
NAVARRO INDEPENDENT SCHOOL DISTRICT
N
GERONIMO, TX

# 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.

2025-2026

**Superintendent Evaluation, June 2026**

# Board of Trustees



# Executive Cabinet

# Navarro ISD Board & Superintendent Goals

## Superintendent

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

Goal 1.1 - Superintendent will implement programs to reduce teacher turnover to 15% or below by August 2026.

- Programs implemented to support retention include: increased recognition opportunities, Compensation Task Force (improved pay and contribution to benefits, pay for unused leave at retirement) Staff Advisory, New Mentorship Program, and Teacher Incentive Allotment.
- As of June 1, our estimated **2026-27 turnover rate is 6.4%,** with 12 teacher resignations since Nov. 2025.
- We anticipate additional resignations before the penalty free resignation date for teachers under contract, which is July 6, 2026 and before the turnover data collection period ends on October 31, 2026.

Goal 1.2 - Superintendent will implement a **Human Capital Marketing Plan** by June 2025.

- To support **data collection and progress monitoring**, Navarro ISD is implementing a new online recruiting & hiring system.
- To **communicate Navarro ISD appeal** we have updated our marketing materials and website features.
- To **increase visibility and outreach** we have increased social media presence regarding recruiting and hiring, expanded job fair participation, and communicated our competitive advantage in compensation.
- **Internal promotion** is evidenced by an increase in the percentage of respondents on the annual employee opinion survey responding that they would recommend the district to friends to 94% this year, compared to 90% last year.

Goal 1.3 - Superintendent will design and implement a **Talent Development Plan** by August 2025.

- Our efforts on **effective appraisals** focused heavily on calibrating T-TESS appraisals for teachers, which is essential for a fair system for designating teachers under the Teacher Incentive System. We will not have data regarding calibration and correlation until after our summer submission of TIA data.
- We have important work remaining for next year to ensure **effective appraisals** for employees other than teachers.
- Departments have strengthened **new employee training**. We will be revising those training schedules this summer and codifying them as part of our standard processes.
- **Ongoing learning opportunities** have expanded with monthly New Teacher Support group meeting and monthly meetings of assistant principals.

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

Goal 1.4 - Superintendent will ensure that a culture of employee support and satisfaction is implemented through ongoing input opportunities including Stay Interviews to be conducted by Feb. 1 of the 2026 school year with a minimum of 50% from each employee group to be interviewed.

- By February 2026, supervisors **completed 217 stay interviews, representing 52%** of our employees. They are using the information they learned to improve the employee experience for their valued team members.
- On the 2026 Employee Opinion Survey, **96% of respondents answered the job satisfaction questions positively**, a 1 percentage point increase from 2025.
    - 99% said they like the work they do
    - 98% reported being proud to work for Navarro ISD.
    - 97% said they feel good about what they have accomplished on most days.

Goal 1.5 - Superintendent will ensure all employee groups are represented in Compensation Task Force and improve positive response rate by 10 percentage points to survey question regarding fairness of pay. (Baseline available April 28)

- **All employee groups were represented** in the Compensation Task Force.
- On the 2026 Employee Opinion Survey,
    - 64% of respondents said that their pay is fair for their work, a **23 percentage point increase** from last year.
    - 75% said they believe that pay is competitive with other districts in this area, an **increase of 33 percentage points** from last year.

2. **Maximizing Academic Performance**

**2.1-2.7 Comprehensive Data Sheet**

Goal 2.1 - Superintendent will increase semester student attendance by 0.25 percentage points by December 2025.

- As a district, we concluded the school year with a **94.66% overall attendance rate**, keeping on track with our budgeted Average Daily Attendance (ADA) projections. This achievement represents a steady, positive increase from our 2024–2025 attendance rate of 94.52%.

**By Semester**

| | 23-24 | 24-25 | 25-26 |
|---|---|---|---|
| Sem 1 | 94.31% | 95.03% | 95.33% |

***Semester Goal Met - Increase of .30%***

Goal 2.2 - Superintendent will increase employee attendance 2 percentage points by December 2025

- Employee attendance is up 1.11 percentage points compared to Aug. to Dec. 2024 and 1.41 percentage points compared to two years ago.

While we fell short of reaching the 2 percentage points increase, we did increase year over year which ultimately impacts student achievement.

