



Navarro ISD

# Board Report

## Human Resources and School Leadership

December 2024

### **Recruiting, Hiring, Coaching, and Retaining**

The calendar still says 2024, we are actively planning for staffing for the 2025-26 school year. This includes encouraging our effective staff members to come back next year, identifying what our staffing needs will be for 2025-26, and building a strong pool of candidates to draw from.

Principal Scarborough and I attended the Texas Lutheran University Education Career Fair in Seguin. In addition to recruiting for 2025-26 teaching positions, we encouraged future graduates to request Navarro ISD for their internships and student teaching experiences. We will be attending many teacher job fairs this Spring.

We are in the implementation year of the Texas Incentive Allotment, which will provide substantial financial incentives to teachers designated as top performers based on their teacher appraisal and student growth data. There are many data collection and reporting requirements that we are working on collaboratively with the Academics Office and campus principals.

### **Improving Systems**

We recently sent 13 boxes of former employee records to be scanned as a big step forward in our transition to a more efficient and effective paperless file systems. Meanwhile, we are working to maximize the functionality of our Frontline Central system for maintaining current employee records.

Respectfully submitted,

David Kauffman, Ed.D.

Assistant Superintendent of Human Resources