

SCC Campus Reps Q & A

Questions Received the Week of 11/02–06/20

Richland Middle

1. **Why doesn't Birdville use any DATE, TEI or REACH funds provide by the state for incentives so teachers can increase their salaries?** Implementing incentive bonuses for teachers will result in better retention and doubling the percent of students scoring above state test expectations.
 - A. Teacher incentive pay based on student performance is challenging. Student progress is difficult to define based on standardized test scores since each student is unique. In addition, many of our grades and subject areas do not have standardized tests.

In the House Bill 3 Legislation passed in May 2019, the Legislature created the Teacher Incentive Allotment (TIA). Birdville ISD is currently working through the process of applying for these funds which is a two- to three-year process. We have joined a cohort with six other area districts to create a fair and equitable plan. To qualify for the TIA funds, teachers must complete an extensive training and certification program.

The goals of this consortium are to:

- 1) Develop a designation system that would not create competition between districts,
- 2) Develop a designation system that honors the work teachers do, and
- 3) Develop a designation system that utilizes the current TEA-approved evaluation system and student performance requirements (T-TESS and SLOs) since all principals and administrators have been trained to implement this system.

Another important aspect of the designation system will be to recognize quality teachers around the District who can be utilized to develop other teachers and help improve student performance. Awarded amounts are based on the at-risk level of each campus.

Teachers may also complete a program for certification as a Master teacher on their own. This designation will qualify a teacher for TIA funds based on the level of at-risk students at their campus.

Regarding the other funding sources listed above, the District participated in the DATE grant about nine years ago. Those funds are no longer available. The TEI is the evaluation system that Dallas ISD uses. It is not a grant. We have not been able to find any information about a REACH grant.

Richland Middle (continued)

2. **Why is the current pay system so dated?** It is based on years of experience and education level, two variables not even correlated with student outcomes!

Finally, Dallas ISD updated their evaluation system with TEI and teachers can make up to \$100,000 in 6 years versus Birdville climbing only to \$68,431 in 30+ years!!!

- A. Most districts around the state utilize a teacher pay scale based on years of experience as their hiring schedule. In fact, the State publishes a minimum teacher pay scale based on experience to ensure districts meet minimum salary levels for all teachers. Compensating teachers based on student performance rather than experience is difficult since not all grades and subject areas are tested. The District is currently working through the process of applying for the new Teacher Incentive Allotment (TIA) grant funds established by the Legislature in May 2019. Teachers must complete an extensive training and certification program to qualify. Awarded amounts are based on the at-risk level of each campus.

Teachers may also complete a program for certification as a Master teacher on their own. This designation will qualify a teacher for TIA funds based on the level of at-risk students at their campus.

Shannon High

3. I know we have discussed this before, but in light of recent surges in cases, can we please put quarantine and recovered/inactive cases on our dashboard. (This would be students/staff instructed to quarantine by the District, not people choosing to self-quarantine.)

I believe this would help to serve two purposes:

- Consistency and transparency as the other districts in the area (FWISD, Keller) have this information available. It feels like hiding information if we do not provide it and we have it.
 - Should we have to transition to remote, for whatever reason, it would not look like the decision was made hastily because available quarantine numbers could potentially show the need for the drastic step.
- A. Cabinet will continue to discuss any possible changes with Michelle Provence, director of health services, to determine if additional information is needed on the COVID-19 dashboard. The addition of quarantine numbers can give individuals the false impression that they result from exposure at school. (That is not always the case.) We are grateful that BISD's active COVID-19 numbers remain low on our campuses.

Walker Creek

4. Has the district considered going virtual from Thanksgiving break through our return in January from Christmas break to help slow the spread of Covid-19?
 - A. No. Active cases on BISD campuses continue to remain low. We will continue to monitor the numbers and adjust as needed.

Chat from Nov. 5 SCC Zoom Meeting

From Mark Thomas: > [View National Board Certification site](#)

Haltom Middle/Mrs. Schilowsky

1. **Will students that travel during the holidays have to quarantine?**

Added to Nov. 9 Q & A

Richland ES/Marchella Denbow

2. **Will these Homework Helpline teachers be informed about a student's IEP or 504 accommodations?**

Added to Nov. 9 Q & A

Haltom Middle/Mrs. Schilowsky

3. **Could you repeat the Homework Helpline hours?**

A. **From Dave Lambson:** > [View Homework Helpline Flyer](#)

A. **From Mark Thomas:**

Homework Helpline: Monday–Thursday, 8 a.m. to 8 p.m.; Friday 8 a.m. to 4 p.m.

Birdville HS/Dr. Marnie Choate

I know teaching HS ... A LOT of my kids are working during the day and are doing their homework at night as their CANVAS log shows me they are working at 11 p.m. or 1 a.m. :(It is tough for many kids to be synchronous as they work. Just what I am seeing from some of our kiddos.

Richland HS/Patrick Kelley

Mr. Thomas, I wanted to share with you and Dr. Brown a quick idea at the end of this.

Smithfield ES/Diana Kirkwood

4. Many parents have opted out for receiving the call? Can we turn it back on?

A. From Mark Thomas:

I will look at how many have opted out of the call. I don't think the number is large.

Currently, there are 4.6 percent of the numbers we have in the system that have opted out of receiving calls from the District.

Smithfield ES/Diana Kirkwood:

Good to know you can track that. Thank you.

Watauga ES/Daphne Smyrl:

Students are already not being safe here in town. They are going to birthday parties at trampoline parks, play dates, etc. ...