



LEARNING

BY DESIGN



Plano
Independent
School
District

Annual Report 2011



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Dear Friends,

As we prepare this 2010-2011 Annual Report and welcome the new calendar year of 2012, our greater school community has an opportunity to reflect on past accomplishments and to regard the future with much anticipation. This is an exciting time for Plano ISD by way of opportunity and transformation.

January 2012 marks the end of my leadership with the district after seventeen years of service. So much has happened during my time with Plano ISD. It has been my privilege to manage the school district throughout a time of continued rapid growth. During my tenure, we opened thirty-three facilities including the district's Early Childhood Schools, two special program centers, the Bird Education Center, Kimbrough Stadium and McMillen High School which opened this school year. With our enrollment reaching 55,000 and as we've kept up with our community's growth and progression, we've continued to support the district's two overarching goals: ensuring continued improvement in student learning and ensuring the efficient use of financial resources.

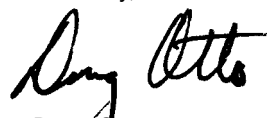
In the past year alone, as you will read in the pages to come, our students, staff and campuses made remarkable strides in educational and instructional achievement and are exemplifying through their actions this year's district theme, "Learning by Design." As we celebrate our achievements and focus on the future, we commend our community members who came together with district administrators this past year to research and plan for Plano ISD's first academy. This collaborative approach yielded plans for an innovative high school that combines project-based learning with rigorous coursework and adds digital arts to a science, technology, engineering and math (STEM) curriculum.

Our success this and every year can be greatly attributed to staying true to our mission and vision and remaining future focused. With a mission to provide an excellent education for all students, Plano ISD embraces certain visionary principles and premises that form the foundation of public education.

The Plano ISD Board of Trustees is taking into account these very principles as its members work together to manage a thorough search for a new superintendent of schools and identify shared priorities among district leaders, students, parents and the community at large.

I am grateful to the school board, administrators, faculty and staff of Plano ISD for working with me to keep our district in the forefront of public education. I am proud of our teamwork for excellence in education. Plano ISD boasts the very best teachers in the nation, an extremely involved parent community and an abundantly supportive business community—all working in the best interest of our students. This is the perfect formula for achievement and I look forward to remaining an ever watchful admirer of Plano ISD's future successes.

Sincerely,



Doug Otto
Superintendent of Schools



We envision schools where all children succeed, feel safe and their curiosity is cultivated. We see schools that foster a sense of belonging and community and that inspire collaboration. We see learning standards that challenge and intentionally designed experiences that delight students, develop their confidence and competence and cause every child to value tasks that result in learning. Ultimately, we see schools and related venues that prepare all children for many choices and that give them the tools and attitudes to contribute to our democratic way of life and live successfully in a rapidly changing world. *(Public Education Visioning Institute, "Creating a New Vision for Public Education in Texas")*



MISSION STATEMENT

The mission of the Plano Independent School District is to provide an excellent education for all students.

VISION STATEMENT

Participating in Plano ISD schools empowers students to be able to adapt to new learning opportunities throughout their lives, collaborate with, and contribute to, the global community and to be creative and disciplined in their thinking.

PRINCIPLES & PREMISES

- The principles and premises we embrace are:
- A digital learning environment
 - New learning standards
 - Assessments for learning
 - Accountability for learning
 - Organizational transformation
 - Balanced and invigorated state and local partnerships

DISTRICT GOALS

- Ensure continued improvement in student learning
- Ensure efficient use of financial resources/budgeting



President
Tammy Richards



Vice President
Nancy Humphrey



Secretary
Marilyn Hinton



Missy Bender



Michael Friedman



Carrolyn Moebius



David Stolle

Superintendent's Cabinet

*Dr. Douglas Otto
Superintendent of Schools*

*Dr. Cathy Galloway
Associate Superintendent for District Services*

*Jim Hirsch
Associate Superintendent for Academic and
Technology Services*

*Richard Matkin
Associate Superintendent for Business Services*

*Patty Meyer
Associate Superintendent for Campus Services*

*Karla Oliver
Executive Director for Government and Community
Relations*

*Denise Gillespie
Executive Assistant to the Superintendent and Board
of Trustees*

The Board of Trustees consists of seven members elected to serve, without compensation, for overlapping terms of four years each. Elections are conducted in May of odd numbered years. While candidates run for specific places, they do not represent specific geographical areas; rather, each represents Plano ISD at large. Following the election, the board elects a president, vice-president and secretary to serve for one-year terms.

Plano is a multicultural community located 20 miles north of Dallas in a high-technology corridor and is home to corporate giants like JCPenney Company, Inc., HP Enterprise Services, Bank of America Home Loans, Frito-Lay, Dell Services and Alcatel-Lucent.

Population
259,841

Higher Education
Collin College, SMU in Plano, University of North Texas, University of Texas at Dallas, Texas Woman's University, University of Dallas

Educational Attainment of Citizenry (25 years and older)

Graduate or professional degree	18.6%
Bachelor's degree	33.2%
Associate's degree	6.0%
Some college, no degree	19.7%
High school graduate (includes equivalency)	14.9%
9th to 12th grade, no diploma	3.4%
Less than 9th grade	4.1%

Income

Mean Household Income	\$82,866
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Top Employment Industries

Professional, scientific, management, administrative and waste management	18.6%
Educational services, health care and social assistance	16.9%
Finance and insurance, real estate and rental and leasing	13.0%
Retail trade	11.9%
Manufacturing	9.4%
Arts, entertainment, recreation, accommodation and food services	8.7%
Information	5.0%
Construction	4.3%
Other services except public administration	4.6%
Wholesale trade	3.4%
Transportation, warehousing and utilities	2.3%
Public administration	1.0%
Agriculture, forestry, fishing and hunting and mining	0.8%

Sources: U.S. Census Bureau and the City of Plano (demographics)

Schools

Grade Level	# of Campuses
Preschools (ages 3-5)	3
Elementary Schools (K-5)	44
Middle Schools (6-8)	13
High Schools (9-10)	6
Senior High Schools (11-12)	3
Special Programs Centers (K-8 & 9-12)	2
Total Number of Schools	71

Student Enrollment

Elementary (PreK-5)	26,748
Middle (6-8)	12,627
High (9-10)	8,264
Senior High (11-12)	7,350
Total	54,989

Staff

Teachers	4,011
Librarians	73
Education Aides	622
Interpreters	9
Other Instructional Paraprofessionals	174
School Principals	71
Assistant Principals	92
Counselors	152
School Nurses	73
Educational Diagnosticians, Psychologists & Social Workers	55
Superintendent, Deputy, Associates & Assistants	7
Non-Campus Professionals	223
Auxiliary	1,342
TOTAL NUMBER OF EMPLOYEES	6,904



Plano ISD students' scores on college entrance exams far exceeded state and national averages in 2011. The incomparable performance of Plano ISD students on these exams gives them a competitive edge for college admission and college success. In addition to exceptional college entrance exam scores, a significant number of students are challenging themselves by taking Advanced Placement courses and participating in the International Baccalaureate program and Collin College dual enrollment. These statistics indicate a strong dedication of Plano ISD teachers and counselors to work diligently to get more students enrolled and involved in honors and advanced courses.

Scholastic Aptitude Test (SAT) Results

- 2,622 Plano ISD students took the SAT in 2011 as compared to 2,337 students in 2010.
- Plano ISD students' average scores far exceed those of students across the state and nation on all three tests, including critical reading, math and writing.
- Plano ISD's composite SAT score of 1,677 far exceeded the composite scores at the state (1,436) and national (1,483) levels.
- The SAT critical reading score of 552 compares to 475 at the state level and 494 for the nation's students. The SAT math average score was 590 for Plano ISD students and 500 and 506, respectively, for students in Texas and the nation. SAT writing average scores were 535 for Plano ISD students and 461 and 483 across the state and nation, respectively.

American College Test (ACT) Results

- 1,676 Plano ISD students took the ACT exam in 2011 as compared to 1,643 the prior year. The composite score of 25.7 earned by Plano ISD students far exceeded that of students across the state (20.8) and nation (21.1).
- The ACT English score of Plano ISD students (25) exceeded scores of students across Texas (19.6) and the nation (20.6).
- Plano ISD students scored an average 26.8 on the math exam. Statewide and nationally, students' average scores on the same exam were 21.5 and 21.1, respectively.
- The science reasoning average score of Plano ISD students was 25.2. Statewide and nationally, students averaged 20.8 and 20.9, respectively.
- Reading scores averaged 25.6 for Plano ISD students and 20.7 and 21.3, respectively, for students in Texas and the nation.

