

Consider the approval of the amendments to the District of Innovation Plan.

1. Background:

Southwest ISD's current District of Innovation plan was approved for school years 2022 through 2027. Southwest ISD is now in the process of amending the District Innovation Plan to meet the needs of our schools and to address requirements ushered in by the 89th Legislature. In amending our current plan, the district is seeking exemptions to the following:

- Grievance Policy

This includes changes to timelines and grievance levels for policies FNG, governing parent and student complaints; DGBA, governing employee complaints; and GF, which governs public complaints. This amendment would change timelines from calendar days to business days, and shorten the days associated with several steps within each level, allowing for timely response and resolution. In addition, Policy DGBA allows for 4 grievance levels. This proposed amendment would change that to three levels to be consistent with the three levels associated with FNG and GF.

- Appraisal & Professional Development System for Professionals

An amendment was added to our current innovation plan the previous school year allowing for less-than-annual appraisals to be conducted for professional employees who have met performance expectations. This proposed amendment would essentially cancel this previous amendment and would require annual appraisals to be conducted for all professional employees, even those who have met performance expectations. Districts participating in the Teacher Incentive Allotment (TIA) are required to conduct annual appraisals of professional employees.

2. Process:

An innovation committee and the District Improvement Team have participated in the creation and review of these proposed amendments to the district's innovation plan. Southwest ISD used guidance from the Texas Education Agency (TEA) regarding the amendment of the district innovation plan and its process.

3. Fiscal Impact:

NA.

4. Recommendation:

That the Board consider the approval of the amendments to the District of Innovation Plan.

5. Required:

Board action.