for parental involvement - Title I Part A: Fund 211 - 211-13-62XX - \$100	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Provide supplemental supplies for parents to increase participation in engagement activities. Strategy's Expected Result/Impact: Increased engagement from families. Staff Responsible for Monitoring: Principals Funding Sources: Supplemental Supplies - Title II Part A: Fund 255 - 255-11-63XX - \$100, Supplemental Supplies - Title IV Part A: Fund 289 - 289-11-63XX - \$100	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 3: Pillar III: Stakeholder Engagement and Satisfaction

Performance Objective 3: 3.3 Annually increase community engagement and satisfaction

Strategy 1 Details	Reviews			
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	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
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	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Identify and take action to address survey results Strategy's Expected Result/Impact: Build trust with community and address items of need from survey. Staff Responsible for Monitoring: Superintendent and Principals	Formative			Summative
	Nov	Jan	Mar	June
No Progress 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			
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	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize revenue projection process that aligns with recommendations from TASBO (Texas Association of School Business Officials) Strategy's Expected Result/Impact: Accurate projections on which to build the annual budget. Staff Responsible for Monitoring: Executive Director of Business Services and Superintendent	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Develop and deploy annual budget development calendar Strategy's Expected Result/Impact: Timely steps are taken in reviewing current year's budget and planning for next year's budget Staff Responsible for Monitoring: Executive Director of Business Services	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Maintain and promote Comptroller Transparency Stars Strategy's Expected Result/Impact: Ensures the highest possible standard for our Business and Finance Department Staff Responsible for Monitoring: Executive Director of Business Services and Superintendent	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Utilize Federal Programs Consultant to provide guidance, training, and monitoring of federal program and spending requirements. Strategy's Expected Result/Impact: Remain in compliance with all federal program requirements. Staff Responsible for Monitoring: Superintendent and CFO Funding Sources: Federal Programs Consultant - Title I Part A: Fund 211 - 211-13-62XX - \$4,600	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

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			
Strategy 1: Continue to review, monitor, and update long-term facility plan Strategy's Expected Result/Impact: Provide means to more strategically update and maintain facilities over time. Staff Responsible for Monitoring: Superintendent and Coordinator of Operations Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

Strategy 2 Details	Reviews			
Strategy 2: Execute long-term facility plan Strategy's Expected Result/Impact: Strategically update and maintain facilities over time. Staff Responsible for Monitoring: Superintendent and Coordinator of Operations Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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			
Strategy 1: Continue to review, update, and communicate key work processes Strategy's Expected Result/Impact: Provide means of strategically and consistently addressing operational work in the district. Staff Responsible for Monitoring: Superintendent Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Coherent Risk Management processes Strategy's Expected Result/Impact: Mitigate risk for the district Staff Responsible for Monitoring: Superintendent	Formative			Summative
	Nov	Jan	Mar	June
				

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, Ed for Bus Services, Coordinator of Operations</p> <p>Title I: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				