

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: **Discuss and Develop a New Instrument for Superintendent Evaluation and Board of Trustees Evaluation**

Date: March 31, 2025

Administrator Responsible/Position: Mandy Epley/Superintendent

A. Purpose of Agenda Item:

☐ Information Only

☒ Action Needed

☐ Receive Input

B. Authority for This Action:

☒ Local Policy

☒ Law or Rule

☐ N/A

C. Priority, Goal, or Need Addressed:

☒ Strategic Plan

☒ District/Campus
Improvement
Plan

☐ Other

Priorities

☒ **Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.

☒ **Priority 2:** Maximizing Academic Performance.

☒ **Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.

☒ **Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.

☒ **Priority 5:** Obtaining and Maintaining Top Rated District Recognition

Board Goals for 2023-2028

☒ **Goal 1*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**

☒ **Goal 2*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**

☒ **Goal 3*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

D.

Summary: Discussion and development of a new instrument of evaluation for the Superintendent and the Board that is in line with the Board Vision, Mission, Priorities and Goals and best serves the district.

Background The Board by State statute and policy must evaluate the Superintendent at

Information: least every 15 months and The Board of Trustees may determine to use a self evaluation tool designed to assist the district in improving Board oversight and academic achievement.

E. Comments Received:

☒ LT

☐ DEIC

☐ Other

All agenda items are reviewed by the Superintendent's Leadership Team.

F.

**Administrative
Recommendation:**

To develop and approve a new instrument for the
Superintendent Evaluation and Board of Trustees
Evaluation

G. Fiscal Impact and Cost:

Amount: N/A

☐ Budget

☐ Grant/Special
Funds

☐ Other

☐ Bond

H.

Exhibits: Policy BJCD (LEGAL) (LOCAL), Policy BG (LEGAL)

I. Action:

“I move to approve/disapprove/postpone the new instrument for the
Superintendent Evaluation and Board of Trustees Evaluation”

Motion by: _____

second by: _____

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

ABSTAIN: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED/DENIED/POSTPONED