

Superintendent's Communications Council
Campus Questions
April 18, 2023

ELEMENTARY

ACFT

1. Has the district looked into providing any type of scholarship or assistance to Educational Assistants looking to become teachers? Some districts have a Teacher Apprentice Program and I have heard of an Educational Aide Exemption. **Is there something similar advertised to our EAs?**

A. Yes, we have and are actively looking into revealing our chosen program within the next month. We think that this will be a great opportunity to recruit, retain and fill our teaching vacancies.

Binion

2. Would Birdville ISD ever consider a 4-day school week or a hybrid model in the future?

A. The District has discussed this possibility and will take a closer look at this during the next calendar review in the fall. Some areas in our District may have the opportunity to move to a hybrid schedule but will need more investigation of the logistics of this initiative.

3. Regarding the multilingual services department: Can we assure that the multilingual service department allocates more funding towards sending bilingual teachers to conferences such as the Bilingual Education Association of the Metroplex (BEAM), Texas Association of Bilingual Education (TABE), and the National Association of Bilingual Education (NABE)? Sending our bilingual teachers to these conferences is such a great investment and advocates the continuous improvement plan. These conferences allow bilingual teachers to network, access professional development, and reinvent the classroom. It was very hard for myself, a certified bilingual classroom teacher, to get the funding necessary this 2022–2023 school year from the multilingual services department to go to the TABE conference. The funding to send me to the TABE conference had to come from my campus. Please consider communicating with the MLS department for allocation of more funding towards these conferences.

Superintendent's Communications Council
Campus Questions
April 18, 2023

ELEMENTARY (continued)

Cheney Hills

- A. The Multilingual Services Department provides professional learning opportunities to various groups of teachers that support emergent bilingual students. This includes internal professional learning as well as regional, state and national conferences held within the DFW area. The department provides funding for registration for teachers, campus administrators and other school leaders to attend professional development as permitted by federal guidelines. Funding sources are maximized to support teachers and staff in the elementary and secondary level, including bilingual, elementary ESL/core-content, Secondary International Newcomer, Secondary core-content, and World Language programs to attend various professional learning opportunities. Additionally, professional learning funds are utilized to provide support for teachers needing bilingual or ESL certification.
- 4. What will happen if a good faith effort has been made on the teacher's part and AI students do not get all of their hours in? Will they complete their hours during summer school or is there another plan for them to complete them?**
- A. The District designed targeted academic support of at least 30 hours as required by House Bill 4545 to help the student master the skills needed to be successful on grade level. If a student was not able to receive all 30 hours, then academic support will be provided in summer school. Once a student passes the STAAR assessment in which they previously did not perform satisfactorily, accelerated instruction can stop.

Holiday Heights

- 5. Does Birdville have a plan to restructure Art on an elementary level? Art instruction has the potential to lower levels of stress, create outlets of self-expression, and increase confidence for our students. The current model (for non-fine arts campuses) doesn't give students or art teachers time to build on artistic skills, or have any agency over the kind of products they are creating. It is also difficult for Art teachers to build relationships with students when they only see them a few times a quarter. Comparable districts in our area have art teachers on every elementary campus. Can you consider having Art be a regular specials rotation and make a different plan for PLC time?**
- A. We do understand the value of art and that is why we created the opportunity for the Art EAs to come to campuses to provide art instruction. While it would be great for every campus to have an art rotation, it is not fiscally possible at this time with our current budget constraints.

Superintendent's Communications Council
Campus Questions
April 18, 2023

ELEMENTARY (continued)

Holiday Heights (continued)

6. **Why are all special education positions not given a stipend? PASS, SEEC, and TEAMS teachers receive a stipend, but what about the other programs?** ECSE teachers are responsible for every day lesson plans, meaningful/planned out classroom activities (stations), activities to support IEP goals, IEP goal data collection, preparation for ARDS, X-logs (daily), VB-Mapps (takes several hours for each student), CIRCLE assessment 3 times a year, assessment of pre-k guidelines, report cards each 9 weeks, IEP progress reports each 9 weeks, diapering, potty training, etc.
- A. The District is currently reviewing compensation as part of the 2023–24 budget discussion. The District works with TASB to review salaries and stipends based on comparisons with our current market. Recommendations are provided based on that market data, difficult to fill areas and available funds. The District plans to continue to review special education areas.

