

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** Employee Opinion Survey  
**Date:** June 16, 2025  
**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:** Presentation of the results of the employee opinion survey administered by TASB in April 2025. No action required.

### Background Information:

To inform district strategies for retaining high-performing employees, Navarro ISD contracted with the Texas Association of School Boards (TASB) to conduct an employee opinion survey in April 2025. The survey covered the following topics:

- Job satisfaction
- Working conditions
- Relationship with coworkers
- Relationship with supervisor
- Compensation and benefits
- District communications
- District leadership

- Board of trustees
- Campus environment
- Curriculum and instruction
- Student discipline

The attached report describes the methodology and findings of the survey. Shannon Burns from TASB will attend the June 16, 2025, board meeting to present an overview of the findings and to answer questions.

District and campus administrators will use the results to guide further inquiry into employees' experiences, to plan strategies for improvement in targeted areas, and to monitor changes in employees' opinions.

**E. Comments Received:**

☒ LT    ☐ DEIC    ☐ Other

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

**F. Administrative Recommendation:** No action recommended. Information only.

**G. Fiscal Impact and Cost:** See attachment.

☐ Budget  
☐ Bond

☐ Grant/Special  
Funds

**Amount:** N/A  
☐ Other

**H. Exhibits:** TASB Employee Opinion Survey Report

**I. Action:** No action recommended.