



Navarro ISD

Board Report

Human Resources and School Leadership

January 2025

Recruiting, Hiring, Coaching, and Retaining

Hiring a new Athletic Director / Head Football Coach took the main stage this January. To find the best candidate to fill the big shoes left after Coach Blount's seven years of service, we followed an inclusive process that provided families and coaches opportunities for input and shared decision-making.

As we strive to put a great teacher in every classroom, Navarro ISD will be represented at as many of these career fairs as our calendars allow: Texas Southern (February), Texas Tech (March), Texas A&M San Antonio (April), Texas State (April), Texas Lutheran (April), Education Service Center Region 20 (April & June).

As mentioned in the January 10 Friday Memo, hosting student teachers and interns is an important strategy for building our pipeline of Navarro ISD teacher candidates. Kylee Emerson, a December 2024 graduate of Texas State University, did her student teaching with Rebecca Borchardt at Navarro Elementary School and emerged as the top candidate for our mid-year vacancy in 4th grade at Navarro Intermediate School.

This Spring we have eight aspiring educators doing their student teaching, internship, or field experience here in Navarro ISD. Special thanks to our experienced educators who are hosting these college students and helping to develop the next generation of public school teachers: Kimberlee Boerjan, Stephanie Broussard, Amber Cruz, Jessica Limmer, Aleah Petmecky, Courtney Roisch, Kathy Seals, and Kailey Williams.

Substitute Teachers

As reported in the January 10 Friday Memo, our substitute fill rate (the number of substitutes reporting divided by the number of absences requiring a substitute) was 86.4% from August to December 2024. This is slightly lower than 88.1% over the same period last year, despite having 10% fewer absences requiring substitutes than last year. We continue to hire new substitutes each month, including five at the start of January. Our fill rate historically drops in the second semester, so growing our substitute pool is a high priority. *Please help us recruit additional qualified substitutes.* Anyone interested can apply at our [nisd.us website](https://nisd.us). The minimum requirement is a high school diploma. The main characteristics we look for are responsibility and genuine concern for our students.

Improving Systems

We use systems from Frontline Education for Recruiting & Hiring, Employee Absence Management, and Employee File Management. As with most technology applications, these systems can be under-utilized as digital file cabinets and desktops or they can be fully utilized to streamline, automate, and improve our processes. Christian and I continue to learn from Alicia Boswell and our contacts at Frontline to strengthen our implementation and maximize the potential of these tools.

Respectfully submitted,

David Kauffman, Ed.D.

Assistant Superintendent of Human Resources