Advanced Placement Enrollment & Scores

In alignment with district goals, Plano ISD has opened the door for many more students to take AP and honors courses. For many of these students, 2011 was the first time to take an AP test.

- With 3,209 students taking AP tests for college credit, Plano ISD's AP program is one of the largest in the nation.
- The number of Plano ISD senior high school students who took AP exams increased to 8,512 in 2011 as compared to 7,842 in 2010.
- 76% of AP test scores at the senior high schools were 3 or higher, compared to 44% of students in Texas and 56% of students across the nation.
- The number of AP test-takers at the high school level (grades 9-10) continues to increase significantly each year, with 2,211 students tested in 2011 compared to 1,826 in 2010. The number of tests taken increased from 2,156 in 2010 to 2,533 in 2011.
- At the high school level, 71% of students scored a 3 or higher on AP tests. Middle School AP Spanish test takers numbered 131 in 2011, with 77% scoring 3 or higher.

International Baccalaureate Program

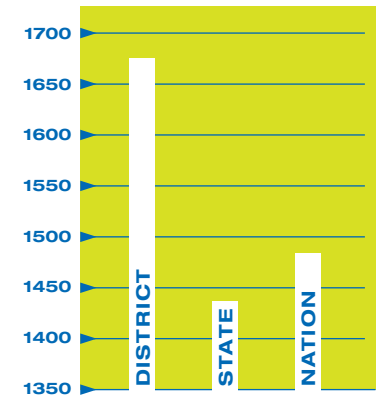
The International Baccalaureate Program is a rigorous course of study designed to meet the needs of highly motivated secondary students and to promote international understanding. Many students earning the IB Diploma are awarded advanced college credit at prestigious universities around the world.

Since 1995, Plano ISD students have entered the International Honors Program at either Clark High School or Williams High School in the ninth grade followed by the two-year IB Program at Plano East Senior High. In 2011, Plano ISD boasted 109 full diploma candidates through its International Baccalaureate (IB) program. This reflects an increase from 97 students in 2010. Seventy-six IB diplomas were awarded in 2011 as compared to 60 in 2010. Plano ISD students took 687 IB exams in 2011 compared to 642 in 2010, passing 558 exams as compared to 486 the previous year.

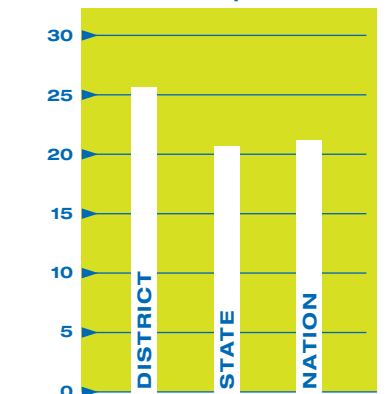
Dual Enrollment

Since fall, 2005, Plano ISD has offered a dual enrollment program through Collin College. The number of students enrolled has grown from 27 to 733. This is a strong indication of the success of the program and Plano ISD students' post-secondary readiness. Students earned college credit through Collin College in the following courses: US History, Government, Economics and English IV.

2011 SAT Composite Scores



2011 ACT Composite Scores



Eighty-seven seniors achieved Semifinalist standing in the 2011 National Merit Scholarship Program based on their performance on the Preliminary Scholastic Aptitude Test. These academically gifted students were among 16,000 of their peers nationwide representing less than one percent of high school seniors. Those who advanced to Finalist standing competed for National Merit Scholarships worth more than \$36 million.

Plano East Senior High School

Ram S. Anantharaman
 Danny Banh
 Francina M. Block
 Weiduo Chen
 Leia S. Cozier
 Matthew M. Eitzen
 Jacob M. French
 Eric D. Galles
 Kelsey L. Higbee
 Genway J. Huang
 Julia A. Kerwin
 Elizabeth G. Liu
 Kelvin Luu
 Tanya S. Paul
 Leah C. Scaduto
 Sang Seo
 Sachin Sharma
 Vaibhav Sharma
 Nicole D. Shu
 Shannon L. Wey
 Yichao Xiong

Plano Senior High School

Mara Ingrid Ang
 Richard J. Cao
 Andrew F. Cely
 Alice Chang
 Jessica J. Chao
 Erik F. Coveney

Shikha Garg
 Daniel Huang
 Mark C. Izlar
 Rhoda Jiao
 Frances M. Johnson
 Henry C. Lai
 Francis Lee
 Wenchuan Li
 Connor C. Lirot
 Palmila S. Liu
 Michael R. McBride
 Julian J. Michael
 Bhaskaran P. Nair
 Joseph J. Nakonecnyj
 Seema Nandi
 Akshay Narayanan
 Ilya V. Polkovnichenko
 Sneh A. Raghunathan
 Raymond Shiao
 Ariel Sibill
 Jacob L. Sklar
 Jocelyn M. Son-Hing
 Andrea Tan
 Suchith Vuppala
 Zackary R. Weger
 Kevin Y. Wei
 Julie A. Weltman
 Seymour H. Wu
 Victoria C. Wu
 Linda Xu
 Yiwen Xu
 Hanzhi Yue
 Katie W. Zeng
 Caroline C. Zhang

Plano West Senior High School

Chase P. Alexander
 Vybhavi Bharadwaj
 Nicholas Bhattacharya
 Dominic L. Burke
 Rebecca Chen
 Yuyao Cheng
 Jonathan D. Clanton
 Justin J. Fu
 Stephen C. Hatridge
 Jenna L. Jaco
 Hannah I. Kang
 Evan J. Kohn
 Ishita Madan
 Philippa J. Mason
 Tess P. Michaels
 Alyssa Murphy
 Samantha P. Orland
 Derek Ou
 Jasmine M. Shevell
 Azim Sitabkhan
 Alexander J. Steiber
 Laura K. Stoughton
 James R. Thal
 Calvin Tsay
 Joseph Wei
 Lisa T. Zhang

- Annually, Plano ISD undergoes careful financial scrutiny from an independent auditing firm, Weaver & Tidwell, LLP. The company delivered “an unqualified opinion” of Plano ISD’s financial services and records for 2009-10.
- For 28 consecutive years, Plano ISD has earned a “Certificate of Achievement for Excellence in Financial Reporting” by the Government Finance Officers Association of the U.S and Canada.
- Plano ISD has earned, for eight consecutive years, the highest rating of “Superior Achievement” through the Texas Education Agency’s Schools FIRST (Financial Integrity Rating System of Texas) program.
- The Local Government Assistance and Economic Development Comptroller of Public Accounts presented Plano ISD with a “Leadership Circle Award” gold seal, a mark of success indicating implementation of financial transparency.

2011-12 Financial Data

Assessed Values		Percentages
Residential	\$22,873,043,801	62%
Industrial	\$8,775,799,094	24%
Rural	\$844,962,385	2%
Personal	\$2,985,624,399	8%
Exempt	\$1,454,228,048	4%
TOTAL	\$36,933,657,727	

Operating Fund

Revenue:		
Local Funds	\$348,056,849	78%
State Funds	\$92,861,897	21%
Federal Funds	\$2,317,673	Less than 1%
Other Resources	\$2,303,146	Less than 1%

Operating Fund Appropriations

Salary and Benefits	\$327,605,810	83%
Other Expenses	\$66,743,286	17%

Flow-Thru Costs

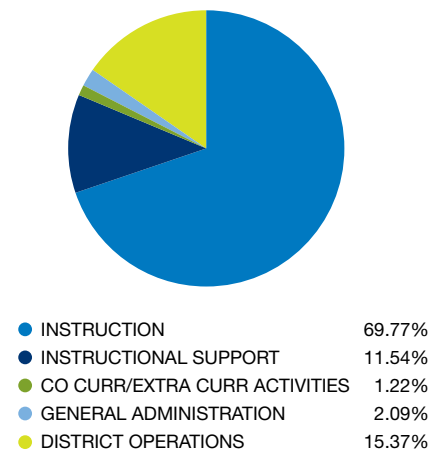
Recapture Payments*	\$19,855,722
TIF Flow-Thru	\$4,900,000

