

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** **Consider Selection of Board Workshop Date for Superintendent Evaluation and Board of Trustees Goals and Evaluation Metrics**

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**Date:** May 19, 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 evaluate the Superintendent and will establish Board Goals and an internal evaluation of goal attainment metrics at a Special Meeting in June. Available dates and times include: June, 2, 3, 4, 5, 10, 12 at 6:00pm**

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**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 developing Board of Trustees Goals to measure Trustee effectiveness in execution of priorities and duties. The Goals reflect specific actions and timelines for the Board to execute. The evaluation timeline to check in on goal attainment progress will be quarterly. The rubric for the evaluation will directly correlate with the goals identified annually and evidence of goal attainment and goal attainment progress.

During the creation of the Board Goals for the Superintendent the Trustees and Superintendent discussed a quarterly evaluation.

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**E. Comments Received:**

☒ LT

☐ DEIC

☒ Other

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

**F.**

**Administrative Recommendation:**

Selection of a date in the first two weeks of June for a special meeting/workshop to evaluate the Superintendent and establish Board Goals and Evaluation Metrics to be approved in June 2025

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**G. Fiscal Impact and Cost:**

☐ Budget

☐ Bond

**Amount:** N/A

☐ Grant/Special Funds

☐ Other

**H.**

**Exhibits:**

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**I.**

**Action:**

I move that the Board approve the date of June\_\_\_\_, 2025@ 6:00pm for a Special Meeting/Board Workshop to Evaluate the Superintendent and Develop the Board of Trustees Goals and Evaluation Metrics.

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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