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The Power of Education



PLANO ! POWER



partners PROMISE
pride



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dream big

Dear Friends,

Ever since I was a young boy growing up in Danvers, Illinois, my parents and teachers challenged me to dream big. Attending college was not an option, but an expectation. Making the most of a valued education was not only my dream but has become my lifelong obsession. For the past 35 years, whether teaching in a classroom, serving as a school principal or leading a school district of 53,000 students, I have strived to affect positive, meaningful change in education. I have been fortunate to have spent more than a decade of my dream leading the Plano Independent School District, where the challenges and rewards of student success are a community obsession. My promise to you is that Plano ISD will continue to be the school system where all students are encouraged to dream big and to reach their potential. EVERY child who comes through our doors - rich, poor, young or old - will achieve his or her dreams. For more than 100 years, Plano educators and students have succeeded in raising the bar on educational distinction. Building on that momentum, Plano ISD has risen to new levels of achievement. On behalf of the Plano ISD Board of Trustees and administration, I am proud to bring you "Plano Power," our report of the initiatives and achievements of the 2005-06 school year. We thank you for your interest in our schools, and hope that you will help us share this remarkable story.

Sincerely,

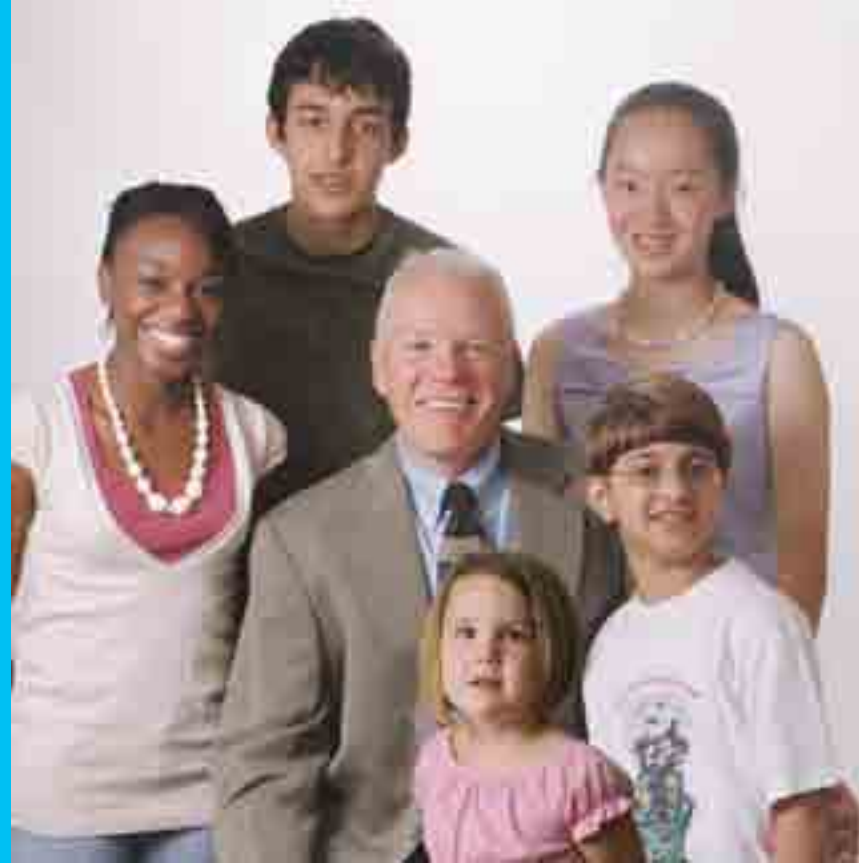


Superintendent of Schools

MISSION

Plano Independent School District will provide an excellent education for all students.

“ *Plano ISD will continue to be the school system where all students are encouraged to dream big and to reach their potential. EVERY child who comes through our doors – rich, poor, young or old – will achieve his or her dreams.*”



Plano ISD has adopted two major overriding goals.

- 1. Ensure continued improvement in student learning.** This goal is focused on closing the achievement gap and ensuring learning for all students through high standards, integrated technology and a district-wide coherent curriculum.
- 2. Ensure efficient use of financial resources/budgeting.** This goal ensures alignment of expenditures with available revenues, focusing on the processes and support services necessary to allow resources to work effectively with the instructional

arm of the organization. The impact of the state recapture tax (Robin Hood) is constantly assessed as the district reviews programs, practices and delivery systems.

STRATEGIES FOR SUCCESS

Plano ISD identifies and implements initiatives each year to support its mission and goals. Benchmarks for achieving these goals support each of four strategic areas.