**Action Plan:** In addition to improving experiential and high-quality instruction opportunities that encourage students to attend school each day, we plan to implement an **Attendance Task Force**. This group will work to:

- collaborate with teachers, staff, parents and students
- codify strategies
- identify barriers
- strengthen campus practices
- increase student and staff engagement and communication

August-December

| | |
|---|---|
| 2023-2024 | 95.00% |
| 2024-2025 | 95.30% |
| 2025-2026 | 96.41% (1.11% difference) |

Full Year (Aug-May)

| | |
|---|---|
| 2023-2024 | 94.79% |
| 2024-2025 | 95.08% |
| 2025-2026 | 95.82% (0.74% difference) |

2. **Continued: Maximizing Academic Performance**

***Goal 2.3 - Superintendent will increase student academic growth by 5 percentage points for the school year.***

- Current available results show we met or exceeded the 5% growth target in 9 of the tested areas with 2 areas still not yet released. The charts on the following pages show the breakdown of results for each tested area, with targeted action plans for improvement.
- **Action Plan:**
  - Conduct a comprehensive data analysis by campus, grade level, subject area, and student group to identify specific areas of need and trends.
  - Utilize formative assessments and progress monitoring tools to provide timely interventions and differentiated support for students who require additional assistance.
  - Provide focused professional development aligned to identified areas of need, emphasizing instructional strategies, curriculum alignment, and effective use of assessment data.
  - Expand opportunities for instructional coaching, collaborative planning, and best-practice sharing among teachers and campuses.
  - Establish regular data review cycles to evaluate student growth, adjust interventions, and ensure accountability for continuous improvement.

- **Preliminary STAAR Accountability DATA (June 2026)**

**Texas Education Agency**
**2025 Accountability Ratings Districts Region 20**
https://rptsvr1.tea.texas.gov/perfreport/account/acct_srch.html?year=2025

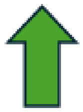
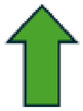
| District Name | District ID | Overall Rating | TEA Overall Score | Excluding Achievement Scores with TEA Weighting | Postsecondary Readiness Distinction |
|---|---|---|---|---|---|
| HUNT ISD | 133902 | A | 94 | 93 | |
| INGRAM ISD | 133904 | A | 91 | 91 | Earned |
| HERITAGE ACADEMY | 15815 | A | 91 | 91 | |
| UTOPIA ISD | 232904 | A | 91 | 90 | |
| FALLS CITY ISD | 128904 | A | 94 | 89 | Earned |
| BASIS TEXAS | 15834 | A | 93 | 89 | |
| FT SAM HOUSTON ISD | 15914 | A | 92 | 88 | |
| SCHOOL OF SCIENCE AND TECHNOLOGY DISCOVERY | 15831 | B | 88 | 88 | Earned |
| ELEANOR KOLITZ HEBREW LANGUAGE ACADEMY | 15836 | A | 91 | 87 | |
| POTH ISD | 247904 | A | 91 | 87 | |
| SCHOOL OF SCIENCE AND TECHNOLOGY | 15827 | B | 87 | 87 | |
| HARMONY PUBLIC SCHOOLS - SOUTH TEXAS | 15828 | B | 87 | 87 | Earned |
| KNIPPA ISD | 232901 | B | 88 | 86 | |
| POR VIDA ACADEMY | 15801 | B | 85 | 85 | |
| RANDOLPH FIELD ISD | 15906 | A | 92 | 85 | |
| SOMERSET ISD | 15909 | B | 84 | 85 | Earned |
| STOCKDALE ISD | 247906 | B | 85 | 84 | |
| MEDINA ISD | 10901 | B | 85 | 84 | |
| BOERNE ISD | 130901 | A | 92 | 83 | |
| D'HANIS ISD | 163902 | B | 87 | 83 | |
| LA VERNIA ISD | 247903 | B | 85 | 83 | |
| COMAL ISD | 46902 | B | 87 | 82 | |
| NEW FRONTIERS PUBLIC SCHOOLS INC | [illegible] | [illegible] | [illegible] | [illegible] | |
| NAVARRO ISD | 94903 | B | 81 | 81 | |
| ALAMO HEIGHTS ISD | 15901 | B | 87 | 81 | |
| JUBILEE ACADEMIES | 15822 | B | 81 | 81 | |
| EAGLE PASS ISD | 159901 | B | 81 | 81 | |
| BRACKETT ISD | 136901 | B | 81 | 80 | |
| PRELUDE PREPARATORY CHARTER SCHOOL | 15843 | B | 80 | 80 | |
| LACKLAND ISD | 15913 | B | 81 | 80 | |
| KERRVILLE ISD | 133903 | B | 80 | 79 | |
| PROMESA ACADEMY CHARTER SCHOOL | 15839 | C | 79 | 79 | |
| SOUTHSIDE ISD | 15917 | C | 79 | 79 | |
| MEDINA VALLEY ISD | 163908 | B | 80 | 79 | |
| POSITIVE SOLUTIONS CHARTER SCHOOL | 15814 | C | 79 | 79 | |
| SOMERSET ACADEMIES OF TEXAS | 15830 | C | 79 | 79 | |
| NORTH EAST ISD | 15910 | C | 78 | 78 | |
| COTULLA ISD | 142901 | C | 78 | 78 | |
| FLORESVILLE ISD | 247901 | C | 78 | 78 | |
| SCHERTZ-CIBOLO-U CITY ISD | 94902 | B | 81 | 78 | |