Mullendore

7. **Since the Reading Interventionist is now only a Dyslexia Specialist and provides no reading intervention at all, has the district considered assuring that all campuses have a full-time Dyslexia Specialist AND a full- time certified Reading Interventionist?** Our students will not be as successful as they can be in ALL content areas until they become good grade level readers.
- A. In Birdville ISD, a core belief is that everyone is a literacy teacher and, therefore, Birdville ISD is committed to equipping each professional educator with the knowledge, tools, and support necessary to ensure that all students are proficient readers, writers, and critical thinkers. This commitment is based on the belief that *literacy* is fundamental to all learning. Thus, the professional educator has opportunities to participate in professional learning based on current researched best practices with multiple opportunities for coaching sessions, reflection, and collaboration with peers. The teacher utilizes the literacy resources and structures noted in the District curriculum for this learning process. In order to plan the most appropriate instruction for each student, the teacher continually assesses each student's strengths and weaknesses, determines progress, and adjusts instruction accordingly using aligned resources.

Superintendent's Communications Council
Campus Questions
April 18, 2023

ELEMENTARY (continued)

Mullendore (#7 continued)

Every campus receives support from a reading interventionist through general funds. The District has added 11.5 additional reading interventionists in the last three years, totaling more than \$862,500. These interventionists were assigned to campuses with the highest enrollment/at risk/Tier III/Dyslexia numbers which helped to ameliorate the issue of capacity to adequately serve all students who are in need of reading support. However, until we have an additional funding source, we are limited to the number of interventionists we currently provide. The administration will continue to be sensitive to the needs of our campuses, and designate staff as necessary and financially feasible.

8. Are we going to do a study on why so many custodians are leaving and why we are so short?

- A.** The District has been working on custodial staffing issues since COVID. The job market has been extremely difficult the last few years. We have surveyed custodians reviewing schedules, pay, and staffing levels. While the custodial pay has increased the last few years, it has not been able to keep up with other local businesses. We have done extensive advertising around the District and with online services. We hear from other businesses and government entities that staffing has been a significant issue the last few years. We will continue to look for ways to attract candidates.

North Ridge Elem.

9. Is there a way to ensure employees are given early release/closure notice before parents and students through the BISD Communications System? I

received info about the early release ice day as a BISD parent, (through a "Special News" email) prior to receiving as a staff member from the BISD Alert. Parents were calling the school before we had any official information on our end and left us unprepared and unable to answer their questions.

- A.** We attempt to communicate with the campus administration before making announcements to parents. Unfortunately, that does not always make it to every staff member before the message is sent to parents. We will reevaluate our process before next year.

Superintendent's Communications Council
Campus Questions
April 18, 2023

ELEMENTARY (continued)

North Ridge (continued)

10. Once the 3-year ESSER grant is over for the ECIC (elementary crisis intervention counselor) positions, does the district have anything in place to continue this position how it currently is? Would there ever be a possibility of having one ECIC per campus instead of splitting between two campuses?

- A.** The District is currently working through the 2023–24 budget process. The ESSER funds will expire on September 30, 2024. We are grateful we have had these funds to provide additional services these last two years. We understood that the new positions added were temporary. There are no current discussions about adding these positions; however, each budget year Cabinet members bring critical requests for budget discussion. Any possible discussions surrounding the ESSER positions would probably occur during the budget discussion next year.

Porter

11. Recently we had a substitute that was asking me about emergency procedures. She said that as a sub, she had very little training and she was worried because we told her about a practice drill that was scheduled for that day. What emergency procedure training do substitutes receive? Can we improve this so that they feel fully informed and know what to do? I believe this should be an in person training for subs, if at all possible, vs. a video or other online format.

- A.** Substitutes are required to complete the same SafeSchools training as all employees which includes the required Emergency Procedure Training. During substitute orientation, substitutes are urged to complete this training as soon as possible so that they can be prepared. Subs are also instructed how to respond to a fire drill during orientation. They are advised to arrive to their assignment early so that they can review the campus emergency procedures which are included in the campus substitute folder. If they are still unsure how to respond, they are instructed to seek out the campus sub coordinator, team leader or campus administrator for further guidance.