Cost Per Pupil \$7,575

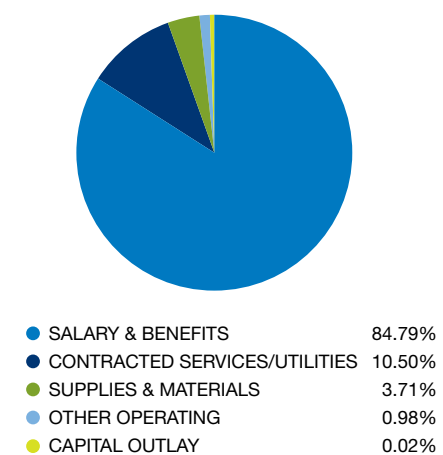
*Based on projected enrollment of 55,764



BUDGET BY FUNCTION
(less other costs)



BUDGET BY OBJECT



2011-12 Area Tax Rates

Wylie	\$1.6400
Allen	\$1.6700
McKinney	\$1.5400
Rockwall	\$1.4700
Mesquite	\$1.4200
Lewisville	\$1.4260
Frisco	\$1.4200
Carrollton/FB	\$1.3568
Richardson	\$1.3400
Plano	\$1.3734
Garland	\$1.2533
Coppell	\$1.4242

Plano ISD Facilities & Technology Bond Task Forces have considered major bond initiatives that have resulted in bond elections every four years, since 1996. Plano ISD voters have passed these bond elections with an overwhelming majority in favor of revitalized schools in neighborhoods while implementing and utilizing the latest technology. Schedules for most of these initiatives are contingent upon bond sales. Construction planning is continuing; however, the interest rate and timing of improvements in the market will determine actual bond expenditures. Detailed bond project quarterly reports can be viewed on the district website www.pisd.edu.



The McMillen High School community celebrated the dedication of its new school during a fall, 2011, ceremony attended by faculty, parents and community leaders. The McMillen mascot is pictured on stage with members of the school choir.

PROMISED

Pre-Funded Projects

Schell Elementary School
Employee Child Care Center
Land Acquisitions

Capital Improvements (Instructional)

Sara Isaacs Early Childhood School
Barron Conversion
New Elementary School
Douglas Otto Middle School
McMillen High School

Renovations (Elementary Schools)

Bethany
Brinker
Daffron
Hedgcoxe
Jackson
Memorial
Mendenhall
Mitchell
Rasor
Weatherford

Additions/Modifications

Plano East Senior High School Science/Kitchen & Dining
Vines High School Fine Arts & Science Addition
Plano West Senior High School Kitchen & Dining
Haggard Middle School Fine Arts Addition
Plano Senior High School Fine Arts Addition
Forman Elementary School Addition – Classrooms
Guinn Center Addition – Classrooms/Kitchen/Serving Line

FULFILLED

\$27,850,000

Construction completed summer 2007
Building purchased and opened fall 2008

\$140,855,112

Construction completed fall 2009
Construction completed fall 2009
Planning and construction TBD
Construction completed summer 2010
Construction completed summer 2011

\$121,166,629

Planning to start in fifth phase
Planning to start in fourth phase
Planning to start in fourth phase
Planning to start in fifth phase
Construction completed fall 2011
Construction to complete fall 2012
Construction completed fall 2011
Planning ongoing, construction to complete fall 2013
Planning ongoing, construction to complete fall 2013
Construction to complete fall 2012

\$62,182,369

Construction completed fall 2010
Construction completed fall 2010
Planning ongoing, construction 2012 - 2014
Construction to completed fall 2011
Construction completed fall 2011
Construction completed fall 2010
Construction completed fall 2010

PROMISED

Capital Improvements (Instruction)

Career Education
Physical Education Lockers
Fine Arts Equipment
Science Labs
Library

Department Requests

Safety and Security
Food and Nutritional Services
Transportation

Additional Capital Projects

Bird Education Center Parking Project
Energy Efficient Lighting

Water Conservation Irrigation Upgrades

Athletic Capital Improvements
District-Wide Capital Projects

Systems and Compliance

(Capital Improvements – 47 Sites)

District-Wide Facility Upgrades/Replacements for
Security Systems, Roofs, Flooring, HVAC, Energy
Management, Fire Alarms, Fire Lane Parking

Curriculum and Technology

(Capital Improvements – District-wide)

Replacement Program

Classroom Technology Initiatives
Digital Visual Presenters (K-12)
PC Operating and Productivity Systems Upgrade (K-12)
Digital Cameras (K-12)
Web-Based Enterprise Applications

Curriculum Specific

Art (K-5)
Career and Technology Education (6-12)
Elementary (K-5)
Foreign Language (6-12)
Health and Physical Education (K-12)
Learning Media Services (K-12)
Mathematics (6-12)
Science (6-12)
Special Education (K-12)
Speech (9-12)
Theatre Arts (6-12)

Central/Auxiliary Services Initiatives

Communications
Food and Nutritional Services
Technology – Upgrade Wireless Infrastructure
Transportation

Total Bond Program

FULFILLED

\$10,497,000

In progress
Ongoing
Ongoing
Ongoing
In progress

\$15,343,500

Ongoing
Ongoing
Ongoing

\$9,860,000

Completed
48 sites completed
(as planned)
Ongoing
Ongoing
Ongoing

\$36,154,394

Ongoing

\$66,090,996

Ongoing
Completed
Ongoing
Completed
Ongoing

Completed
In progress
Completed
Completed
Ongoing
In progress
Completed
Ongoing
Completed
In progress

Completed
Completed
Completed
In progress

\$490,000,000



Mendenhall Elementary School was completely rebuilt with funds from the 2008 bond program on the school's original site between 18th and 19th Streets in Historic Downtown Plano.

Participants in the Summer Institute for Gifted and Talented Students (SIGS) program are pictured during a multimedia computer class.



Excellence in education is best achieved through a shared vision and the cooperative efforts of schools, parents, community volunteers and business partners. These community stakeholders donate their time, talent and treasure to Plano's most valuable resource – its students.

Texas Instruments Commits \$5 Million to Academy

Plano ISD and longtime community partner Texas Instruments (TI) announced in November, 2011, a \$5 million commitment from the company to help launch and develop the district's first academy. This founding corporate partnership will enable Plano ISD to move ahead with plans for the new innovative high school as recommended by the Academy Visioning Committee in April. Working together, Plano ISD and TI will create, expand and maintain a variety of programs to support and broaden educational curriculum and resources for students. TI's education technology products, including graphing hardware and software, formative assessment systems, digital curriculum and professional development and 3D projectors may be used in the academy's classrooms. "The academy will help Plano students succeed and build a strong technical workforce which is critical to the entire region's future economic vitality," said Arturo Sanchez, TI director of education and workforce development.

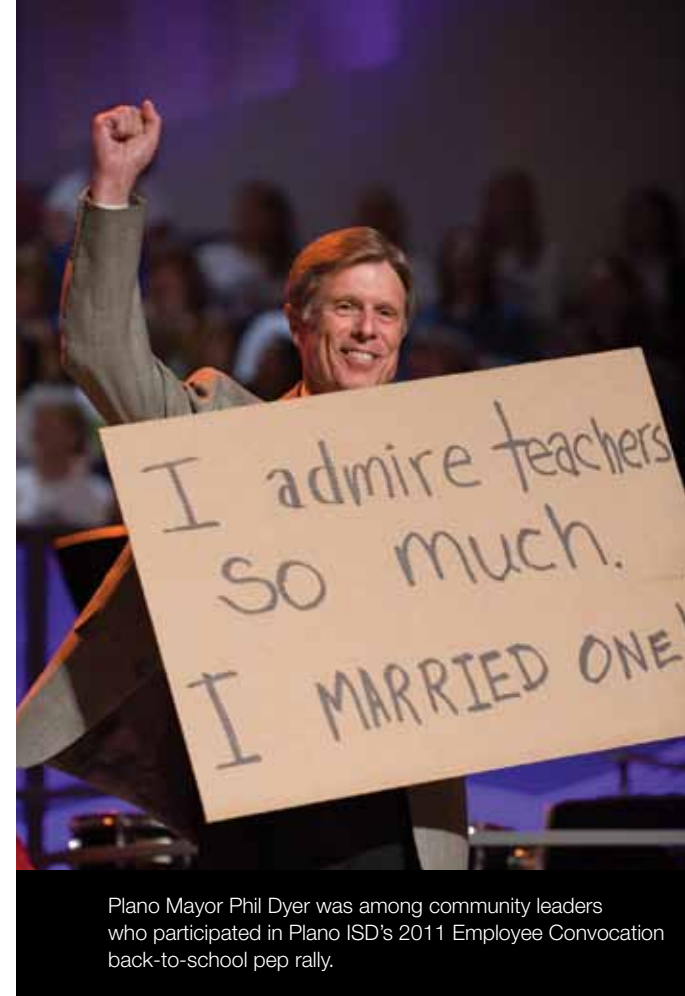
United Way Funds Expansion of AVID Program to Elementary Schools

Three Plano ISD elementary schools have implemented the AVID (Advancement Via Individual Determination) program this school year, thanks to funding from United Way of Metropolitan Dallas. Susan Hoff, senior vice president of community impact for United Way of Metropolitan Dallas, announced that the Plano ISD Education Foundation will receive nearly \$82,000 for expansion of the AVID program offered in secondary schools to Barron, Meadows and Mendenhall elementary schools. Plano ISD AVID Coordinator Kristin Anderson stated, "The elementary program will build a strong foundation for our students by teaching note-taking strategies, time management, goal setting and self-advocacy skills. The skills that students learn will help them transition to Plano ISD's very successful middle school and high school AVID programs."