| | | | |
|---|---|---|---|
| $3^{RD}$ GRADE READING | | MET 5% GOAL | Through collaborative planning, regular analysis of student data, and targeted interventions aligned to the curriculum, $3^{rd}$ grade teachers provided consistent, high-quality instruction that resulted in increased student achievement on the state assessments. |
| $3^{RD}$ GRADE MATHEMATICS | | MET 5% GOAL | |
| $4^{TH}$ GRADE READING | | DID NOT MEET 5% GOAL | While individual teachers met or exceeded the established 5% growth target, the average growth across the entire grade level fell below the 5% benchmark. This indicates a need to strengthen instructional alignment and increase consistency in instructional practices across classrooms to ensure all students have equitable opportunities for growth. |
| $4^{TH}$ GRADE MATHEMATICS | | MET 5% GOAL | Targeted small-group instruction and timely interventions focused on priority TEKS, allowing students to demonstrate increased mathematical understanding. There was also consistent use of HQIM. |
| $5^{TH}$ GRADE READING | | DID NOT MEET 5% GOAL | Again at this grade level, we did have individual teachers that met the 5% growth target, but we do see variances in the depth of instructional practices from classroom to classroom, and this indicates the need for greater consistency in curriculum implementation and rigor alignment across all classrooms to meet the overall 5% goal. This will be addressed at our August professional development training. |
| $5^{TH}$ GRADE MATHEMATICS | | DID NOT MEET 5% GOAL | |
| $5^{TH}$ GRADE SCIENCE | NO RESULTS AT THIS TIME | | TEA is still completing the work necessary to ensure the cut scores and performance standards are accurate and comparable across years before scores are released. |

| | | | |
|---|---|---|---|
| 6TH GRADE READING | ↓ | DID NOT MEET 5% GOAL | This is a strong team of teachers. We will continue to provide coaching on the effective implementation of our HQIM (Amplify) curriculum while refining and maintaining consistently aligned instruction. PLC time will focus on analyzing student data, sharing effective instructional practices, and identifying strategies to increase the number of students performing at the Meets and Masters levels. |
| 6TH GRADE MATHEMATICS | ↓ | DID NOT MEET 5% GOAL | While there was growth in Meets and Masters, the growth didn't meet the 5% threshold. There will be a change in staffing in this group moving forward. The focus will be to elevate teaching the TEKS at the rigor level expected. |
| 7TH GRADE READING | ↓ | DID NOT MEET 5% GOAL | This team is remaining consistent and will receive further coaching on research based instructional strategies and implementation of the Amplify curriculum to ensure rigorous instruction across all classrooms. The teachers will also have opportunities to observe peers who can model these effective instructional practices. |
| 7TH GRADE MATHEMATICS | ↓ | DID NOT MEET 5% GOAL | As the advanced mathematics pathway continues to expand, the size of this student group will decrease as more students access accelerated coursework. As a result, this cohort increasingly represents students with the greatest academic needs. Instructional efforts will focus on targeted intervention, strengthening foundational math skills, addressing unfinished learning, and closing critical learning gaps to ensure students build the necessary fluency skills for future success. |
| 8TH GRADE READING | ↑ | MET 5% GOAL | This is another area to celebrate. This group made gains of more than 20% in the Meets category and 15% in the Masters category. These teachers will serve as peer models and mentors to demonstrate the effective practices that are in place. |
| 8TH GRADE MATHEMATICS | ↓ | DID NOT MEET 5% GOAL | This group is making gains, but will need intervention with foundational concepts such as integer operations, fractions, proportions, and solving one-step equations to fill knowledge gaps. |

