

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Proposed change to DC(LOCAL)
Date: December 16, 2024
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: Streamline hiring of teachers and other district personnel by revising Board Policy DC(LOCAL) to delegate final hiring authority to the Superintendent of contractual personnel below the level of campus principal.

Background Information: Policy DC(LOCAL) Employment Practices currently stipulates that “the Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel,” but that “the Board retains final authority for employment of contractual personnel.” Waiting for Board approval can delay the process of hiring teachers and other professional employees, leaving Navarro ISD vulnerable to losing strong candidates to other districts while they await an official contract offer.

Texas Education Code 11.1513 provides that “the board may delegate final authority for [personnel] decisions to the superintendent.” This proposed revision to Policy DC(LOCAL) retains the Board’s “final authority for employment of contractual personnel in the position of principal or above,” but delegates hiring authority to the Superintendent for contractual

positions at or below the level of assistant principal. It stipulates that the Superintendent shall inform the Board of any person hired under this authority.

E. Comments Received:

LT DEIC Other

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

F. Administrative Recommendation: Approve changes to DC (LOCAL) to support recruiting and hiring high quality teachers and staff to support student outcomes.

G. Fiscal Impact and Cost: None **Amount:** N/A

Budget Grant/Special Other
 Bond Funds

H. Exhibits: Red-lined DC (LOCAL) showing the proposed changes.

I. Action: I move that the Board approve the proposed changes to policy DC (LOCAL).

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

MOTION CARRIED / DENIED / POSTPONED