Annual MLK Tribute Event Highlights "Illuminating Legacy"

Hundreds of students, educators and community leaders attended Plano ISD's annual Martin Luther King, Jr. tribute in January, 2011, to celebrate the work of Dr. King and the diversity in our community. The event, which was themed "An Illuminating Legacy," spotlighted students with a parade of nations, musical entertainment, emcees, essay readings and awards for MLK art contest winners and diversity leadership winners. A tribute was also held in honor of long time event chairwoman Dr. Myrtle Hightower, as John Hightower Elementary School was renamed John and Myrtle Hightower Elementary School.

Students shared their award-winning, original essays at the 2011 MLK Tribute.



Plano Mayor Phil Dyer was among community leaders who participated in Plano ISD's 2011 Employee Convocation back-to-school pep rally.

Community Leaders Share Personal Testimonials to Education at Employee Convocation

At Plano ISD's Employee Convocation, an annual back-to-school pep rally attended by 7,000 employees and held in August, 2011, at Prestonwood Church in Plano, several community leaders joined in the program on stage by sharing their personal testimonials about education and teachers who inspired them. Thanking teachers were Raj Menon, Sharon Goldblatt, Hugo Esparza, Tamra Sadafsz, Ralph Stow, Rebecca Egelston Caso, Mayor Phil Dyer and Jamee Jolly. These leaders enjoyed the full convocation program which featured keynote speaker Superintendent Doug Otto's "Learning by Design" keynote speech to kick off the 2011-12 school year, performances by the staff concert band and choir, inspirational remarks from two 2011 graduates and the presentation of high-tech door prizes to employees. Additional community leaders attending convocation were the event's sponsors THE HEART HOSPITAL Baylor Plano and Baylor Regional Medical Center at Plano.

PTA Presidents Honored at Annual Appreciation Luncheon

School PTA presidents were guests of honor at the annual

Plano ISD PTA Presidents and Principals Luncheon, hosted by the Plano ISD Board of Trustees, Superintendent of Schools Dr. Doug Otto and the district's executive leadership team in March at Collin College's Spring Creek campus. Superintendent of Schools Dr. Doug Otto's comments to PTA presidents reinforced his beliefs about the strength of Plano ISD's collective PTA voice. "The leadership you give to schools through volunteerism, advocacy and support is more important now than ever. We appreciate all that you do for our teachers and students. We know that we are only as strong as the support of our parents and community."

Key Communicators Program & Student Advisory Committee Encourage Dialogue Between District and Schools

The Key Communicator program and Student Advisory Committee are two of many valuable aspects of the school district's ongoing, two-way communications effort with parents, students and other citizens in the district. The communications department coordinates the Key Communicator program with the assistance of parent volunteer Sharon Goldblatt, who serves as chairperson. Each school selects three parents to serve as Key Communicators during each given school year. Key Communicators attend meetings throughout the school year at which time the superintendent and other key staff share information and interact with the group. They also facilitate balanced and factual communication between the district and schools.



2010-11 Superintendent's Student Advisory Committee members Alexia Banos, Anna Shapovalova, Dominique Beamon and Caleb Carlisle (Plano East Senior High School); Kinsey Lee, Jeremy Hintz, Michelle Grefer and Grant Pieper (Plano Senior High School); and Chad Tieber, Cristin Doyle, Alex Nam and Lindsey Alhadeff (Plano West Senior High School) are pictured with Dr. Doug Otto.

In 2010-2011, the Plano ISD Education Foundation raised nearly \$1,000,000 in private donations supporting quality education in Plano schools, made possible through an annual "Ski Plano" gala, Plano ISD employee donations, a parent and community annual fund drive and gifts from corporations, foundations and individuals.

As a result nearly \$800,000 was gifted to the Plano ISD for priority programs that enhance student learning; ensure all students are college ready; recruit, retain and recognize the very best teachers; and support the role of parents and families in students' learning. The foundation is a nonprofit 501(c)(3) organization governed by a board of 32 business and community leaders.

\$60 Million Reasons to Give Community Campaign

The Education Foundation raised more than \$50,000 through community donations in the "I Love Plano ISD" and "\$60 Million Reasons to Give" community campaigns. As the needs of the school district continue to grow and state funding reduces, it is critical that the community joined with the foundation and district in the common effort to continue providing top-notch education to Plano students.

The "I Love Plano ISD" Campaign focuses on district needs for which tax dollars are not available. Enrichment programs such as additional mathematics, science and technology instruction, educator grants, fifth grade camp scholarships, programs to fill achievement gaps and many others will be sustained by these funds. The foundation kicked off the campaign at school open houses across the district and by mailing brochures to Plano residents and business owners to garner their support. The foundation raised more than \$1 million last year through community support, all of which stayed within the district.

Alumni News

For the second consecutive year, the Plano ISD Education Foundation has continued its initiative to bring together alumni in support of Plano ISD. As part of that effort, the foundation enlisted students at Plano West Senior High School to produce a new logo.

The foundation uses social media to reach alumni and provide a forum for interaction. The launch of a Plano ISD Alumni Facebook page offers an interactive opportunity for Plano ISD alums to communicate with each other and encourages them to stay engaged with the school district. The fan site includes regular volunteer opportunities in the district, reunion updates, sporting event updates, alumni spotlights and more. "Plano ISD has more than 100 years of graduates who know first hand the value of a Plano ISD education. It seemed logical to engage alumni as they have potential to be the district's biggest cheerleaders and supporters," said Bart Ridley, co-chair of the alumni committee. "College and university boosters make a huge impact on their campuses.

They can also help lay an important educational foundation at the K-12 level."



Enjoying the Foundation's alumni tailgate party were Tommy Kimbrough, Plano ISD executive director of facility services; Missy Bender, school trustee; John Clark, retired athletics director; and Mitch Bramlett, Foundation president-elect.

Second-Annual CEO Breakfast

Supporting public schools was the topic of the second-annual CEO breakfast hosted by the Plano ISD Education Foundation and Alliance Data CEO and President Ed Heffernan. Participants representing approximately 20 businesses and organizations, discussed challenges affecting public schools, importance of great public schools and forging ongoing partnerships and dialogue with public school educators.



Superintendent Doug Otto addressed participants at the CEO breakfast.

Thrill of the Grill 5K

The foundation held its third annual "Thrill of the Grill" 5K in spring, 2011, which grew to more than 1,600 runners and walkers who supported Plano schools. Superintendent of Schools Doug Otto served as honorary chair of the event, which included the 5K run/walk, food, live music, art and more. Proceeds from the event benefitted the Plano ISD Education Foundation and its programs to support students and teachers.



Runners in the Thrill of the Grill 5K were cheered on by family, friends and members of school organizations.

Employees 'Touch the Heart of a Child'

Plano ISD employees reinforced their commitment to "Touch the Heart of a Child" by generously contributing \$120,230 to the Plano ISD Education Foundation through its annual employee campaign. Despite a national economic recession and state and local budget cuts, 100% of Plano ISD schools and service departments contributed to the annual employee campaign to support the Foundation's programs for students and staff. Fifty schools and departments exceeded their goals, with 3,278 employees contributing to the campaign.

The Plano ISD Education Foundation's "\$60 Million Reasons to Give" and "I Love Plano ISD" campaigns help fund scholarships for fifth grade students to attend Collin County Adventure Camp, among other enrichment programs.



