

Superintendent's Communications Council
Campus Questions
January 22, 2024

ELEMENTARY
Cheney Hills

1. Due to Texas' surplus, when does BISD expect to see teacher raises?

- A. While the State of Texas does have a budget surplus, the Legislature did not pass any legislation to distribute the \$4 billion allocated in the State budget to school districts. A large portion of the surplus was used to reduce school district property tax rates.

Green Valley

2. The day set aside for Parent/Teacher Conferences was very helpful. Is this something that will continue?

- A. The calendar is in development but continuing this day was supported.

3. With so many PD Days before the start of school in August, is there any thought given to what teachers are in need of being trained for? For example, we were all tasked with navigating a new system with Focus, K-3 had a brand new Phonics program, and most of us need our GT Updates. None of those areas were addressed in those 8 days. Yes, after school meetings were made available, but for those of us with young families and/or second jobs, those meetings are very difficult to attend last minute.

- A. Yes. A needs assessment is conducted. Many departments are involved in establishing the professional learning calendar and content. It is also taken to the TEE Committee for final approval in May.

In addition, the PL team works in collaboration with all departments to create and build a platform for robust summer learning opportunities. For example, both Focus and GT Hour Updates were offered as virtual sessions throughout the summer to accommodate pre-August learning needs in a convenient way for teachers' schedules. The GT Hour Updates are provided as self-paced online courses and were open by June 1. The Focus trainings were all recorded and are available online for easy access. Many campuses opted to do Phonics trainings for their teachers during the day, provided by their campus coach. To provide flexibility, the district calendar has built in Flex days that can be exchanged for summer learning. The summer learning platform remains open during August PL and can be accessed by campus teams and/or individuals. This year's calendar is being structured to provide as much time as possible for differentiated learning for BISD staff during the August PL days.

This type of feedback is important to us as we work to craft PL days around our staff needs.

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ELEMENTARY (continued)
Green Valley (continued)

4. **Will the salary schedule be adjusted?** With new teachers making \$61,000 to start, teachers working in BISD for 10 years and up really aren't making much more. Also, everyone was given that retention bonus, even new teachers. So a teacher with BISD for 2 months received the same as a teacher with 20 years loyalty. Other Districts used a sliding scale for a retention bonus related to years of service.
- A. We have just begun the budget process for the 2024–25 fiscal year. No discussions regarding compensation have occurred with the Board of Trustees yet.

Porter

5. The state requires schools to have 75,600 minutes per year. **Based on our current 2023-2024 school calendar, how many minutes is BISD in school?** It seems like surrounding districts have longer breaks throughout the year and different beginning/ending times. We know we go over minutes to cover bad weather days, but we are curious what our minutes are.
- A. BISD's 2023–24 Instructional calendar includes 74,870 instructional minutes for elementary, 74,050 for middle school, and 73,840 for high school. We can add 1,680 and 1,650 for staff development and tutorials, respectively. This gives us a total of 78,200 minutes for elementary, 77,380 for middle school, and 77,170 for high school. Building the instructional calendar in this manner allows us to “bank” minutes for bad weather days, late starts, and other unforeseen events. In the last two years (since the pandemic), we have needed most of these minutes due to inclement weather and building damage. This also allows us not to make up days without tremendously affecting the approved calendar.
6. When going over data and looking at our report card grade by the state, subgroups by race is always a topic of conversation. **What is the state's reasoning for basing scores and calculations based on race?**
- A. The No Child Left Behind Act of 2001 was one of the most significant pieces of education-reform legislation. It increased the role of the federal government to ensure the quality of all children in public education. There was also an emphasis on funding, achievement for poor and minority children, and new measures which held schools accountable for student progress. From this, we saw standardized testing expanded with requirements for students to be assessed in reading and mathematics every year in grades 3-8. In order to monitor such information and ensure progress was being made, you saw data being provided by race, ethnicity and other demographics such as gender. This also aligns with the PEIMS data which collects information by the same or

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similar groups. Since this time, data has been refined to the subsets we commonly see today in state and federal accountability, state and federal report cards, the National Assessment of Educational Progress (NAEP), and other commonly used data sources. In essence, the research supports that an aligned, coherent school system can ameliorate racial and economic disparities, which is the reason to monitor progress and disaggregate data based on factors such as race, socio-economic status, and at-risk indicators. Schools are expected to be the great equalizer in our society and either eliminate or greatly minimize the impact that these factors can and do have on predicting student performance.

- 7. Are there any potential plans of Birdville ISD to establish a child care campus for its employees?** I have noticed that several other school districts, such as Keller, Eagle Mountain–Saginaw, Denton, Little Elm, Crowley, and Grand Prairie ISD, currently offer this valuable benefit to their staff members. It appears to be an effective way to not only attract but also retain highly skilled personnel.
- A.** The status of child care has not changed at this time. However, we do offer tuition based PK3 for staff. Below are the answers from previous questions:

Feb. 11, 2019
“Richland

- 12. Would there be any possibility of having a daycare for teachers' children in the future?**
- A.** It would be difficult to find a central location that would be beneficial to all staff. Currently, the District does not have the capacity in our existing facilities to accommodate a daycare program. State licensing requirements weigh heavily on a facility's structure. With our aging facilities, significant remodeling would be required for any facility utilized. It would also be difficult to staff the facility efficiently since not all staff members work the same number of days during the year. This would create higher than normal operational costs and higher parent costs, since the facility could not be maintained at capacity.”

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ELEMENTARY (continued)
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April 14, 2014
"Watauga

15. Will the district look into creating a daycare for teachers as an option?

Average cost of day care per week is around \$175 and having one in the district would ensure we hire qualified teachers to run it as well as money staying in the community. It would also help the teacher and day care workers in regards to having the same work schedule and calendar. Most day care centers require you to pay them even if your child is not there ... for example, school holidays.

A. This question has been raised in every district I have served in and generally proves to be impractical due to cost, space limitations, and liability. Very few districts offer day care. However, some districts have partnered with a local college or day care provider to assure that services are available at a reasonable cost and on a schedule that is more in sync with the school calendar."

MIDDLE SCHOOL
Haltom

8. What are the plans for PLC next year at the middle school? Will teachers still get a PLC period?

A. There have been no discussions about eliminating the PLC period at the secondary campuses.