| | | | |
|---|---|---|---|
| 8TH GRADE ALGEBRA | | MET 5% GOAL | This year, we successfully expanded enrollment in our advanced math pathway, resulting in the largest cohort of 8th-grade Algebra students to date. Student performance remained strong, with more than a 5% increase in students achieving the Meets and Masters performance levels. This indicates that our established planning and teaching practices are being effective. There is also more alignment between the JH and HS Algebra classrooms. |
| 8TH GRADE SOCIAL STUDIES | | MET 5% GOAL | This is a celebration. Social Studies continues to be an instructional focus, but the new curriculum and vertical planning is having a positive impact on student performance outcomes. |
| 8TH GRADE SCIENCE | NO RESULTS AT THIS TIME | | TEA is still completing the work necessary to ensure the cut scores and performance standards are accurate and comparable across years before scores are released. |

| | | | |
|---|---|---|---|
| ENGLISH 1 EOC | | DID NOT MEET 5% GOAL | This group remained the same for Approaches, increased from 54% to 56% in the Meets category and dropped from 15% to 14% in Masters (preliminary data). We anticipate approaching level scores to increase after the June retest. The HS English department will undertake a strategic alignment push in the fall, beginning with HQIM, classroom non-negotiables, more frequent writing practices, and direct mentoring support. |
| ENGLISH 2 EOC | | DID NOT MEET 5% GOAL | This group dropped by 10% in Approaches, 6% in Meets and 1% in Masters. Both teachers of this group have 1-3 years of experience and will continue to need professional learning, support and coaching moving forward. We anticipate approaching level scores to increase after the June retest. The HS English department will undertake a strategic alignment push in the fall, beginning with HQIM, classroom non-negotiables, more frequent writing practices, and direct mentoring support. |
| BIOLOGY EOC | | MET 5% GOAL | This group increased Masters level scores by 13%, demonstrating the benefits of collaborative planning, aligned lesson plans, spiraled STAAR based warm ups, frequent progress monitoring and intentional focus on higher level questioning. Next year's focus will target closing gaps. |

| | | | |
|---|---|---|---|
| ALGEBRA EOC |  | MET 5% GOAL | This group made significant gains. The Meets category increased by 12% and the Masters level increased by 11%. We anticipate approaching level scores to increase after the June retest. Success came from hiring a teacher for this team with extensive TEKS knowledge. Also, teachers aligned lesson plans, assessments, and met frequently to review instructional practices. |
| U.S. HISTORY EOC |  | MET 5% GOAL | This group remained constant at 96% approaches, and increased the Meets and Masters level by 7% combined. Instructional alignment between two teachers was a focus this year, as well as aligned unit tests, spiraled STAAR practice questions and more intention behind asking higher level questions. We are going to work on adjusting pacing with our scope and sequence next year to allow more time for teaching post- WWII events. |

2. **Continued: Maximizing Academic Performance**

Goal 2.4 (HB3) - 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, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028.

**The state set a goal of 60% Meets by 2028, NISD goals far exceed the state baseline, increasing by 5 to 10 percentage points annually. While we did not meet the goal of 70% for the 2025-2026 school year, we did increase outcomes from 53% to 58%. Campus leaders and staff are training this summer and reviewing strategies for continued improvement for next year based on this year's practices, resource usage, and student outcome.**

| 3rd Grade Reading | | | |
|---|---|---|---|
| | **Approaches** | **Meets** | **Masters** |
| **2025-26** | 79% | 58% | 28% |
| **2024-25** | 82% | 53% | 22% |
| **2023-24** | 78% | 44% | 16% |
| **2022-23** | 80% | 49% | 12% |

Goal 2.5 (HB3) - Increase 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.

***The state set a goal of 60% Meets by 2028, NISD goals far exceed the state baseline, increasing by 4 to 10 percentage points annually. While we did not meet the goal of 75% for the 2025-2026 school year, we did increase outcomes from 55% to 59%. Campus leaders and staff are training this summer and reviewing strategies for continued improvement for next year based on this year's practices, resource usage, and student outcome.***

| 3rd Grade Math | | | |
|---|---|---|---|
| | **Approaches** | **Meets** | **Masters** |
| **2025-26** | 80% | 59% | 36% |
| **2024-25** | 80% | 55% | 26% |
| **2023-24** | 81% | 51% | 17% |
| **2022-23** | 87% | 61% | 23% |

Goal 2. 6 (HB3) - The percentage of graduates that meet the criteria for CCMR will increase to 95% by 2028.

