



Navarro ISD

Board Report

Human Resources and School Leadership

June 16, 2025

Priorities

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

Hiring. As of June 3, 2025, we have filled 59 positions, including 48 new employees and 11 transfers. We have 20 positions remaining to fill.

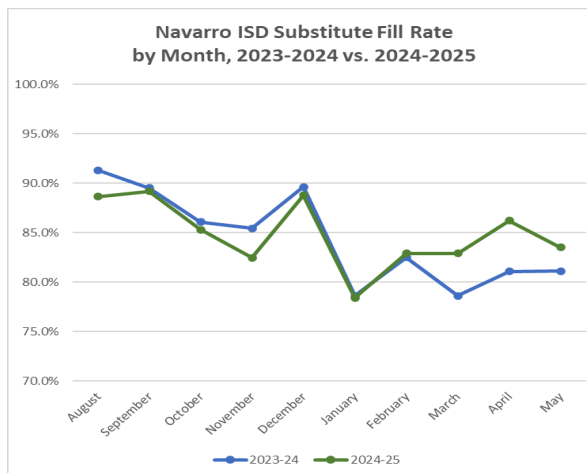
Coaching. In 2025-2026 we will launch monthly assistant principal meetings to support professional and leadership development. In addition, the Navarro ISD Aspiring Principals Program will provide a pathway to educational leadership.

Retaining.

- Since snapshot date at the end of October 2024, 31 of 176 teachers have resigned – mostly effective at the end of the school year – which we estimate to be a 17.6% turnover rate.
- The results of the Employee Opinion Survey conducted by TASB will inform the efforts of our campus and department leaders to improve working conditions for employees and boost retention.

Substitutes.

- On the last day of school, we hosted a reception for our VIPS (**V**ery **I**mportant **P**anther **S**ubstitutes). We showed our appreciation for the important part they play, shared with them our goals for next year (1. improve fill rate, 2. professional development for substitutes, and 3. strengthen communication), gave out awards for years of service and for campus MVPS (**M**ost **V**aluable **P**anther **S**ubstitute), and invited their feedback on what is working well and what we can improve. We're excited about the future of our substitute program here in Navarro ISD.
- The substitute fill rate for the full school year was 85.5% for 2024-2025 compared to 85.0% for 2023-2024, a small gain but a gain nevertheless. The encouraging news is that we finished strong with three months in a row outperforming last year.



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%	83.5%