

*Teacher Advisory Council
Q&A
September 8, 2015*

The September menu included a promo for "Walk to School Day" on October 7th. There are multiple ECPPS schools in a no walk zone. Is there a plan in place to address this?

Although October 7th is the National Walk/Bike to School Day, we do not have plans to participate as a district. However, individual schools may participate with the development of a plan and approval by the principal. The template for our menu is pre-designed and comes from the USDA as part of federal oversight. (Michael Thompson)

Is there any possibility that our school hours will ever be adjusted? I know that buses are an issue for a large school district but the current hours we have in place for middle school are very, very long. We also have parents who pick up their elementary children at 2:40 and then wait in our parking lot for more than an hour to pick up their middle school child. I've heard parents, as well as teachers, express their wish for the school hours to be a little more uniform across the elementary, middle and high school levels.

We will include a question on future surveys for parents about the school hours. Our school schedules are based on the fact that we share buses between schools. Elementary is the first run then secondary. If we ever receive additional funding for buses we could consider adding more buses. I don't predict that to happen any time soon. Our buses operate on a scheduled miles/time efficiency program (TIMS). We will look at feeder schools to make sure we are efficient with times. Hopefully Middle School teachers are using all available time to teach students and it doesn't seem so "very very long" to them. Additional time is an additional opportunity to teach. (Dianne Meiggs)

Can district flyers going home be in English and Spanish?

We absolutely support this idea and will review it as we move forward with the dissemination of important information. We already share some information in English and Spanish, such as Kindergarten Registration, Pre-K Registration, NC School Report Cards, and various announcements on Channel 97- 3/Channel 8. Thank you for addressing the needs of our students and families. The Community Schools Office believes communication is the key to building relationships and relationships are important to ECPPS. (Tammy W. Sawyer)

Will we be able to get our assistants back for full days with the way the budget looks at this point? Is the district considering asking the assistants that were RIF back if we get funding for assistants again?

At this point, we still do not have a state budget, so it is too soon to say. Depending upon the amount of funding, we will likely have to make a choice between having more TAs with fewer hours or fewer TAs at regular hours. There were only three TAs who were eventually RIFed. Six more volunteered for the RIF. We have promised those who were RIFed right of first refusal for a position if we receive additional funding. (Larry Cartner)

I am concerned about the late hiring and last minute hiring of teachers and teacher assistants to place in the classrooms. Any candidates that are looking for a teaching position will look elsewhere if not hired in a timely manner. .

That has always been a concern in our district. We actually hired two math teachers in December who were student teachers and would be graduating in May. We started normal hiring in April. Background and licensure checks always add a bit of time to the process. We have hired everyone who was picked by our interview teams. We had to wait a few extra days for background checks for one who was out of state and after that we went ahead and offered positions based on a clear license or background check. Elementary Principals hesitated on a few hires and might have lost one or two but overall there just aren't enough candidates to fill our positions. The day we get a new application we contact the Principal and set up an interview. If you know of a specific situation where you believe we did not hire in a timely manner, please let me know and we can resolve that issue. (Dianne Meiggs)

In North Carolina, how long is the teacher workday? It has been brought up that an earned sick day is documented as 7 hours and 45 minutes, yet multiple schools in our district require teachers to be at work for more than 8 hours. Do principals have the authority to lengthen a work day, and if so, to what extent?

A normal work week is 40 hours or 8 hours per day; however, teachers are salaried employees not hourly. Teachers, while governed by the FLSA, are considered "exempt" from the FLSA overtime rules. Each Principal, as the leader of the school, can determine the work day. Students must be supervised at all school functions and teachers can be asked to do this "duty" even if it is beyond a 40 hour work week. (Dianne Meiggs)

There has been no training for Read to Achieve for the new third grade teachers and we need to turn schedules in for the curriculum team to come and observe.

All new teachers will be trained on Read to Achieve and MClass. There is a session planned for the September 28th mandatory workday. Leigh Austin will complete all assessments for new teachers and provide any support that is needed. The requesting of schedules is not just for 3rd grade teachers and Read to Achieve. The instructional team plans to visit all classrooms throughout the year. The visits are not intended to find what is wrong or to punish but to focus on the outstanding teachers and the work that is being done in our system. Feedback will be given to each teacher that the instructional team visits. The feedback will include positive items and a - "Have you thought about..." Our work will focus on supporting teachers. (Joanne Sanders)

Can there be a more stream lined process of making sure new employees receive their entire log in credentials and access to district databases before they come to their school?

