

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Employee Opinion Survey
Date: May 18, 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: Presentation of the results of the employee opinion survey administered by TASB in January 2026. 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 January 2026. The survey covered the following topics:

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