Major Donors 2010-11

Valedictorian

\$50,000 to \$100,000+

Alliance Data
Employees of Plano ISD
Texas Health Presbyterian of Plano

Salutatorian

\$20,000 to \$49,999

Bank of America
Capital One
Communities Foundation of Texas
ExxonMobil
Gay, McCall, Isaacks, Gordon & Roberts, P.C.
Huawei
Park Place Lexus Plano
Texas Instruments Foundation
Verizon

Distinguished Achievement

\$10,000 to \$19,000

Baylor Regional Medical Center at Plano
Dollar General Foundation
EnCana Oil & Gas
Ericsson
InTouch Credit Union
THE HEART HOSPITAL Baylor Plano
Mr. and Mrs. Ed Heffernan
James and Betty Muns Foundation
Plano Wildcat Quarterback Club
Transamerica Life and Protection

With Honors

\$5,000 to \$9,999

Abernathy, Roeder, Boyd & Joplin, P.C.
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Innovative Solutions for Education
Mr. & Mrs. Charlie Miller
Kathy and Greg Nelson
Plano ISD Council of PTAs and Local PTAs
SHW Group, LLP
Texas Instruments
ViewPoint Bank
M.B. & Edna Zale Foundation

Alliance Data Supports Foundation through Multi-Year \$200,000 Contribution

The Plano ISD Education Foundation announced this year that Alliance Data, a leading provider of loyalty marketing services headquartered in Plano, will support the foundation through a multi-year, \$200,000 contribution. The funding will benefit programs designed to boost educational achievement for Plano ISD students. In addition to monetary support, the company will provide employee volunteer support throughout the school district. This year's funding has benefited a STEM (Science, Technology, Engineering and Math) secondary science improvement initiative, grants to educators, an AVID (Advancement Via Individual Determination) program leadership retreat and support for three Title I schools.



Students in the AVID (Advancement Via Individual Determination) program from several Plano ISD schools thanked Alliance Data for supporting their leadership retreat.

Foundation Funds \$67,000 in Grants to Educators

In 2010-2011, the Plano ISD Education Foundation funded \$67,000 in grants for innovative teaching programs through its annual Grants to Educators program. In November, 2010, foundation volunteers and program sponsors visited schools across the district, distributing awards to teachers as a "Grant Patrol."

The Grants to Educators program is intended to help Plano ISD educators enhance instruction in schools and classrooms across the district. Teachers had the opportunity to complete grant applications for programs for their classes, schools or joint programs at multiple schools.

Funding for the 2010-11 grants was made possible by the generous contributions of the following sponsors: Park Place Lexus, Plano ISD Council of PTAs, Flextronics Foundation and Andrea-Mennen Family Foundation.

Ski Plano 2011 Celebrates Another Fabulous Fundraising Year!

Plano ISD Education Foundation's Ski Plano 2011 fundraiser enjoyed another exceptional year for underwriting and net proceeds. Raising nearly \$200,000, Ski Plano 2011 was a huge success. Seven hundred guests joined friends and colleagues at Southfork Ranch Lodge in January, 2011, to support the foundation. Guests enjoyed silent and live auctions, singing by honorary emcee W. T. Greer, dinner and dancing. Proceeds from Ski Plano underwriting, auctions and raffle sales benefit the foundation's programs for Plano ISD students, teachers and schools.

Plano Senior High School Theatre Department "Ski Plano" in this promotional photo posted on the Ski Plano website.



Also Sponsored by the Foundation in 2010-11

- STEM education improvement initiatives.
- Student scholarships for economically disadvantaged students to attend fifth grade camp.
- Plano ISD's annual teacher of the year gala, new teacher dinner and employee convocation.
- Emergency grants to Plano ISD employees experiencing short-term crisis.
- Funding for Plano ISD pilot programs that hold promise of bridging student achievement gaps and ensuring all students are college ready.
- Funding for family services and literacy programs.

PWSH and Bowman Teachers Capture TI Foundation Innovations in STEM Teaching Awards

Karen McNeil, Bowman Middle School science teacher and department chair, and Kathy Fritz, Plano West Senior High School Advanced Placement Statistics teacher, captured the 2011 Texas Instruments Foundation Innovations in STEM (Science, Technology, Engineering and Math) Teaching Awards and were recognized at the April, 2011, meeting of the Plano ISD Board of Trustees. Karen and Kathy were among six Plano ISD teachers honored for superior teaching by the TI Foundation and the Plano ISD Education Foundation, who have presented a total of \$100,000 over the past five years in STEM teaching awards to honorees in Plano ISD. Each of the two winners received \$10,000 in awards, including a \$5,000 cash award and \$5,000 for classroom technology and professional development opportunities.

Students are the pride of Plano ISD. And, as such, hundreds of students have been celebrated each spring for their academic and extracurricular achievements during the "Trustee Awards of Excellence" ceremony hosted by the Plano ISD Board of Trustees. In 2011, hundreds of top achieving students were presented with medallions by members of the school board, while family members and friends cheered them on. Many of these top award-winning students are featured on the following few pages of this report.

Science & Engineering Fairs

Plano ISD students K-12 are noted for their exceptional achievement in the area of science research. Following are top award winners for the school year 2010-11.

International Science & Engineering Fair

- 3rd Place – Sirish Kamarajugadda, Plano East Senior High School, Environmental Sciences
- 4th Place – Param Jaggi, Plano East Senior High School, Engineering, Electrical and Mechanical and Special Award: United States Environmental Protection Agency (EPA) Patrick Hurd Sustainability Award
- 4th Place – Shayan Mohanty, Plano Senior High School, Engineering, Electrical and Mechanical and Special Award: Florida Institute of Technology Scholarship, \$15,000 renewable per year
- 1st Place – Rohan Thakur, Clark High School, Special Award: Patent and Trade Mark Office Society, \$1,000
- 4th Place Team Award – Tess Michaels and Lisa Michaels, Plano West Senior High School and Shepton High School, respectively, Medicine and Health and Special Award: Sigma Xi Scientific Research Society, \$1,000; Tess also earned the Fondazione Bruno Kessler Award, which included a trip to Italy to the Fondazione Bruno Kessler where Tess studied climate change
- Special Award – Rachel Hodge, Jasper High School, National Collegiate Inventors and Innovators Alliance, the Lemelson Foundation, \$1,000

Texas Junior Academy of Sciences

Grand prize and first place winners qualify to present their research at the American Academy for the Advancement of Sciences annual meeting in February, 2012, in Vancouver, Canada. An additional 27 awards were earned by Plano ISD students at this state symposium.

Grand Prize Awards

- 1st Grand Prize – Life Sciences - Sheryl Li, Plano Senior High School
- 1st Grand Prize – Physical Sciences - Justin Zhong, Jasper High School
- 2nd Grand Prize – Physical Sciences - Yu Chun Lin, Plano Senior High School
- 2nd Grand Prize – Life Science - Darien Lee, Plano Senior High School

First Place Awards

- | | |
|--|--|
| Chemistry – Darien Lee, Plano Senior High School | Plant Sciences – Sheryl Li, Plano Senior High School |
| Chemistry – Justin Zhong, Jasper High School | Physics – Ari Gao, Jasper High School |
| Engineering – Shayan Mohanty, Plano Senior High School | Zoology – Stanley Joseph, Williams High School |
| Physics – Yu Chun Lin, Plano Senior High School | Engineering – Alex Dao, Williams High School |

Texas Junior Science & Humanities Symposium

Plano ISD students captured all but one of the top awards at the Texas Junior Science & Humanities Symposium. This is the largest group of winners from Plano ISD in history to advance to the national event. Seven students who won at this regional competition earned an all-expense paid trip to compete at the national event in May in Concord, New Hampshire.

- 1st Place – Lisa Michaels, Shepton High School
- 2nd Place – Amy Chyao, Plano East Senior High School
- 3rd Place – Sheryl Li, Plano Senior High School
- 4th Place (tie) – Ishita Madan, Plano West Senior High School, and Aileen Huang, Vines High School
- Finals competitors – Sid Sant, Plano Senior High School, and Kimberly Yu, Shepton High School



Tess Michaels, Plano West Senior High School, captured numerous 2011 "Trustee Awards of Excellence" medallions. Among her awards were first prize in the Executive Women's International scholarship competition, National Merit Finalist, top trophies and special awards in international, state and regional science fairs and Siemens Foundation's National Competition in Math, Science & Technology Semifinalist.



Param Jaggi, Plano East Senior High School

Schimelpfenig Student Wins National Broadcom MASTERS™ Award

I-Chun Lin, Schimelpfenig Middle School, captured third place and \$5,000 with her "Study of Dye - Sensitized Solar Cell Efficiency and Lifespan." Broadcom MASTERS™ is a program of the Society for Science & the Public in which sixth, seventh and eighth grade students demonstrate their mastery of "Math, Applied Science, Technology and Engineering as Rising Stars" through science fair competition.

