

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** TIA Update  
**Date:** April 20, 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:** Navarro ISD will qualify several teachers for the Teacher Incentive Allotment this year and has submitted an application to expand the opportunity to all or nearly all teachers.

**Background Information:** The TIA is a state-funded system that provides additional compensation to outstanding teachers who are identified based on their performance appraisal and their students' academic growth. See <https://tiatexas.org/> for detailed information about the program.

The update and board discussion will focus on several important points:

- 1) Navarro ISD's Teacher Incentive Allotment system has been approved and the 2024-2025 Data Submission has been validated by TEA.
- 2) 45 Navarro ISD teachers are expected to receive a TIA designation this Spring based on data from the 2024-2025 school year - 29 Recognized, 13 Exemplary, and 3 Master.
- 3) 2 Navarro ISD teachers have active designations they received in their former districts - 1

Recognized and 1 Exemplary.

- 4) All 47 designated teachers will receive a TIA stipend this summer, provided they fulfill their contract and remain in the district until the end of the school year.
- 5) The district's 2025-2026 data submission will provide an opportunity for designation for scores of additional teachers.
- 6) The district submitted an expansion application in April 2026 that would expand eligibility to all or nearly all Navarro ISD teachers.

**E. Comments Received:**

- LT
- DEIC

**F. Administrative Recommendation:** No recommendation. Discussion only.

**G. Fiscal Impact and Cost:** None

**Amount:** N/A

Budget

Grant/Special  
Funds

Other

Bond

**H. Exhibits:** None

**I. Action:** No action. Discussion only.

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