

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** **Professional Development Waiver Minutes Request**

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**Date:** June 16, 2025

**Administrator Responsible/Position:** Wendy McMullen, Chief Academic Officer

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**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:**

Each school year, the academic calendar is required to have a total of 75,600 instructional minutes for students. For the 2025-2026 school year, the adopted calendar has 75,630 instructional minutes for the Elementary and Intermediate campuses, and 75,360 instructional minutes for the Junior High and High School campuses. Since the Junior High and High School campuses added an additional

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early release day for their final exams week in December and May, this reduces their calendar instructional minutes by 270 minutes. By adding the proposed professional development waiver minutes, which total 1170 instructional minutes, we will meet, and exceed, the requirement of 75,600 instructional minutes for all campuses. The total instructional minutes for the Elementary and Intermediate campuses with the added professional development waiver minutes will be 76,800 and the total instructional minutes for the Junior High and High School campuses will be 76,530. The addition of professional development waiver minutes provides the district with some flexibility should we have a severe weather event or other potential incident that would cause an unforeseen school closure, which would ultimately reduce our total instructional minutes.

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**Background Information:**

The Texas Education Agency (TEA) allows for districts to request a staff development minutes waiver that provides for a maximum of 2,100 total waiver minutes to use for professional development. This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development provided instead of student instruction during the school year. The *Staff Development Minutes Waiver* may not be used prior to the first day of student instruction or after the last day of student instruction.

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**E. Comments Received:**

☒ LT

☒ DEIC

☐ Other

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

**F.**

**Administrative Recommendation:**

That the Board of Trustees approves the proposed professional development waiver minutes of 1170 total instructional minutes to be added to the 2025-2026 instructional minutes calendar.

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**G. Fiscal Impact and Cost:**

**Amount:** N/A

☒ Budget

☐ Grant/Special Funds

☐ Other

☐ Bond

**H.**

**Exhibits: Waiver minutes document with month by month calculations.**

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**Action:** "I move to approve the professional development waiver minutes for three full professional development days, totaling 1170 additional student instructional minutes that will be added to the Navarro ISD 2025-2026 calendar minutes."

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**I.**

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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