ExxonMobil Texas State Science & Engineering Fair

- 1st Grand Prize – Justin Du, Rice Middle School, Life Sciences
- 1st Grand Prize – Rohan Thakur, Clark High School, Physical Sciences
- 2nd Grand Prize – Shayan Mohanty, Plano Senior High School, Physical Sciences
- Reserve – Param Jaggi, Plano East Senior High School, Physical Sciences

Beal Bank Dallas Regional Science & Engineering Fair

Plano ISD students captured six of the eight grand prize awards presented at the Beal Bank Dallas Regional Science & Engineering Fair held in February, 2011, in Dallas.

Grand Prize Awards

- Avery Kralovetz, Frankford Middle School
- Mitchel Walker and Jordan Tompkins, Rice Middle School
- I-Chun Lin, Schimelpfenig Middle School
- Rachel Hodge, Jasper High School
- Ishita Madan, Plano West Senior High School
- Shravan Shaastri, Jasper High School

Grand Prize Runner-Up

- Tess Michaels, Plano West Senior High School, and Lisa Michaels, Shepton High School
- Rohan Shah, Plano East Senior High School
- Sirish Kamarajugadda, Plano East Senior High School

North Dallas Regional Elementary Science Fair

Plano ISD students in grades K-6 swept the North Dallas Elementary Regional Science Fair in March, 2011, capturing all three grand prize awards. Also, of the 115 winning projects, 61 belonged to Plano ISD students. Top awards are listed here.

- 19 First Place projects
- 12 Second Place projects
- 16 Third Place projects
- 14 Honorable Mention projects

Grand Prize Award Winners

- Walter Stark, Bethany (lower elementary)
- Ritik Patnaik, Hedgcoxe (upper elementary)
- Jacob Chmielecki, Frankford MS (sixth grade)

First Place Awards

- | | | |
|----------------------------------|-------------------------------|---|
| • Walter Stark, Bethany | • Ritik Patnaik, Hedgcoxe | • Annika Watson, Rasor |
| • Navin Ahire, Bethany | • Lena Khanolkar, Hendrick MS | • Darshan Shaastri, Robinson MS |
| • Nathan Wille, Dooley | • Maddie Polimerou, Hickey | • Ria Dua, Robinson MS |
| • Jacob Chmielecki, Frankford MS | • Rachel de Silva, Hightower | • Mandy Bartley and Ellie Aguirre, Schimelpfenig MS |
| • Dallas Mak, Gullede | • Chloe McQuirter, Huffman | • Nichole Green, Weatherford |
| • Steven Ding, Haggard | • I-Jung Lin, Mathews | |

Plano ISD District Elementary Science Fair

Nearly 7,500 students in grades K-6 participated in Plano ISD's elementary science fairs at their schools. Hundreds of individual and school-level trophies were awarded at the fairs, including school high point and participation honors. The district elementary science fair was held in February, 2011, with 329 students and their 288 projects competing for top prizes. More than 100 projects advanced to the Regional Elementary Science Fair.

Grand Prize Awards

- Eddie Cao & Pranav Civi, Wyatt (lower elementary)
- Ritik Patnaik, Hedgcoxe (upper elementary)
- Darshan Shaastri, Robinson M.S. (sixth grade)

Special School Awards

Highest percentage of students participating in building fairs:

- Hickey Elementary School (10th year in a row) - 62.01%
- Frankford Middle School - 30.62%

Highest number of participants in building fairs:

- Andrews Elementary School - 396 students
- Frankford Middle School - 128

High points awarded at district fair:

- Bethany and Mathews Elementary Schools (tie)
- Frankford Middle School

Plano ISD/UTD Summer Scholars Recognized for Science Research

The Plano ISD/UTD Summer Science Research Program began in June of 2005. More than 75 students submitted applications that first year, elaborating on their talents and expectations for careers in science. Over the years, areas of interest have varied but have included quantum physics, superstring theory, Heisenberg's uncertainty principle, nanotechnology and applied neuroscience. UTD research scientists work with students during the summer, setting up a schedule that's manageable for all. Students give up their traditional summer vacation and exchange it for a summer of study and opportunity to live the daily routine of a research scientist. Academic study is an integral part of the program as students must be prepared to enter the laboratory and begin working on research areas with independence and thoughtfulness.



Justin Du, Rice Middle School



PWSH Wins GRAMMY® 'Gold' Signature School Award

Plano West Senior High School won a 2011 GRAMMY® Signature School award and was one of only seven "Gold" level award recipients. The award recognizes top U.S. public high schools making an outstanding commitment to music education.



Nick Landis, Plano West graduate and a member of the Recording Academy Board of Governors and the GRAMMY® nominating committee, presented a custom award and \$5,500 to benefit Plano West's school music program in May, 2011, during an all-school assembly. Also pictured are students Sydney Pinch, Derek Ou and Liz Hagag; and (back) Amy Gross, assistant orchestra director, and Jo Wallace-Abbie, orchestra director.

For the sixth time in the school's history, the Plano East Senior High School Chamber Orchestra, under the direction of Betsy Thomas, earned the distinction of Texas Honor String Orchestra, the best string orchestra in the state, after being selected by Texas Music Educators Association (TMEA) judges. This 2011 honor extends the Plano ISD streak of honor orchestras to fourteen consecutive years. The first runner up in the high school string orchestra category was the Jasper High School Legacy Orchestra, directed by Julianne Booth.



IPPF World champs Shikha Garg, Coach Cheryl Potts, Julian Michael, Akshay Narayanan, Lewis Warne and Rachel Hyde.

International Public Policy Forum World Champions

Breaking a new record for the Plano Senior High School speech/debate program and adding to the illustrious trophies were five students who captured the world title in the 10th Annual Bickel & Brewer/New York University International Public Policy Forum (IPPF). Along with a world championship trophy, the students each earned \$1,000 scholarships

toward college, and the team brought home a \$5,000 award for their school's speech and debate program.

Seventy-two Plano ISD students earned coveted positions in 2011 all-state music groups. More than 60,000 Texas music students participated in the all-state audition process. These musicians performed at a concert at the Texas Music Educators Association conference.

Nearly 100 Plano ISD Career and Technical Education students advanced to national and international level competitions in various co-curricular organizations' skills contests. Some 300 CTE students advanced to the state level in skills contests.

Several Plano ISD students competed and won awards in the annual Dallas Area Regional History Day Competition, with eight individuals and groups advancing to the state event. Winning first place in group exhibit were Justin Leung, Jeremy Doan, Aaron Chao, Ryan Lozano and Ray Kim of Schimelpfenig Middle School.



Plano East Senior High School's production of "Compleat Female Stage Beauty" won the 2011 District 8 5A UIL One-Act Play Competition advancing to the Area 3 Region Contest. Plano East Theater has advanced from the district level 11 times in the last 14 years.

Four Plano ISD music groups earned national "Mark of Excellence" awards for their 2010-11 performance recordings judged in a competition hosted by the Foundation for Music Education. Congratulations to the Plano East Senior High School Wind Ensemble, directed by Evelio Villarreal; Shepton High School Chamber Orchestra, directed by Joshua Thompson; Jasper High School Concert Chorale, directed by Judy Putney; and Murphy Middle School Symphonic Band, directed by Nick Seibert.

Among many art awards earned by Plano ISD students were Texas State VASE (Visual Arts Scholastic Event) competition exemplary ratings/gold medals captured by 88 percent of Plano ISD students' competing artworks. Ten creations from Plano ISD artists received gold seals out of 150 works across the state to earn the gold seal.

Thirteen students and four coaches from Plano ISD traveled to Austin to compete at the state level MathCounts competition. Of the nearly 300 students competing from across the state, the Rice Middle School team captured fourth place, and the Frankford Middle School team won thirteenth place.

Rice Middle School student Chetan Reddy captured the Dallas Morning News Regional Spelling Bee championship on March 26 besting 24 spellers who represented schools from across North and East Texas. The event was held at the WFAA-TV studios in Dallas. Chetan advanced to compete at the national bee for the second time.

The national champion Plano Senior High School Planoettes drill team helped light up the half time performance at Super Bowl XLV on February 6, 2011, during the biggest game in sports held in one of the biggest stadiums in the world, Cowboys Stadium in Arlington, Texas.