12. For field trips, we are sent a list of blackout dates to avoid scheduling trips on. Can testing dates be added to the blackout list as well? We have been told to not schedule field trips when we have CBAs and other district assessments and scheduling around several different dates can be very challenging. It will be helpful to have all black out dates in one location for us to look at.

- A.** We will work with the Assessment and Transportation teams to coordinate these dates.

Superintendent's Communications Council
Campus Questions
April 18, 2023

ELEMENTARY (continued)

Smithfield Elem.

13. With staffing challenges in PreK, can the district consider keeping teachers to fill anticipated sections? With many students registering late, teachers were placed in other grade levels only to add Prek sections later, and leave students without a teacher at the beginning of the year.

In addition, would the district ever consider lowering the PreK maximum class size to account for movement, exploration, and the struggle to place all students on nap mats?

A. Staffing is a fluid process. We staff multiple times throughout the year and review trends in order to help predict students, even utilizing information from a demographic study. PreK and Kindergarten are two of the hardest grades to predict.

As far as reducing the class size for PreK, the ratio is currently 1:11 with two adults per class for the four-year-old classes. We will not be reducing that ratio at this time, however, if we need to look into different types of nap mats, we certainly can.

14. Would the district consider one work from home day a year like was offered for the professional development day in January of 2023?

A. We heard from a number of staff that the work from home day was a success. We do not have one planned currently, but it definitely could be a discussion for next year.

Snow Heights

15. Can the BOY writing assessment be moved to earlier in the year to reflect actual BEGINNING of the year? It was in October 2022 which was towards the end of the first quarter (way after school started). **With that said, can we do the same for BAS?**

A. Each spring, the Assessment Council meets to discuss the local assessment calendar. Stakeholders from the various schools and departments are invited to ensure the calendar reflects the needs of the students and staff. The current dates were in response to the committee. As we continue to develop the 2023–24 calendar, we will include this question as a consideration for the committee. However, kindergarten students need time to develop certain skills. As a result, Kindergarten BAS testing will need to occur in October.

Superintendent's Communications Council
Campus Questions
April 18, 2023

ELEMENTARY (continued)

Spicer

16. In the early 2000s, the district paid employees at the end of each semester for having perfect attendance. **With the current substitute situation, could that incentive be reinstated?**
- A. There are currently no plans to provide perfect attendance awards. It is certainly an idea that could be considered in the future.
17. Other districts in our area (Keller ISD is one) have assigned a permanent substitute teacher to each campus. This person reports to their home campus each day and is the first person used when a substitute is needed on that campus. This helps to alleviate the substitute shortage. **Is this something Birdville can consider for the 2023–24 school year?**
- A. We have considered this option previously and spoken to several surrounding districts. We discovered that this position can quickly become marginalized and would not provide the relief expected on the sub shortage. However, it is certainly something we can revisit.

Stowe

18. **When parents go to register, can we include a general parent permission form for local one-day field trips?** When a grade level goes on a field trip, they can collect money and keep parents informed but the permission slip will have already been secured.
- A. This is something to look into. One thing to consider is if there are different requirements for different field trips.

MIDDLE SCHOOLS

Haltom

19. Birdville ISD has not given middle school coaches a significant raise in over a decade.
- A Middle School Coach in Birdville ISD makes \$5,500 per year to coach 4 sports (Football, Basketball, Track and Cross Country)

Superintendent's Communications Council
Campus Questions
April 18, 2023

MIDDLE SCHOOLS (continued)

Haltom (#19 continued)

When comparing neighboring districts Birdville ISD is extremely lower. Below is the breakdown of 4 neighboring districts that a Middle School Coach would make coaching 4 sports.

- ♦ Eagle Mountain ISD \$8,760
- ♦ HEB ISD \$8,239
- ♦ Fort Worth ISD \$13,780
- ♦ Keller ISD \$11,200

* Many of these districts have 6 boys and 6 girls coaches on staff as well.

What is the explanation as to why Birdville ISD is so much lower on Middle School Athletic Stipends than our Neighboring Districts?

I know it used to be that Birdville ISD Teacher pay was higher than these districts and that offset the difference. This is not the case anymore as Birdville ISD pay has dropped in the last 10 years when compared to these neighboring districts.

