

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** **Intent to Amend the Navarro ISD District of Innovation Plan to include Prior NISD Grievance Policy Practices**

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**Date:** February 23 2026

**Administrator Responsible/Position:** Wendy McMullen, Chief Academic Officer

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**A. Purpose of Agenda Item:**

- Information Only                       Action Needed                       Receive Input

**B. Authority for This Action:**

- Local Policy                       Law or Rule                       N/A

**C. Priority, Goal, or Need Addressed:**

- Strategic Plan                       District/Campus Improvement Plan                       Other

**Priorities**

- Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- Priority 2:** Maximizing Academic Performance.
- Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- Priority 5:** Obtaining and Maintaining Top Rated District Recognition

**Board Goals for 2023-2028**

- Goal 1\*:** 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, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- Goal 2\*:** Increased 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. **(HB3 Required Goal)**
- Goal 3\*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

**D.**

**Summary:**

**Senate Bill 12 (SB 12), passed during the 89th Texas Legislative Session and effective September 1, 2025, made significant changes to school district grievance policies. Commonly referred to as the “Parents’ Bill of Rights,” SB 12 requires districts to implement a formal, multi-level**

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**grievance process for parents, including clearly defined timelines for district responses at each level.**

**Navarro ISD adopted the SB 12 grievance policy in November 2025. The District of Innovation (DOI) Committee is currently reviewing the effectiveness of this policy. As part of its review, the committee is considering the flexibility available through the District of Innovation framework, which allows districts to seek exemptions from certain [Texas Education Code \(TEC\)](#) requirements. Based on this review, the DOI Committee is meeting to discuss and potentially recommend re-adoption of the district's previous grievance policy through the DOI process. The prior policy included shorter response timelines and had been effective in resolving complaints and grievances in a timely manner.**

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**Background Information:** The Texas school district grievance policy, rooted in [Texas Education Code §7.057 and Chapter 26A](#), requires districts to maintain formal procedures for complaints regarding violations of rights, policies, or law. Designed to resolve disputes locally (often through FNG or DGBA policies), this framework was strengthened by HB 3315 to ensure timely responses and greater accessibility, as many districts previously used, "model policies" prioritizing district protection over prompt resolution. Policy Types:

- [FNG \(Local\)](#): Covers student/parent grievances.
- [DGBA \(Local\)](#): Covers employee complaints and grievances.
- [GF \(Local\)](#): Addresses general public/community complaints.

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**E. Comments Received:**

LT

DEIC

Other

All agenda items are reviewed by the Superintendent's Leadership Team.

**F.**

**Administrative Recommendation:**

**That the Board of Trustees review the proposed amendment to the Navarro ISD District of Innovation Plan to include the previous NISD Grievance Policy.**

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**G. Fiscal Impact and Cost:**

Budget

Bond

**Amount:** N/A

Grant/Special Funds

Other

**H. Exhibits: NISD Grievance Policy prior to November 17, 2025, District of Innovation (DOI) discussion rationale for implementing the district's former Grievance Policy (Prior to Senate Bill 12 changes)**

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“I move to approve/disapprove/postpone”

**I. Action:** No Action is required at this time. This item is for informational purposes only.

Motion by: \_\_\_\_\_

Second by: \_\_\_\_\_

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

ABSTAIN: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED/DENIED/POSTPONED