

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** **Consider and Possible Approval of Superintendent Evaluation Rubric Metrics**

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**Date:** **May 19, 2025**

**Administrator Responsible/Position:** **Mandy Epley, Superintendent of Schools**

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**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:** **The Board of Trustees will establish Board Goals and an internal evaluation of**

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**Background Information:** **The Superintendent and Board of Trustees held a special meeting on March 31, 2025 to revise the Superintendent Evaluation instrument. The Board expressed an interest in updating the instrument to reflect specific goals and timelines for obtaining goals related to the Board priorities**

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**established in the Collaborative Vision as well as the House Bill 3 goals.**  
**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)**
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- ☒ **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)**

**The Goals reflect specific actions and timelines for the Superintendent to execute and report to the Board of Trustees. The evaluation timeline to check in on goal attainment progress will be quarterly to increase the frequency of communication between the Superintendent and the Board of Trustees regarding progress monitoring and goal attainment. The rubric for the evaluation will directly correlate with the goals identified annually and evidence of goal attainment and goal attainment progress.**

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**E. Comments Received:**

☒ LT ☐ DEIC ☒ Other

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

<b>F.</b>	<b>Administrative Recommendation:</b>	<b>Board approval of the Superintendent Evaluation Metrics Rubric</b>
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**G. Fiscal Impact and Cost:**

<input type="checkbox"/> Budget	<b>Amount:</b> N/A	<input type="checkbox"/> Grant/Special	<input type="checkbox"/> Other
<input type="checkbox"/> Bond		Funds	

**H. Exhibits: Superintendent/Board Goals  
Draft of Superintendent Evaluation Rubric**

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**I. Action:**

**“I move to approve/disapprove/postpone” the Superintendent Evaluation Metrics Rubric as designed collaboratively with the Superintendent and the Board of Trustees.**

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Motion  
by:

second  
by:

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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