- 2025 CCMR Rate 71%
- 2026 CCMR Rate 95%
- College Readiness Exams - Increased student participation and College Board recognition awards (follow the links to learn more)

Goal 2.7 - Superintendent will maintain a graduation rate of no less than 95%.

- 2025-26 Graduation Rate: 100%

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

UIL Development Plan

Goal 3.1 - Superintendent will engage students in existing programs (UIL and CTE) through increasing student participation in each program by 5% by May 2026.

- **Fine Arts:** Exceeded goal with increased participation in the Performing Arts.
  - **14% increase in secondary fine arts participation.**
  - Fine Arts Participation Growth
- **CTE:**
  - Comprehensive Local Needs Assessment (CLNA) data shows CTE learners are above the state in all Perkins Performance indicators. Panther Progress Q4
  - Junior High CTE student participation **increased 45%** from 2024-25 to 2025-26. High School maintained a strong presence of CTE participation slightly increasing with **710 students out of 787 total enrolled.**
- **Athletics:**
  - While some programs limit the number of spots offered from year to year, decreasing participation numbers, a majority of athletic programs increased participation to meet the goal.
    - Athletic Programs Data and Participation Numbers

- **Academic UIL:**
  - Progress made on program recruiting events, continue goals for recruiting coaches, increase recognition and visibility efforts.
  - Number of students competing at High School District level decreased by 2 students. Number of students participating at Intermediate remained constant at 56. Number of students at JH decreased by 23 students due to a band event conflict held the rescheduled district meet.
    - Action Plan: Superintendent will appoint district supervisor of Academic UIL programs 2nd -12th grade to address recruitment and coaching support, and all goals within the UIL Development Plan.

Goal 3.2 - Superintendent will implement a **CTE Development Plan** including FFA and CTSOs by September 2025.

- **FFA**: maintained 100 members at the High School and 50 Jr. FFA members.
- **HOSA:** dropped 5 students with a total of 20 participating in HOSA competitions.
- **SkillsUSA:** Re-established chapter with 10 students participating
- **Industry Based Certifications**: Increased from 95 in 2024-25 to 186 earned in 2025-26

3. **Continued: Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.**

Goal 3.3 - Superintendent will improve student success by qualifying for post district recognition by 5% for individual events and team events by May 2026.

- **Fine Arts:** Met goal with improved post-district recognitions in music and theatre.
  - **80% increase in All-Region band honors** at HS & 38% at JH level
  - Band rose from **22nd to 15th in ranking at UIL Area Marching Contest** for 2025 vs 2024.
  - **(3) National Qualifiers** for Theatre at Texas Thespians
  - UIL One-Act Play advanced to Region level for first time in 16 years. (**Top 24 in state**).
  - Color Guard earned a TECA (Texas Educational Color Guard Association) **State Championship** for the first time.
- **Academics:**
  - Goal was met by number of District **medals earned increased from 37 in 2025 to 50 in 2026.** Number of individuals in different events advancing to **Region *increased* from 10 to 14**.
- **Athletics:**
  - Goal was was met in several programs through performance and academics. 9 out of 11 programs reached post-season recognition in the 2024-2025 school year with 10 out of 11 reaching the post-season in the 2025-2026 school year.
- **Career & Technical Education:**
  - FFA Advancement - **8 total teams qualified for state in 2025-26** -- 5 qualified at Area contests - Livestock Evaluation, Horse Evaluation, Dairy Cattle Evaluation, Floriculture Evaluation, Farm & Agribusiness Management; 3 were "straight to state" contests - Food Science, Plant ID, Environmental & Natural Resources). 5 teams/individual events advanced to state in 2024-25
  - HOSA - 1 student advanced to the **regional level**
  - Ag Robotics - Finished 9th at SA Robotics competition, one place away from advancing to state
  - Welding - 4 students competed in TSTC Welding Build-Off event **earning first plac**e

Goal 3.4 - Superintendent will ensure the implementation and continuation of Advisories for Athletics, Fine Arts, and CTE to provide input to strengthen programs and assess programs to sunset that no longer meet student needs and have declining enrollment by May 2026.

