

District of Innovation Plan Amendments 2026-202

*Board Meeting
September 15, 2026*



Southwest
Independent School District

Complaints & Grievances

Overview

Senate Bill 12, passed during the 89th legislative session, ushered in changes to the grievance policies for Texas school districts. These changes, which were designed to give parents more transparency and control over complaints, also affected timelines associated with grievances governed by Policies FNG (Students & Parents), DGBA (Employees), and GF (Public). These changes went into effect on September 1, 2025.

Other key changes include the following:

- Open or Closed Meetings
- Document Sharing (at least 5 days before hearing)
- Recorded Hearings
- Easy to Find Policies



Complaints & Grievances

District of Innovation Plan - Proposed Amendment

Southwest ISD is proposing an amendment to its current innovation plan that would allow our district the flexibility to change the timelines associated with each grievance policy. These changes would enable the district to...

- Ensure timely notification of complaints
- Ensure the preservation of video and other evidence
- Provide more time (business days) to investigate and interview witnesses, especially those who are absent
- Provide a more timely resolution to prevent an escalation of the grievance

Complaints & Grievances

FNG - Students & Parents

FNG Students & Parents	Submission		Conference		Response		Appeal	
	Current	Proposed	Current	Proposed	Current	Proposed	Current	Proposed
Level I	90/60 Calendar	15 Business	10 Calendar	10 Business	20 Calendar	10 Business	20 Calendar	10 Business
Level II	20 Calendar	10 Business	10 Calendar	10 Business	20 Calendar	10 Business	20 Calendar	10 Business
Level III	20 Calendar	10 Business	60 Calendar	60 Business	30 Calendar	45 Business		



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DGBA - Employees

DGBA Employees	Submission		Conference		Response		Appeal	
	Current	Proposed	Current	Proposed	Current	Proposed	Current	Proposed
Level I	15 Business	15 Business	10 Calendar	10 Business	20 Calendar	10 Business	20 Calendar	10 Business
Level II	20 Calendar	10 Business	10 Calendar	10 Business	20 Calendar	10 Business	20 Calendar	10 Business
Level III	20 Calendar	10 Business	60 Calendar	60 Business	30 Calendar	45 Business		
Level IV	20 Calendar	10 Business	60 Calendar	60 Business	30 Calendar	45 Business		

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GF - Community

GF Community	Submission		Conference		Response		Appeal	
	Current	Proposed	Current	Proposed	Current	Proposed	Current	Proposed
Level I	15 Business	15 Business	10 Calendar	10 Business	20 Calendar	10 Business	20 Calendar	10 Business
Level II	20 Calendar	10 Business	10 Calendar	10 Business	20 Calendar	10 Business	20 Calendar	10 Business
Level III	20 Calendar	10 Business	60 Calendar	60 Business	30 Calendar	45 Business		



Appraisal & Professional Development System for Professionals

Proposed Amendment

Our current district of innovation plan includes an amendment that allows for less-than-annual appraisals for employees who have consistently met performance expectations throughout the year over multiple years and who serve in high-rated schools. This amendment provides flexibility for administrators to devote resources, including time, to more formally support employees based on need while continuing to monitor all staff for satisfactory performance and growth.

TEA requires that any district participating in the Teacher Incentive Allotment conduct annual appraisals of teachers to achieve and maintain relevant designations. Because of this new requirement, the district is proposing to amend its current innovation plan to remove the previously approved amendment related to the appraisal and professional development system for professionals.



Complaints & Grievances

Next Steps

The appropriate process will be followed to amend the district's current innovation plan and to ensure compliance with the Texas Education Agency and statutes.

These proposed amendments to the current innovation plan would go before the Board for approval.