

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject: Consider and Possible Action on Resolution to Nominate TASB Superintendent of the Year**

**Date:** February 23, 2026

**Administrator Responsible/Position:** David Kauffman, Ed.D., Asst. Superintendent of Human Resources and School Leadership

**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:** Every fall TASB honors an outstanding superintendent in the state with its Superintendent of the Year (SOTY) award program, established in 1984 to recognize achievement and excellence in public school administration.

Those considered for this prestigious honor must display:

Exemplary and visionary leadership toward improving student performance

Strong leadership skills

Dedication to improving the quality of education in their districts

Commitment to public support and involvement in education

The selection of a Superintendent of the Year is the culmination of a nine-month process that begins in January when member school boards from across the state start to prepare their superintendent nomination, which must be approved by resolution.

Recommended superintendents are then interviewed by regional selection committees, with finalists from each Texas education service center (ESC) region that submits a nominee being announced in June. Each ESC finalist is then brought forward to be interviewed by the state selection committee, which narrows the pool to five state finalists announced in late summer.

The naming of the Superintendent of the Year is a highlight of [txEDCON](#), held each year in the fall to promote excellence in Texas public education. The recipient of the SOTY award receives \$5,000 and a special ring from Balfour, the program sponsor. Districts of the four state finalists also receive \$1,000 each.

**Background Information:**

Member school boards interested in nominating their superintendent for the Superintendent of the Year Award are encouraged to review the eligibility criteria. Nominees must meet the following requirements:

- Have served as a superintendent of the district since Sept. 1, 2023 (interim positions do not count)

- Be a member of the Texas Association of School Administrators (TASA) and in a district whose board has a current [TASB Active Membership](#)

- Be certified and meet the State Board for Educator Certification continuing professional education requirement

- Be an active superintendent at the time of txEDCON 2026

Please note superintendents who receive the top state award cannot be nominated again during the following five-year period. This rule does not apply to superintendents who were named regional winners or state finalists.

Nominations are now open. School board presidents must complete the [official entry form and supporting documentation](#) including:

- Official entry form

- Student performance worksheet

- A detailed recommendation letter, signed by the board president (no longer than five pages, 12-point Times New Roman, 1.5-line spacing, and 1-inch margins). The letter

should be addressed to the SOTY Selection Committee and include details about why the chief administrator should be named Superintendent of the Year, expanding on the following topics:

- Leadership, management, and school climate
- School board-superintendent relations
- School improvement and instructional leadership
- Fiscal management
- School-community relations
- Public Education Advocacy

At the end of the letter, succinctly respond to “Why our superintendent should be selected as Superintendent of the Year.”

A basic resume listing current positions and professional organizations (no more than three pages)

A resolution indicating the board’s decision to nominate the superintendent (remember to place the resolution on the board meeting agenda early in the process)

Three photos: a photo of the superintendent (headshot), a photo of the superintendent and the board, and a photo of the superintendent interacting with students. Requirements for these photos are:

Minimum image size 1,500 x 2,100 pixels (5x7" at 300 dpi)

Preferred image size 8.5 x 11 inches in .jpg format

No other documentation accepted

Nominations should be sent to the executive director of the district’s education service center (ESC) being sure to copy [soty@tasb.org](mailto:soty@tasb.org). The packet documents should be scanned and submitted as a single PDF in the order listed above with the exception of the photos, which should be individual .jpg files. The packet and photos must be emailed to the ESC and TASB by the established deadline in April.

### **TASB State Selection Committee**

The State Selection Committee is typically composed of TASB directors appointed by the TASB president to serve on the TASB Member Services Committee. A director may not serve if the superintendent from his or her district is being considered.

Learn more about the eligibility, nomination, and selection process, including important dates, as well as a list of previous winners. Questions? Call [800-580-8272](tel:800-580-8272) or email [soty@tasb.org](mailto:soty@tasb.org).

**April 17:** Nomination submissions due to designated ESC.

**June 30:** Regional screening completed, and nominations submitted to TASB.

**Aug. 21-22:** All regional winners interviewed, and five finalists chosen by the TASB State Selection Committee.

**October:** Finalists interviewed at txEDCON 2026, and Superintendent of the Year chosen by TASB State Selection Committee.

**Oct. 10:** Presentation of the award at txEDCON 2026

**E. Comments Received:**

LT       DEIC       Other

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

**F. Administrative Recommendation:** That the Board vote to not adopt a resolution to support a nomination of Superintendent of the Year

**G. Fiscal Impact and Cost:**

**Amount:** N/A

Budget

Grant/Special  
Funds

Other

Bond

**H. Exhibits:**

- TASB Resolution
- TASB Resources

**I. Action:**

“I move to approve/disapprove/postpone the resolution to nominate Dr. Mandy D. Epley for TASB Superintendent of the Year and further authorize the Superintendent to commence the process of completing the nomination requirements.”

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

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

MOTION CARRIED / DENIED / POSTPONED