



Navarro ISD Board & Superintendent Goals

Navarro ISD builds collaborative partnerships by cultivating positive relationships that grow successful students; helping them make connections that prepare them for their future.

2026-2027

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Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes

- Goal 1.1 - Superintendent will maintain a teacher turnover rate at or below 15% for 2026-2027.
- Goal 1.2 - Superintendent will maintain a district-wide professional staffing fill rate of 95% or higher throughout the school year, with mid-year vacancies filled within a target average of 30 calendar days. [Human Capital Marketing Plan](#)
- Goal 1.3 - Superintendent will achieve state data validation by Spring 2027 for the 2025-26 TIA expanded system, finalizing state designations across 90%+ of district-wide teacher positions. [Talent Development Plan](#)
- Goal 1.4 - Superintendent will fully execute the district's Texas Mentorship Program to support early-career retention, ensuring 95% or more of first and second year teachers receive the full 24 hours of required, documented mentor coaching from trained mentor teachers.
- Goal 1.5 - Superintendent will successfully launch the PREP Teacher Residency cohort with five placed residents, ensuring 100% of residents complete program requirements and achieve certification exam pass rates by May 2027.
- Goal 1.6 - Superintendent will fully design and implement structured career pathways for operational departments (Safety & Operations, Transportation, Child Nutrition, and Technology) by June 2027, establishing clear tier structures, skill/certification requirements, and associated pay scales for employee advancement. [Facilities and Operations Human Capital Plan](#)

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Maximizing Academic Performance

Goal 2 Comprehensive Data Sheet

- Goal 2.1 - Superintendent will achieve and maintain a district-wide student attendance rate of 94% or higher each semester, as measured by the Average Daily Attendance reports.
- Goal 2.2 - Superintendent will increase employee attendance by 0.5 percentage points or more for 2026-2027.
- Goal 2.3 - Superintendent will implement and monitor districtwide instructional strategies and support systems to ensure students achieve a 60% or higher performance rate in the Meets Grade Level category on STAAR/EOC assessments across all tested subjects by July 2027.
- Goal 2.4 (HB3) - Superintendent will implement and monitor districtwide strategies to ensure the district meets or exceeds the Texas Education Agency's College, Career, and Military Readiness (CCMR) accountability target of 88% by July 2027.
- Goal 2.5 (HB3) - Superintendent will lead districtwide academic improvement efforts to achieve measurable progress toward Texas HB 3 outcomes by July 2027, by increasing early literacy and mathematics proficiency in grades K–2 by 5% (include last years as comparison)
- Goal 2.6 - Superintendent will maintain a graduation rate of no less than 95%.

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Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.

- Goal 3.1 - Superintendent will engage students in existing programs (UIL and CTE) through increasing student participation in each program by 5% by May 2027.
- Goal 3.2 - Superintendent will expand CTSOs by two additional chapters, and establish two additional P-TECH Programs of Study. [CTE Development Plan](#)
- Goal 3.3 - Superintendent will improve student success by qualifying for post district recognition by 5% for individual events and team events by May 2027.

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Planning, Preparing, and Maintaining Facilities and Environments for Learning.

- Goal 4.1 - Superintendent will develop a district-wide energy management program designed to reduce overall energy consumption by 5% by May 2027 compared to the 2025-26 school year.
- Goal 4.2 - Superintendent will evaluate and confirm classroom safety supports and standards in every instructional setting by January 2027.
- Goal 4.3 - Superintendent will develop a system of volunteer engagement and recognition to support campus and district initiatives and family and community partnerships.
- Goal 4.4 - Superintendent will increase coordination with law enforcement to practice safety and emergency protocols through at least one tabletop exercise and simulation exercise by May 2027.
- Goal 4.5 - Superintendent will prepare for the opening of Navarro South Elementary School by establishing an Elementary Attendance Boundaries Committee, and implement processes for staffing criteria, and operational plans for safety, maintenance, transportation, child nutrition and technology by March 2027.

[Facilities, Operations, and Capital Asset Replacement Plan](#)
[Preventative Maintenance Plan](#)

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Obtaining and Maintaining Top Rated District Recognition.

- Goal 5.1 - Superintendent will drive student participation and recognized performance across Academics, Athletics, and Fine Arts. The district will achieve 22 points this season based on sponsor projections (up from 18 points), pacing Geronimo Navarro toward a Top 30 finish in the 4A Lone Star Cup by May 2030. [UIL Development Plan](#)
- Goal 5.2 - Superintendent will oversee the development of a plan to increase the number of students meeting TSI (Texas Success Initiative) using SAT, ACT or TSIA by 5%. Current baseline is 44% of 2026 NHS seniors.
- Goal 5.3 - Superintendent will support each campus in achieving a minimum of one distinction by July 2027.

Growing our students
our district
our community



Navarro ISD - The Heart of Geronimo



Navarro ISD Board & Superintendent Goals

Board of Trustees

Governance & Leadership

1

- Establish and maintain an expeditious policy making procedure
- Policy Reviews are done when needed - define frequency
- Operating procedures will be reviewed
- Regularly evaluate board performance
- Board members commit to required training

Community Engagement and Trust Building

2

- Develop and maintain a public/community engagement plan
- Develop a communication protocol/ethical practices - stakeholders - two-way communication
- Increase awareness and understanding of accessibility/role, encourage community and district staff to speak

Master Planning and Strategy for Overall/Global District Preparedness

3

- Can provide evidence of measurable/visible progress
- Ensure progress of and evidence of Navarro ISD master plan
- Financial preparedness to support all needs

Funding and Advocacy

4

- State-Define Legislative Priorities and advocate with lawmakers
- Local - increase Board Member connections to local governing authorities

Focus on Equitable Student Outcomes Through Data-Driven Decision Making and Strong Superintendent Support

5

- Equity for all students
- Priorities will remain top of mind
- Conduct quarterly reviews of scorecard and annual review
- Create open communication to express needs of any kind