Sports Achievements

Baseball Plano district 8-5A co-champion, advanced to regional playoffs; Plano East tied for 3rd in district 8-5A, advanced to bi-district playoffs

Basketball (Girls) Plano West 8-5A district champions, advanced to regional playoffs; Plano East 8-5A district runner-up, advanced to area playoffs; (Boys) Plano West tied for 2nd in district 8-5A, advanced to area playoffs; Plano 4th in district 8-5A, advanced to bi-district playoffs

Cross Country (Girls) Plano West 2nd in district 8-5A, 3rd at regionals, 8th at state, Natalie Baker state runner-up; Plano's Rachel Johnson won 1st place individual at district meet, 1st at regionals and state champion; (Boys) Plano West 3rd in district 8-5A, advanced to regionals

Football Plano 4th place in district 8-5A, advanced to bi-district playoffs

Golf (Girls) Plano West 8-5A district runner-up, advanced to regionals; (Boys) Plano West 8-5A district champion, advanced to regionals; Plano East 8-5A district runner-up, advanced to regionals

Softball Plano district 8-5A champion, 3rd place finish in state Soccer (Girls) Plano West 4th in district 8-5A, advanced to bi-district playoffs; (Boys) Plano 8-5A district champion, advanced to regional final

Swimming & Diving Plano advanced 15 athletes to state meet, girls team finished 3rd in state; Plano West advanced 6 athletes to state meet, Zach Walters was 200m freestyle state champion; Plano East advanced 14 athletes to the regional meet; Plano ISD Diving Devin Burnett was state runner-up

Tennis (Singles) Plano West advanced 10 athletes to regionals, 4 to state; Plano advanced 4 athletes to regionals; Plano East advanced 1 athlete to regionals; (Team) Plano West 1st place in district 8-5A, 1st at regionals, 3rd at state; Plano 2nd place in district 8-5A, advanced to regionals

Track (Girls) Plano East 8-5A district champions, advanced 15 athletes to regionals, 1 to state, Jennifer Madu was state champion in the 100 m & triple jump and state runner-up in long jump; Plano advanced 1 athlete to regionals and state, Rachel Johnson was state runnerup in 3200 m & 4th in 1600 m; Plano West advanced 1 athlete to regionals; (Boys) Plano East 8-5A district champions, advanced 13 athletes to regionals, 5 to state, 4th in 4 x 100 m relay; Plano advanced 1 athlete to regionals; Plano West Boys – advanced 3 athletes to regionals

Volleyball Plano West 3rd place in district 8-5A, advanced to bi-district playoffs

Wrestling (Girls) Plano West advanced one athlete to regional; (Boys) Plano 3 athletes advanced to state, Ben Laures placed 3rd; Plano East advanced one athlete to state



Plano East Theatre cast mates Corey Cox, Ellie Kuhlke and Leah Scaduto are pictured in their performance of Shakespeare's "Othello."



PSHS Planoettes are pictured during halftime at Super Bowl XLV.

For the 12th consecutive year, Plano ISD was named among the "Best Communities for Music Education" in a NAMM Foundation survey, which acknowledges schools and districts across the U.S. for their commitment to and support for music education in schools.



Plano ISD's 7,000 faculty and staff members are pictured during Employee Convocation 2011.

Professional Teacher Profile

Higher Education Degrees 42%
 Average Years Teaching Experience 12 years total, 9 years in Plano ISD

Plano ISD hired 335 new employees for the 2011-2012 school year. This includes approximately 203 new teachers.

Competitive Starting Salaries for Beginning Teachers

Bachelor's Degree \$45,625 Master's Degree \$47,625

Employee Benefits

- Onsite professional development
- Teacher mentor program
- Bilingual stipends
- Comprehensive health program
- Employee assistance program
- An education foundation which raises funds for teacher grants, recognitions and emergency employee assistance

Cultural Competency Training

Two staff members from each Plano ISD campus and department are trained on cultural competency in a "train-the-trainer" format to allow them to help train employees in their organizations. The training is part of a multi-year school board initiative designed to enhance cultural competence among employees and improve relationships with students, parents, community and colleagues.

Fifth Annual Team Leader Academy

More than 200 team leaders, department chairs and future leaders representing each campus in Plano ISD gathered for five days in July, 2011, to focus on honing their existing leadership skills, exploring and developing instructional and leadership strengths and becoming more thoughtful and transparent communicators. During the Fifth Annual Plano ISD Team Leader Academy, mixed groups of leaders representing all grade levels, prek-12, shared unique perspectives on the importance of leading peers to reach each and every student.

Plano ISD Team Leader Academy participants Hattie Fowler, Megan Boward, Jana Harvey, Leslie Berends, Kyla Ahnemann and Leslie-Anne Rounds.



Teachers Hone Skills While Targeting Student Achievement

While thousands of students took advantage of summer school, hundreds of their teachers also chose to enroll in district-offered professional development learning opportunities to improve their skills through courses targeting student achievement. Teachers acquired knowledge and skills in custom courses that helped them differentiate learning for students and discover teachable moments in their classrooms. In addition, several master teachers spent their summer revising district curriculum to bring it in line with new state standards.



Plano ISD teachers are pictured during a language arts professional development summer school class targeting teaching skills to help improve student achievement.

In addition to awards and honors listed throughout this annual report, the Plano school district and individual schools have earned the following distinguished achievements.

TBEC Honor Roll Schools

Nine Plano ISD campuses made the "TBEC Honor Roll" for 2011. Each year, the Texas Business and Education Coalition announces schools included in this very select group. Of the more than 8,000 Texas public schools, less than 4% were so honored. The TBEC Honor Roll is a prestigious award for sustained, academic excellence in Texas. It recognizes schools that have demonstrated three years of consistent, high performance in all subjects compared to other schools serving similar student populations. Congratulations to these Plano ISD schools:

- Andrews Elementary School
- Beverly Elementary School
- Carlisle Elementary School
- Clark High School
- Hightower Elementary School
- Jasper High School
- Rice Middle School
- Skaggs Elementary School
- Vines High School

NCEA Higher Performing Schools

The National Center for Educational Achievement recognized 17 Plano ISD schools as part of its 2011 Just for the Kids Campaign for Higher Performing Schools in Texas. The program helps to identify, celebrate and share insights from higher performing schools nationwide, examining student achievement in math, reading, writing, science and social studies. Congratulations to these Plano ISD schools:

- Andrews Elementary School
- Beverly Elementary School
- Centennial Elementary School
- Hedgcoxe Elementary School
- Mathews Elementary School
- Skaggs Elementary School
- Wyatt Elementary School
- Rice Middle School
- Frankford Middle School
- Haggard Middle School
- Hendrick Middle School
- Jasper High School
- Plano Senior High School
- Plano West Senior High School
- Robinson Middle School
- Schimelpfenig Middle School
- Vines High School

Plano ISD 'Recognized' School System by TEA

Plano ISD rated as a "Recognized" school system in the Texas Education Agency's 2010-11 Academic Excellence Indicator System (AEIS) report. Plano ISD's "All Student" group maintained an Exemplary rating across all content areas. Twenty-five Plano ISD schools received the highest rating of "Exemplary." Twenty-two schools were rated "Recognized," and no Plano ISD schools were rated below "Academically Acceptable." Student achievement continues to be the school district's highest priority with overall student performance remaining relatively stable as compared to previous years, even as the state rating procedure changed.

Twenty-Three Plano Schools Capture National Blue Ribbon Award

Twenty-three Plano ISD schools have captured the prestigious National Blue Ribbon Schools of Excellence honor from the U.S. Department of Education. Three of the schools have been twice awarded through the national program.

School Board Wins National Award for Mobile Learning Lab

Plano ISD was named a first place winner in the American School Board Journal's 17th annual Magna Awards program. The district created a mobile learning lab equipped with 13 computers and sends it into local neighborhoods in and around eight high-poverty elementary schools.



Pictured with the mobile learning lab are Principals Kris Benson, Jackson Elementary; Sandra Muzquiz, Meadows Elementary; Dr. Cathy Galloway, executive director for district services; and Devyn Gober, community outreach specialist.

Every year since the award has been presented (1992-2011), Plano ISD has been selected for a "What Parents Want Award" by SchoolMatch® of Columbus, OH, the nation's largest school selection and consulting firm. Only 16 percent of the nation's 15,571 public school districts (2,437) have been recognized for meeting the needs of families choosing schools.

