

**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.

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**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**

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**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.

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**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.

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**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.

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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)

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**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.

CE Eagle Mountain ISD \$8,760

CE HEB ISD \$8,239

CE Fort Worth ISD \$13,780

CE 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**



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**MIDDLE SCHOOLS (continued)**  
**Haltom (#20 continued)**

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**HIGH SCHOOLS**  
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