

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Board Priority 1 Discussion: Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes
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: We will report to the board on our strategies for recruiting, hiring, coaching, and retaining employees in support of student outcomes.

Background Information: Priority #1 for Navarro ISD is to ensure we have the right people in every position and that we are helping them grow and to achieve the goals we have for our students. This discussion will include:

- a review of district retention data
- key findings from employee outreach efforts, including “stay interviews”
- an upcoming employee experience survey
- strategies and action steps to respond to the data and information

E. Comments Received:

- LT DEIC Other

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

F. Administrative Recommendation: No recommendation. Discussion only.

G. Fiscal Impact and Cost: None

Amount: N/A

- Budget
- Bond

- Grant/Special Funds

- Other

H. Exhibits: None

I. Action: No action required. Discussion only.

Motion by: n/a second by: n/a

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