



Navarro ISD

Board Report

Human Resources and School Leadership

May 19, 2025

Priorities

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

Hiring. The hiring season is underway, with principals and directors working hard to fill positions with great new team members. We will be solidifying a marketing plan this summer that allows us to attract the best possible pool of candidates to select from.

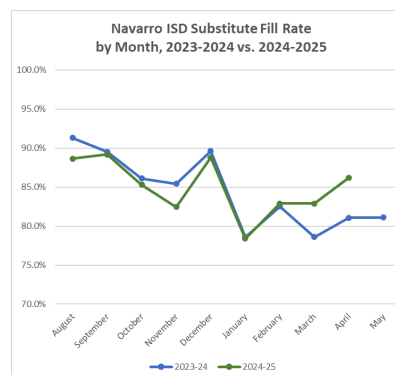
Developing. Three district teachers have been admitted to the Navarro ISD / Texas State University master's degree cohort for educational leadership. This is one of many steps we are taking to develop the Navarro ISD Aspiring Principals Program starting in the 2025-2026. We are investing in talent development.

Celebrating. Starting this year, Navarro ISD will select a District Teacher of the Year from the Campus Teacher of the Year honorees. A Teacher of the Year Committee consisting of last year's campus teachers of the year, a Navarro Education Fund representative, the Chief Academic Officer, the Assistant Superintendent of Human Resources and School Leadership, and a high school student currently enrolled in teacher education classes. The Navarro ISD Teacher of the Year will represent the district in the Region 20 Teacher of the Year selection process.

Retaining. Since snapshot date at the end of October 2024, 28 of 176 teachers have resigned – mostly effective at the end of the school year – which we estimate to be a 15.9% turnover rate.

Substitutes.

- Our substitute teachers are all invited to a year-end appreciation meeting with light refreshments on May 22 from 9:00-10:30 a.m. in the high school cafeteria. We will thank them, hand out some awards, inform them of some changes coming next year, and get their feedback on how we can continue to strengthen our substitute program.
- Our April substitute fill rate was 86.2% this year compared to 81.1% last year, our second month in a row with a substantial improvement. We will try to continue this trend in May.



Navarro ISD Substitute Fill Rate by Month		
	2023-24	2024-25
August	91.3%	88.7%
September	89.5%	89.2%
October	86.1%	85.3%
November	85.4%	82.4%
December	89.6%	88.8%
January	78.6%	78.4%
February	82.5%	82.9%
March	78.6%	82.9%
April	81.1%	86.2%
May	81.1%	