- **Athletics:** The goal was met by continuing the athletic advisory committee this year. Last year we held one athletic advisory meeting and this year we **met quarterly with the advisory athletes**. Advisory represented events such as exceptional athletes day and help with the Blue Santa Toy Drive.
- **Fine Arts:** had an **eight member student advisory** that met during the 25 - 26 school year to provide input into programming and future events.
- **Career & Technical Education:**
  - Business & Industry Advisory Committees
  - Regional Advisory Board - Seguin Economic Development Corporation
  - Regional Workforce & Education Alliance (RWEA) - meet quarterly at Northeast Lakeview
  - P-TECH Leadership Team - Met with Educate Texas P-TECH coach 4 times with IHE partners to collaborate on outcomes based measures and program needs.

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

Goal 4.1 - Superintendent will develop a **Facilities, Operations, and Capital Asset Replacement Plan** by September 2025.

- Plan is proving to be effective and valuable to ensure needs are not forgotten during budget planning
- Ordered **8 new buses**, significantly accelerating the original replacement/expansion schedule of 4 buses this year and 4 next year. Also purchased additional and replaced white fleet vehicles.
- **Purchased equipment** needs for CTE programs and maintenance & operations earlier than planned.
- **HVAC replacement unit for Junior High** secondary gym (former Event Center)
- All new equipment for opening **high school and preparing for athletics complex**

Goal 4.2 - Superintendent will develop a **Facilities and Operations Human Capital Plan** by June 2025.

- **Maintained a full staff** throughout the year in custodial, maintenance and child nutrition departments
- **Reduced staff turnover**
- Continuous improvement of service delivery through **customer service trainings**
- **Prepared for growth by adding positions** to these departments:
  - Child Nutrition Services
    - Revised Production Assistant job description
    - Added 3.5 positions
  - Safety & Operations
    - Created a new HVAC Technician position
    - Added 3 custodians, a groundskeeper, and a maintenance worker
  - Technology
    - Added Network / Systems Technician, a new position
    - Moved Instructional Technologist from Academic Services
  - Transportation
    - Expanded the Lead Trainer role to include Electronics Tech
    - Added a bus driver and a bus monitor

Goal 4.3 - Superintendent will oversee the development and implementation of a **Preventative Maintenance Plan for Capital Assets** by September 2025.

- **Met quarterly implementation objectives** for servicing, inspections, and replacement to ensure compliance, operational readiness, and continued safety across the district.
  - HVAC (filters, Building Automation Systems), Plumbing (systems, ice machines, bottle fillers), Grounds and exterior work (lighting timers, fixture maintenance), Custodial (operations, mechanical room organization), Inspections (sprinkler systems, fire alarm panels, kitchen hoods, fire extinguishers, hydrant backflow devices, elevators, bleachers, and softball/baseball scoreboards, etc.)
  - Perform annual summer work which includes **deep cleaning of facilities**, floor refinishing, carpet cleaning, pressure washing, paint touch ups, parking lot repairs and department moves to align with our facility plan.
- Transportation created **weekly mileage reports establishing routine service rotations** to limit the down time of vehicles and quickly identify mechanical issues..

4. **Planning, Preparing, and Maintaining Facilities and Environments for Learning. (Continued)**

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 2026.

- **Conducted tabletop exercises** with admin team and campuses.
- We are working with Guadalupe County Sheriff's Office to plan and conduct a full-scale active shooter exercise as required under HB 33. Implementation was delayed due to changes in state law under the 89th Texas Legislature, which expanded the mandate to require coordinated planning with local Sheriff's Office, DPS, and other responding agencies. In 2024, we were only required to coordinate with Guadalupe County Emergency Management on full scale exercises. Navarro ISD will attend the **semi-annual coordination meeting with the Sheriff's Office on June 15** to begin planning these exercises in collaboration with surrounding school districts and partner agencies.
- Led law enforcement and first responders through a series of detailed **tours and specialized training at the new high school facility**. These walkthroughs allowed responders to familiarize themselves with the campus layout while ensuring that all safety procedures and security systems are fully integrated and ready for action.

5. **Obtaining and Maintaining Top Rated District Recognition.**

Goal 5.1 - Superintendent will develop a **UIL Development Plan** in the areas of Academics, Athletics, and Fine Arts to improve student participation and performance by September 2025 with the goal of being ranked in the Top 30 campuses for the 4a Lone Star Cup by May 2027.

