

SCC Campus Reps Q & A Questions Received the Week of 3/1-4/21

North Ridge Elementary

1. The sub system (Frontline) is no longer making calls to help find subs like it has in the past. This is troublesome because the employee has to get access to the available sub list and make their own calls. This week, we had a teacher call 108 substitutes, and many were upset that she even called them as they don't sub at all for the Elementary level. The available sub list does not differentiate between the type of sub they are. It does not tell us if they are Primary or Secondary subs, Nurse, Library, Music, PE etc. Many also stated they only sub certain days of the week, but there is no way for us to see that on the list. There were also many on the list who said they will not sub until COVID is over. **Can Frontline make a change in its system to call more available subs? Can additional sub information be included on the call list? (Ex: positions they will sub for, days of the week available, etc.) Should the subs on the list who are not working due to COVID be removed?**

A. The Frontline substitute call system and its settings have not changed from previous school years. Please be aware that the system will:

- only call the night before and the morning of for an open job
- only call subs who are available (not already assigned)
- not call subs who have disabled the calling system in their profile

The calling system fills less than 1% of sub jobs. It is actually the last resort and least utilized by Subs looking for jobs.

As for the teacher that called 108 substitutes, I believe he/she may have been using a list generated by David Smith as a courtesy to assist campuses at the beginning of the year with the challenges of finding subs during COVID. This list was sent at the request of coordinators and principals as an extra tool to connect with substitutes and was not intended to replace the list generated by Frontline. Before calling subs from this particular list, the campus or employee should first check in Frontline to see if the Sub is available for that particular day and assignment.

There is a query in Frontline that the campus can utilize to find available (unassigned) subs for particular dates. To avoid confusion, HR will discontinue sending the active sub list to campuses.

The aforementioned list will be eliminated and campuses will now utilize the available query in Frontline.

Unfortunately, Frontline will not make specific changes. We have been communicating with campuses regarding techniques for better results. Many campuses have been successful with the following:

North Ridge Elementary (#1 continued)

- Enter multiple day absences separately (not as a block).
 - ◆ If entered as one block, Frontline will eliminate all Subs assigned on any of those days – i.e., employee enters absence for M, T and W – if a sub accepts the job on M and T, it will not call the sub for W.
 - ◆ If entered as separate days, it will identify available subs per day.
- Put absence in the system as soon as possible.
- Ensure employee's assignment on profile is more descriptive, such as 5th grade teacher. Some subs wish only to sub for certain grades, etc.
- Send David Smith (HR) requests to advertise absences to the Sub pool. There will always be new substitutes who are ready to work but may not have Frontline access. David Smith actively emails Subs daily with unfilled assignments.

Spicer

2. We had a parent reach out to us and ask if in the future the school buildings could be opened if there were ever another prolonged power outage. He reported that his family was huddled together in one room trying to stay warm and wondered why the schools were not opened for families without heat and power. **Could this be considered for the future?**
- A. We can certainly explore options for future situations. During the February event, the District was in communication with local cities regarding facility use. Local officials decided they could not use our facilities since we had multiple campuses without power, over 40 water/pipe issues, and no generators to backup potential power outages. One of the biggest challenges for future events will be providing enough staff to work at a shelter.

Green Valley

3. **Will there be reflection and possible changes to Reading Academy based on how Reading Academy went this first year? Can Reading Academy be done during Summer Professional Training instead of during the school year? If not fully, partially?**
- A. Reading Academies are regulated by TEA requirements. The fact that Birdville ISD has an approved model and has been allowed to provide our own training, coaching, and grading of artifacts is a tremendous plus. It allows us to align the Reading Academies to what we have been doing in terms of literacy instruction. However, the schedule requires us to spread out the training over the course of a year. There is simply too much content and required assignments for teachers to complete, thus necessitating a schedule that spans a year. The Academy requires 10 sessions with coaching sessions following the session.

Green Valley (#3 continued)

In addition, artifact assignments are required after specific sessions and these are graded. Based on what we have experienced this year, we have changed our comprehensive model, which required face-to-face sessions. We are going to a blended model for next year. This modification will allow greater flexibility for teachers. We will still need to spread out the sessions because of the assignments that are required between sessions and the coaching that is also required.

4. Was there/will there be consideration to set up a vaccination clinic for teachers? Partner with Fire/Police?

- A.** BISD submitted information with the City of North Richland Hills a few weeks ago to partner with for vaccination consideration. No answer has been received thus far. On Wednesday afternoon, Judge Whitley discussed partnering with school districts to vaccinate district employees. We will continue to work with the county to set up a District center.

NRH has submitted an application for doses for school employees to the State. They have not received notification that they will be filled.

5. What will next year look like as far as the dual platform? When will we decide? Will there be another effort to have dedicated online teachers?

- A.** We are developing a framework for the possibility of a virtual academy. We are all opposed to teachers being required to teach a dual platform. Thus, our planning will not be to support what our teachers have been asked to do this year. As I work with seven other school districts around us, they all feel the same as we do. If we are required to offer a virtual solution, it will be very different than what students have experienced this year.

UPDATE: NRH has an application for doses for school employees submitted to the State, but they have not received notification that it will be filled.

Shannon

6. Is Birdville considering using the TEA waiver to suspend teacher evaluations for this school year? FWISD has already done so.

- A.** BISD has not requested a TEA waiver to suspend teacher evaluations for this year but will continue to consider this option.

Watauga Elementary

7. I am wondering what our projected school bell-schedule will be next year. **Are we continuing with the current schedule or returning to what it was before?**

A. We are planning on having the same bell schedule for next year.