

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: **Discussion and Possible Approval of Board Goals and Self Evaluation Instrument**

Date: **December 15, 2025**

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

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 discuss the Board Goals to be applied to a Self Evaluation Instrument. The Goals will be finalized and ultimately approved to be applied to a self evaluation instrument for the Board of Trustees.**

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 established in the Collaborative Vision as well as the House Bill 3 goals. The Board expressed a desire to set Board Goals to support the priorities and established a committee to develop a recommendation of goals to be presented at the December 2025 meeting.

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.
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Board Goals for 2023-2028

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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)**

E. Comments Received:

☐ LT

☐ DEIC

☒ Other

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

F.

**Administrative
Recommendation:**

**Board approval of the Board Goals to be applied
to a Self-Evaluation Instrument.**

G. Fiscal Impact and Cost:

☐ Budget

Amount: N/A

☐ Bond

☐ Grant/Special
Funds

☐ Other

H. Exhibits: Board Goals

I. Action:

**“I move to approve/disapprove/postpone” the Board Goals to be used with
a self evaluation instrument.**

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

ABSTAIN: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED/DENIED/POSTPONED