Employees must receive the Technology Use Policy, Internet Safety, and the Social Media Policy before login information can be distributed. They must sign the AUP before they can access technology at ECPPS (this is Board Policy - All users of school system technological resources are expected to comply with the requirements established in policy [3225/4312/7320](#), Technology Responsible Use. All students and employees must be

informed annually of the requirements of this policy and the methods by which they may obtain a copy of this policy. Before using school system technological resources, students and employees must sign a statement indicating that they understand and will strictly comply with these requirements and acknowledging awareness that the school system uses monitoring systems to monitor and detect inappropriate use of technological resources and tracking systems to track and recover lost or stolen equipment.

The Process: Sandy Madre, Network Administrator receives the new employee information from HRMS, and creates an email and computer logins. She also creates a network drive for them to save their work. This information is sent to Joyce Harris and Bert Lane, Beginning Teacher Coordinators. During orientation, they distribute the login/password information and assist teachers with accessing their accounts.

New staff receives credentials to Power School from their data manager at their assigned school. Each school has different procedures for setting up grade book, collecting attendance, etc. This gives the new employee the opportunity to know who the point of contact is at their school. This promotes building positive relationships and team building opportunities, which is a component of *Monday Morning Leadership*.

The Process: Susan Walker Sawyer, the District Data Manager receives the new employees' UID from HRMS, they are entered in to Power School, assigned to a school and given the appropriate role. The School Data Manager is then notified and they work with the new teacher/ staff member to ensure they know how to log into the IAM and Power School Teacher to perform required tasks.

Important note: An employee's UID is sent to HRMS/Payroll by NCDPI. Thus, it may NOT be available on the day a new employee starts. (Dr. Beth Strecker)

What is the reason that we can't have our own personal computer printer that we would be buying our own ink for connected to our computers in school? I understand that we couldn't do a help ticket but what is the harm?

ECPPS School Board Policy - Policy Code 3223/4312/7320 Technology Responsible Use States: Personal technology devices should not be connected to the school system's wired network. Personal technology devices (including, but not limited to, smart phones, tablets, laptops, etc.) should not be connected to the school system's wired network.

ECPPS has a secure network due to the confidentiality information of students and staff and to be CIPA compliant. Printers require software to be installed. Printers also require drivers installed. A printer driver can cause issues with other applications and could potentially cause other problems with the machine. Not all printers are compatible with every operating system. The ECPPS tech staff would have to manage and install personal computers since they have admin rights to do so; we simply do not have the manpower to install and service individual printers.

One of our district goals is to move away from desktop printing. Personal desktop printing is not cost effective for our schools and personal home deskjet printers are the least reliable printers. It is also not good for the environment.

Note: Our policies are written based on NCSBA (North Carolina School Board Association). Other LEAs who have updated their policies are similar to ours. Examples: Perquimans County Public Schools, Johnston County Schools, Union County Public Schools, Martin County Schools (Dr. Beth Strecker)

After being on the SIT team and agreed upon spending our money to buy 10 sets of iPads for each grade level to help differentiate learning I would like to know why we have yet to receive them from Edgewood?

**Priority deployment was to K-4 ELA teachers to conduct state required assessments.
Deployment dates:**

August 18: All elementary K-4 teachers and previously ordered class sets at WES & NHS.

August 19: AIG teachers

August 20: Middle and High Schools

August 18 – 21: EC teachers & Admin

September 2: WES & CES recently purchased class sets of iPads deployed

August 31- September 4: SH Elementary technology equipment deployed by Edgewood staff due to vacant media coordinator & absent tech assistant. Teacher information and classroom assignments received from Kristen Jackson.

JCS – status of recently purchased class sets of iPads- developing a plan of location and distribution with Mr. Paulett.

Note: Teachers can check on the status of distribution by contacting their principal, tech assistant, and/or media coordinator.

The process: An eHelpDesk ticket is created by the principal, tech assistant, or designee, which may include; order information, plan of distribution, and/or Apple ID creation. Once iPads are at the school, a plan as to how they will be checked out/in or used in the classroom needs to be developed and communicated to the staff. (Dr. Beth Strecker)

I am concerned about the Decision making process at the district level. It seems that a Math text book was chosen out of a knee jerk reaction to parent complaints instead of researching what aligns best with Common Core standards for each grade level.

Our data indicated that our math scores were declining and middle school students were not demonstrating proficiency in completing math problems. Parents were vocal on several occasions stating their frustration with not being able to help their children with homework. New teachers also struggled to teach *Investigations* due to the lack of intense training that is needed to implement the program with fidelity. All elementary principals agreed with the need to purchase "My Math" but it is not intended to be the sole source for math instruction. It was bought as a resource. The expectation is that we focus on teaching Common Core Math Standards with multiple sources as tools.

Lack of math materials:

Leigh Austin has worked diligently to provide schools with math resources. Only one school was missing teacher kits and they have been ordered and are on the way. Fourth and fifth grade math workbooks orders were not accurate and she will be placing an order to get each student the materials needed. To her knowledge, every teacher has enough materials to begin using *My Math*. (Joanne Sanders)