STUDENT LEARNING

Benchmarks

- Ensure Learning for All Students
- Integrate Standards
- Incorporate Innovative Practice
- Integrate Technology
- Develop a Coherent Curriculum

DATA-DRIVEN DECISION MAKING

Benchmarks

- Use Variety of Data Effectively
- Use Information to Improve Instructional Practice
- Use Data to Affect Student Performance
- Relate Investments, Outcomes and Improvement Strategies

COMMUNITY CONNECTEDNESS

Benchmarks

- Develop a Strong Community
- Understand and Use Assessment Results
- Provide Community-Based Learning Opportunities
- Build Community Partnerships

CAPACITY DEVELOPMENT

Benchmarks

- Expand Organizational Effectiveness
- Promote Innovation
- Improve Professional/Organizational Development



Power up our website to review the attainment/ results of numerous initiatives that supported these benchmarks during the 2005-06 school year: pisd.edu/about.us/mission.goals/2005-06.goals.shtml



QUICK FACTS

PLANO ISD

Community

Plano is a multicultural community located 20 miles north of Dallas in a high-technology corridor and is home to corporate giants like JCPenney, EDS, Frito-Lay, Alcatel and Dr Pepper.

Population 250,000

Higher Education

Collin County Community College District, University of Texas at Dallas, University of North Texas.

Educational Attainment of Citizenry

Collin County has the highest percentage of college degree holders in Texas.

Graduate Degree	17.6%
Bachelor's Degree	35.6%
Some College	28.4%
High School	12.3%
Less Than High School	6.1%

Income

Median Household Income \$78,722

Occupations

Management/Professional	56%
Sales/Office	27%
Manufacturing/Labor	9%
Service/Agricultural	Remaining

Schools

Total Number of Schools	67
Early Childhood (prek)	3
Elementary (k-5)	42
Middle (6-8)	12
High (9&10)	5
Senior High (11&12)	3
Special Programs (k-8 & 9-12)	2
Administrative/Service Facilities	11
Athletic Fields	3

Students

Total Number of Students	52,894
Early Childhood (prek)	1,175
Elementary (k-5)	24,569
Middle (6-8)	12,068
High (9&10)	7,901
Senior High (11&12)	7,181
Students served in Bilingual and English as a Second Language Programs	6,055

Staff

Total number of staff	6,667
Teachers	4,034
Principals	67
Campus Instructional Support/Professional Educational Assistants/Paraprofessionals/Technical	877
Non-Campus Professional/Paraprofessional/Technical	477
Service Trades	113
Transportation	242
Food Service	339

perspective

MEASURES OF EXCELLENCE

CLOSING THE ACHIEVEMENT GAP

In March 2004, Plano ISD hosted a Community Summit on Closing the Achievement Gap. At the summit, Superintendent of Schools Dr. Doug Otto shared with approximately 100 parents, teachers, administrators and community leaders data relating to student demographics, assessment and drop out rates. Dr. Otto told summit participants, "We want Plano to continue to be a place where children want to grow up, come back and raise their children. We owe it to each other to be accountable for each student's success." Summit participants brainstormed ideas regarding ways to support achievement for all students. These visionary proposals were shared with summit response teams composed of teachers, school administrators and district leaders. Action plans, resulting from this collaborative, yearlong planning process, were recommended to the board of trustees and have been incorporated into the district's annual goals. As a result, student achievement reached new heights of excellence during the 2005-06 school year. Evidence of this success is published throughout this annual report.




*The Plano Senior High School
Academic Decathlon Team
celebrated its national second place
victory in April, 2006.*

Matching intellects with students from other schools, Plano students captured more than \$25,000 in scholarships at state and national events and earned nearly 100 team and individual medals in 10 subjects: art, economics, essay, interview, language and literature, mathematics, music, science, social science and speech. Pictured are (back row, l-r) Coach Bill Borowicz, Alvin Chen, Aaditya Nagaraj, Jacob Turner, Rebecca Chase and Coach Sheila Kolb; and (front row, l-r) Diana Shen, Erin Yu, Lorelei Nguyen, Lisa Wang and Jenny Ding.

KEY SCHOOLS

As a response initiative to closing the achievement gap, three key schools were selected in 2004 to plan and implement prescriptive changes in their curricula, staffing, technology, communication and policy needs.

Huffman, Razor and Weatherford elementary schools were selected for this initiative based upon such factors as student mobility, multifamily housing and economically disadvantaged students.



POINT OF PRIDE – Every year since the award has been presented (1992-2006), Plano ISD has been selected for a “What Parents Want Award” by SchoolMatch, the nation’s largest school selection and consulting firm. Only 16 percent of the nation’s school systems have been designated for this honor.



phenomenal

COLLEGE READINESS

2006 CLASS PROFILE

The Plano ISD curriculum is well-defined for the purpose of preparing students early for college readiness. The participation rate of students in Advanced Placement/IB (International Baccalaureate) ranks among the highest in the state and nation. The incomparable performance of PISD students on these exams gives them a competitive edge for college admission and college success.

