



Navarro ISD

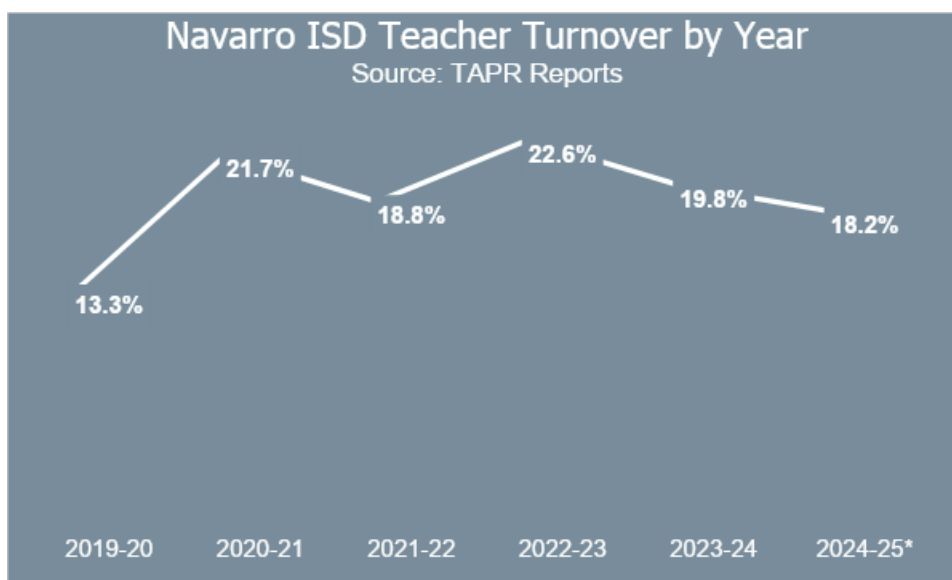
# Board Report

## Human Resources and School Leadership

April 28, 2025

### Priorities

- ☒ **Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.



Since snapshot date at the end of October 2024, 19 of 176 teachers have resigned – mostly effective at the end of the school year – which is a 10.8% turnover rate. We anticipate additional resignations, so the 2025-2026 turnover rate will increase. Much of the turnover is due to retirements, relocations, and family/health reasons. There are some instances where the separation is in the best interest of the district, giving principals an opportunity to hire a stronger candidate than they had previously. We will continue updating the board on the details regarding what we consider “good turnover” versus “bad turnover” while implementing strategies to increase the overall retention rate.

Future board reports will focus on:

- Implementation of a human capital marketing plan
- Implementation of a talent development plan, inclusive of professional development, leadership development, and career development
- Implementation of a staff retention plan, including stay interviews
- Filling all 2025-2026 vacancies with strong candidates
- Increasing substitute fill rates
- Completing the HR modernization and automation project by digitizing all current employee records