A. 2023–24 Compensation and stipend discussions are currently underway with the Cabinet and Board. The District works with TASB each year to review current compensation compared to market. Based on TASB recommendations, the District proposes compensation changes based on available funding. The District normally focuses most available funding on raises. When funding is available, other areas such as stipends are addressed. These decisions are based on TASB market comparisons along with more difficult areas to hire. The District will continue to review and address compensation for the future.

20. With Birdville participating in National Board Certification rather than creating a Local Designation System for TIA, **will this affect the amount and percentage of the allotment for the teachers that moved to Birdville ISD that were previously designated in another district and received allotments through the local designation system from their previous district?** According to TEA and TIA, the allotment amount travels with the teacher, but the percentage or amount of the allotment could possibly be altered with Birdville participation with TIA. **Will the previously designated teachers be affected with the National Board Certification route that Birdville is taking? If so, how much would they be affected considering they received up to 90% of the allotment previously?**

Superintendent's Communications Council
Campus Questions
April 18, 2023

MIDDLE SCHOOLS (continued)

Haltom (#20 continued)

- A. National Board-Certified Teachers (NBCTs) earn a Recognized designation. NBCTs who meet the eligibility requirements to receive the yearly allotment will do so at the Recognized level. The amount that one designated teacher earns is not influenced by the amount that another earns. The amount received is determined by the socioeconomic status of the campus's students and the campus's rural status. Teacher designations are valid for a five-year period. For a current list of FAQs related to TIA, please visit the TIA support website at <https://www.tiatexas.org/designation-system-faqs/>

21. I do have a question over FMLA services. **Will the district look into clarifying how exactly FMLA works?** Examples – when it begins to cover a BISD staff member. Perhaps the district could also clarify that FMLA could also work alongside any personals you have saved up and not after all those personal days are saved. The district might also look into clarifying to any staff member who is pregnant or trying to get pregnant and wants to use FMLA resources. There is a possibility that there may be issues of what Lincoln Financial views pregnancy as pre-existing condition.

- A. FML information is available on the website, the employee handbook, and in Board Policy DEC. There is a dedicated employee in HR, Melissa Austin, who responds to numerous phone calls and emails regarding specific and unique FML situations. Her contact information is on the HR page of the website.

Smithfield Middle

22. Can there be consideration on evaluating the dress code to provide specific expectations for shorts, skirts, and shirts? The current expectations are vague and it's difficult for the students to know the standard of expectations.

- A. Yes, we evaluate the Student Code of Conduct each year using a process that involves teachers, students, parents, and administrators. We will be sure to ask these questions.

Superintendent's Communications Council
Campus Questions
April 18, 2023

HIGH SCHOOLS

Birdville

23. Have there been discussions about hiring SROs to be on elementary level campuses?

- A. Yes, we have been in discussions with each of our four cities about additional SRO coverage throughout the district. We are evaluating methods to provide SRO coverage at the elementary, but cannot provide a definite answer at this time.

Haltom

24. As both a teacher and a parent in the district, I was wondering if we might be considering clear and/or mesh backpacks for the next school year for safety purposes? If not districtwide, perhaps at least at the secondary level.

- A. Yes, we have considered clear or mesh backpacks for students. Conversations have revolved around the following topics.
- Carrying a clear backpack could be a consideration for daily school supplies, but I am not sure how sturdy they are when carrying heavy textbooks and a Chromebook every day.
 - Several of our students carry TWO backpacks a day ... one for school supplies and the other for athletics, band, drill team or JROTC (for example). Clear backpacks for the school supplies could be a possibility, but the amount of extra uniforms, workout clothes, and different shoes would be a tough fit in a clear backpack.
 - Students have to keep personal items and electronics in their extracurricular backpacks that may not be conducive to the "see through" aspect of the clear backpacks.

26. Can a study be conducted of surrounding districts to ensure that our substitute teachers are receiving comparable pay? A lot of our substitutes are subbing less here, because other district are paying more.

- A. The District constantly reviews substitute pay. All Districts are struggling to get substitutes. This is not just a Birdville ISD issue.

Richland

27. Has there been any discussion concerning employee raises for next year?

- A. The District is currently working through the 2023–24 budget process.