2011 Teachers of the Year

Christine Nightingale, Beverly Elementary School first grade teacher, and Isabel Pawling, Bowman Middle School math teacher, captured the 2011 Plano ISD Elementary and Secondary Teacher of the Year titles, respectively, at Plano ISD's annual Teacher of the Year Gala, "Illuminating Learners: The Art of Teaching," held in May, 2011, at Plano Centre. The event was attended by 1,300 guests. Highlighting the gala evening were the recognition of 70 experienced and 57 beginning Teacher of the Year nominees, who were selected by their school peers, and the surprise announcements of 10 experienced teachers and two first-year teachers who captured "Excellence in Teaching" awards.



Isabel Pawling and Christine Nightingale are pictured at Employee Convocation 2011.

Excellence in Elementary Teaching

Jeanette Aguire – Meadows Elementary School
 Marisol Ellett – Daffron Elementary School
 Monica Luna – Weatherford Elementary School
 Shannon Wallace – Hedgcoxe Elementary School

Excellence in Beginning Teaching

Luz-Dalia Buil-Valentin – Sigler Elementary School
 Nereida Perez – Bowman Middle School

PSHS Teacher Captures 2011 Tech Titan Award for Innovative Teaching

Kim Wolff's passion is teaching science. One of her most effective classroom tools is technology. This Plano Senior High School science teacher's innovative use of technology and ability to inspire students to pursue careers in science are among the reasons that she was selected as recipient of the "2011 Tech Titan of the Future" award sponsored by the Metroplex Technology Business Council. The award was presented to Kim during the council's annual black-tie gala held in August, 2011, at the Anatole Hotel. Approximately 800 guests, including nominees and winners of the Tech Titan Awards - "superheroes who have accomplished great feats in growing the tech base in the D/FW Metroplex" - attended the gala event.

Excellence in Secondary Teaching

Shelli Brown – Vines High School
 Tommy Guynes – Plano East Senior High School
 Mary Havenstrite – Robinson Middle School
 Michele Poovey – Frankford Middle School



Teacher Kim Wolff and AP Environmental Science students demonstrated for the class the use of a spectrophotometer used to quantify data.

2011 Superintendent's Service Award Winners

Winners of the 12th Annual Superintendent's Service Award, announced at the school district's 46th Annual Service and Retirement Celebration, were Jim Terry, facility services carpenter; special education teacher assistants Angela Todd, Robinson Middle School; Caprice Alvarado, Head Start; and Emma Thompson, Weatherford Elementary School. These outstanding awardees, along with 50 nominees, were honored for going above and beyond the call of duty in their jobs. In addition to these honorees, 30 retirees were recognized as were hundreds of employees who have served Plano schools for 15, 20, 25, 30 and 35 years.

Employee Awards & Leadership Positions

Burton Smith, Shepton High School principal, captured the 2010 Region 10 Principal of the Year award for his compassionate leadership and creating a supportive learning environment.

Plano ISD Diversity Advisory Committee Leadership Awards were presented at the annual Martin L. King, Jr., Tribute event to Adrian Rodriquez, Bowman Middle School, and McCall Elementary School Bilingual Leadership Team comprising Monica Maldonado, Ximena Fennell, Dolores Kotara, Irma Cuebas, Marybeth Walworth and Geannina Trujillo.



Emma Thompson is pictured with her Principal Aaron Moeller. Pictured with Dr. Otto are Jim Terry, Angela Todd and Caprice Alvarado.



Burt Smith (center), Shepton High School principal, is pictured with colleagues Valerie VanWinkle, Julia Canby, Anita Nance, Kecia Theodore and Chris Mogan.

Paul Weaver, Plano ISD director of counseling and guidance, has been elected by member delegates to serve on the board of trustees for the College Board. Founded in 1900, the College Board was created to expand access to higher education and to connect students to college success and opportunity. The 31-member board of trustees serves as the College Board's governing body.

Greta Lundgaard, Plano ISD foreign language program coordinator, oversees 425 members of the National Association of District Supervisors of Foreign Languages as president, a two-year position. Greta oversees 125 teachers who instruct 13,000 students in the languages of Spanish, French, Sign Language, German, Chinese and Latin.

Jeremy Kondrat, Plano Senior High School director of bands, was named by School Band and Orchestra Magazine as one "50 Directors That Make a Difference." An interview with the award-winning director appeared in the magazine's December, 2010, edition.

Six elementary schools' counseling programs earned state CREST awards (Counselors Reinforcing Excellence for Students in Texas) for improving the lives and achievement of students in academic, career and social domains. Honored were principals and counselors at Andrews, Bethany, Beverly, Boggess, Haun and Memorial elementary schools.

Brad Bailey, World Geography teacher at Vines High School, received the NOVA Award at the Texas Council for the Social Studies Conference. The NOVA Award recognizes an outstanding new teacher with one to three years of experience who contributes to the advancement of social studies education within the school and community.

District Goal Ensure continuous improvement in student learning

- Continue development of the initial Plano ISD Academy. This development will include the naming of an internal steering committee to manage and direct the ongoing work. Expected development this school year includes the naming of the Academy principal and the initial Academy faculty members. These members will receive training in PBL (project/problem based learning) and begin the work of course development in spring 2012 and continue through summer 2013.

Principles and Premises: Digital Learning Environment | Learning Standards | Assessments for Learning

- Assess the overall EC (Early Childhood) programs to identify underserved student groups. Develop a pilot kindergarten preparatory program/session to meet the needs of the identified groups.

Principles and Premises: Learning Standards | Accountability for Learning

- Raise community awareness and promote the advantages of the district's character education program. Identify the existing opportunities for our students to experience character education. Ensure vertically aligned, age appropriate progression of knowledge and experience PK-12. Assess the overall program to pinpoint gaps and areas not addressed.

Principles and Premises: Learning Standards | Accountability for Learning

- Require ESL Supplemental Certification for all elementary teachers and discontinue the current practice of a pull-out ESL program at the elementary level. Beginning with the 2012-13 school year, all new elementary teacher hires would be required to have this certification as a part of their contract. By the 2014-15 school year, all existing elementary teachers would be required to have received ESL Supplemental Certification.

Principles and Premises: Learning Standards | Accountability for Learning | Organizational Transformation



Kawtar Idrissi, bilingual prek teacher at Isaacs Early Childhood School, believes that all children are like locked treasure boxes. "We just have to find the right 'key' to open them," she said.



Rose Hagar Elementary School student Chevois Eggleston and her father Sergeant Gregory Eggleston were among the hundreds of students, faculty, staff and community members who celebrated Veterans Day in Plano schools. Annually, military veterans are honored during events held in schools districtwide.

- Identify and group campuses with common characteristics (like schools) with geographic location not being a limiting factor to develop and work as a professional learning community in order to:
 - Share best practices
 - Learn from one another
 - Share strategies
 - Generate new and creative ideas so that instructional leadership capacity is grown and enhanced to increase student achievement.

Principles and Premises: Accountability for Learning | Organizational Transformation

- Research and implement additional methods of providing relevant and useful information to internal and external audiences using digital tools such as dashboards, electronic media and multiplatform communications.

Principles and Premises: Learning Standards

District Goal Ensure that Plano ISD efficiently uses its financial resources/budgeting

- Develop and implement a financial budget plan for the current biennium.

Principles and Premises: Balanced and Reinvigorated State and Local Partnerships



Dooley Elementary School Teacher Sylvia Thorpe was congratulated by members of the Plano ISD Education Foundation Grant Patrol during the Foundation's surprise visits to campuses in November, 2011. The grant patrol delivered nearly \$100,000 in monetary awards to fund 81 innovative instructional programs.

- Implementation of TEAMS (Texas Education Administrative Management Solution) for payroll and finance purchasing.

Principles and Premises: Organizational Transformation

- Expand and strengthen relationships, in conjunction with the Plano ISD Education Foundation and PTAs, to encourage awareness in seeking new and dynamic donors and volunteers to ultimately support the academic programs and events of the district.

Principles and Premises: Balanced and Reinvigorated State and Local Partnerships

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LEARNING by DESIGN

Students in Natalie Dagley's fifth grade class at Wyatt Elementary School designed posters for their school's Earth Day 2011 observance. Ms. Dagley said, "Fifth graders just naturally embrace causes that involve nature, plants and animals, and they are eager to help the world. They are bright, curious and inquisitive." Read more in the pages of this 2011 Annual Report about how Plano ISD students are "Learning by Design." And, celebrate with us the many achievements of our students, faculty and schools that are featured throughout this report.



Annual Report 2011

