

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** TASB Policy Update 124  
**Date:** February 24, 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:** TASB Policy Update 124 Streamline hiring of teachers and other district personnel by revising Board Policy DC(LOCAL) to delegate final hiring authority to the Superintendent of contractual personnel below the level of campus principal.

**Background Information:** As part of our contracted services, the Texas Association of School Boards (TASB) Policy Services department routinely provides Navarro ISD with recommended updates to local policy based on changes in state and federal laws and regulations. TASB Policy Update 124 includes recommended revisions to 8 policies. A summary of the proposed changes is attached, followed by clean copies of the policies with the recommended changes, and then annotated copies of the policies with redlined changes.

**E. Comments Received:**

- LT                      DEIC                      Other

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

**F. Administrative Recommendation:** That the Board approve the policy revisions proposed in TASB Update 124.

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

**Amount:** N/A

- Budget  
 Bond

- Grant/Special  
Funds

- Other

**H. Exhibits:**

- TASB Localized Policy Manual Update 124 Explanatory Notes, including:
  - CAA(LOCAL) Fiscal Management Goals and Objectives: Financial Ethics
  - CDA(LOCAL) Other Revenues: Investments
  - CY(LOCAL) Intellectual Property
  - DH(LOCAL) Employee Standards of Conduct
  - EHB(LOCAL) Curriculum Design: Special Programs
  - EHBB(LOCAL) Special Programs: Gifted and Talented Students
  - FFG(LOCAL) Student Welfare: Child Abuse and Neglect
  - GKA(LOCAL) Community Relations: Conduct on School Premises

**I. Action:** I move that the Board approve the proposed revisions to policies CAA(LOCAL), CDA(LOCAL), CY(LOCAL), DH(LOCAL), EHB(LOCAL), EHBB(LOCAL), FFG(LOCAL), AND GKA(LOCAL) .

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