- **Current Rank 122 out of 222.** **Lone Star Cup Standings**
- Evaluating the gap between programs offered by schools in the Top 30 vs current program offerings

Goal 5.2 - Superintendent will oversee the development of a plan to achieve a measurable increase in the percentage of students meeting or exceeding state and national benchmarks on the ACT, SAT, and AP exams, leading to recognition for the district's commitment to academic excellence.

- ACT - 14 students tested in 2024-25. 41 students tested in 2025-26. Average composite scores dropped on average 2 scale points.
- SAT - 83 students tested in 2024-25. By adding SAT School Day, 237 students tested in 2025-26. Average composite score dropped from 1059 to 962.
- In 2024–2025, 68 students took a total of 81 AP exams. In 2025–2026, participation increased to 97 students taking 109 exams. **AP Score Distribution**
    - **Action Plan:** Analyze SAT, ACT, PSAT, and AP results with teachers and follow up with training to use college-readiness item analysis to address skill gaps during instruction.
    - Research available avenues for face to face SAT prep day.
    - National Merit scholarships are awarded from March-June each year.

Goal 5.3 - Superintendent will maintain Purple Star distinction for all campuses for the 2025-2026 school year.

- All four campuses submitted their Purple Star Campus Designation renewal applications for the 2026–2027 cycle.
- Notification of Purple Star designation renewal outcomes is expected in early Fall 2026.

Goal 5.4 - Superintendent will oversee the development and implementation of **Campus and District Academic Improvement Plans** by September 2025 to earn a Closing the Gaps distinction by July 2026.

- Distinctions will be announced in July 2026.

Growing our students
our district
our community

Navarro ISD - The Heart of Geronimo

# Navarro ISD Board & Superintendent Goals

## Board of Trustees

### 1 Governance & Leadership

- 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

### 2 Community Engagement and Trust Building

- 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

### 3 Master Planning and Strategy for Overall/Global District Preparedness

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

### 4 Funding and Advocacy

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

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

- 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

During the 2024–2025 school year, the District earned an overall B rating. While this represents meaningful progress, the District remains focused on achieving an A rating and sustaining 5% or greater growth across all performance domains.

At the high school level, the District has placed a strategic emphasis on increasing the College, Career, and Military Readiness (CCMR) completion rate. Expanded opportunities have been implemented to allow students multiple pathways to earn CCMR credit, including SAT, ACT, Industry-Based Certifications (IBC), TSI, Dual Credit, OnRamps, College Prep courses, and Associate Degree programs. These efforts are designed to better prepare students for postsecondary success and to further improve district accountability outcomes.

For the 2026-2027 school year, the District's current College, Career, and Military Readiness (CCMR) completion rate for seniors exceeds 90% and continues to increase, with final results projected to surpass the District's targeted 5% growth goal. The implementation of an SAT School Day has ensured that all students have equitable access to the assessment prior to college application deadlines. This strategic initiative not only removes participation barriers but is also expected to further strengthen CCMR outcomes and overall district accountability performance.

The implementation of the SAT School Day has also had a positive impact on the District's accelerated testers. These are students who completed Algebra I in eighth grade and participated in the Algebra I End-of-Course (EOC) assessment. Under the Texas accountability system, these accelerated testers are required to complete a college-readiness assessment (SAT or ACT) in order to generate a College, Career, and Military Readiness (CCMR) outcome, as early completion of a required EOC assessment places them within the CCMR accountability framework. By providing an SAT School Day, the District has proactively ensured that these students have equitable access to the required assessment without barriers related to scheduling or cost. As a result of this strategic measure, the District anticipates 100% participation and completion for this accountability component, ensuring full compliance with state requirements and strengthening overall district performance outcomes.

**Data Comparison Groups**

This snapshot of comparison group data provides important context for evaluating District performance. By examining outcomes alongside school systems of similar size and demographic composition, the District is able to more accurately assess Navarro ISD's relative performance, identify strengths and areas for growth, and ensure that progress is measured against appropriate peer benchmarks. The use of comparison groups strengthens data-informed decision-making and supports transparent, equitable evaluation of district initiatives and outcomes.

Navarro was highlighted as 24th in a ranking of the top 40 districts in Region 20 which highlights our academic work. We are continuing to focus on earning distinctions by performing in the top 25% of our comparison group.