Scholastic Aptitude Test* (SAT)

	Number of Students Tested	Mean Writing Score	Mean Math Score	Critical Reading Score
PSHS	878 (71%)	546	596	557
PESH	709 (56%)	533	584	551
PWSH	765 (86%)	557	596	562
District	2,352 (69%)	545	593	557
State	129,784	487	506	491
National	1,465,744	497	518	503

*The new SAT Reasoning Test was administered for the first time on March 12, 2005. Changes to the test include the addition of third-year college preparatory math, more critical reading and a new writing section. The College Board made these changes to better reflect what students study in high school.

POINT OF PRIDE – Plano ISD formulated a Concurrent Enrollment Program in collaboration with Collin County Community College to begin with the 2006-07 school year. The program enables qualifying high school juniors and seniors to take classes with the college before graduation, which will count as both high school and college credit.

American College Test (ACT)

ACT has reported that the rigor of Plano ISD's curriculum is the most significant factor contributing to our students' exceptionally high performance on college entrance exams. Eighty-seven percent of test-takers scored the equivalent of a "B" or better in college level English, 74% in college algebra and 53% in college biology.

	Number of Students Tested	English	Math	Reading	Science Reasoning	Composite	*Cumulative Percent
PSHS	560	23.6	25.3	24.4	23.9	24.4	49
PESH	325	23.4	25	24.4	23.7	24.3	49
PWSH	477	23.9	25.4	24.8	23.9	24.6	49
District	1,364	23.6	25.2	24.5	23.9	24.4	49
State	73,524	19.4	20.6	20.5	20.3	20.3	25
National	1,206,455	20.6	20.8	21.4	20.9	21.1	25


*Cumulative percent of students at or below a score point. (New benchmark starting in 2005-06).

Advanced Placement Exams

Tests Administered – 6,861 / Scores of 3, 4 & 5 – 74%

Class of 2006 Scholarships – \$33,834,214






POINT OF PRIDE – A record 115 senior students achieved Semifinalist standing in the National Merit Scholarship Program, based on their performance on the Preliminary Scholastic Aptitude Test. These academically gifted students are among 16,000 of their peers nationwide who represent less than one percent of high school seniors.



J E F F N A N N E Y

Jeff Nanney personifies the successful Plano ISD graduate. One of 141 United States Presidential Scholars and Valedictorian of his Plano East Senior High School Class of 2006, Jeff is currently enrolled at Harvard University, pursuing a lifelong goal to be a professor of mathematics. A National Merit Scholar, Jeff achieved perfect scores on the PSAT, SAT and ACT college entrance exams as well as on many Advanced Placement and International Baccalaureate exams. He excelled in science fairs, capturing grand prize awards at regional competitions and receiving scholarships, special awards and placing third at the international science competition. Siemens-Westinghouse named Jeff a regional finalist in its prestigious annual science and math competition. He earned Semifinalist standing in the National Intel Science Talent Search and was invited to participate in MITs Research Summer Institute. Jeff has also competed successfully in academic contests such as Whiz Quiz, Pan American Student Forum, UIL Math events and National Economics Challenge. Jeff attended Mathews Elementary School, Schimelpfenig Middle School and Clark High School.



performance

STUDENT ACHIEVEMENTS



LEFT – PWSH Girls Basketball State Champions

ABOVE – National PTA Reflections Contest Winner Dara Li, Skaggs Elementary School, is pictured with (L-R) PTA Arts in Education Co-Chairs Rashmi Sethi and Shaan Murali, School Board Vice President Melody Timinsky, and PTA Past President Becky Brown.

RIGHT – Daniel Wang, Plano Senior High School, State Science Fair Grand Prize Award Winner



2005 - 06 STUDENT ACHIEVEMENTS

In addition to successes published throughout this report, Plano ISD students accomplished the following:

- Science Fair Awards – Regional: 12 Grand Prize and Special Awards; State: 4 Grand Prize, 8 First Place, 6 Second Place
- Siemens-Westingshouse Regional Finalists – Jeff Nanney and Erik Feng, Plano East, and Wilson Hseih and Lisa Herrington, Plano West
- Prudential Spirit of Community Awards State Finalist – Kyle Freas, Plano West
- Scripps National Spelling Bee – Amy Chyao, Murphy Middle School, participant
- All-State Bands, Choirs and Orchestras – 43 Plano ISD Students
- National PTA Reflections Program – 72 State Awards; 4 National Awards
- Destination ImagiNation – 81 State Participant Teams; 3 State First Place Teams; 1 World Finals Third Place Winning Team
- JROTC Honor Unit with Distinction – All PISD cadet units
- Athletics – State Championships: Basketball-PSHS Boys and PWSH Girls; Tennis-PWSH Team; Track-Sprinter Porscha Lucas, PSHS (200 Meters); Swimming-MacKenzie Le Blanc-500 Freestyle

OZI AKAGHA

On Broadway is where Ozi Akagha dreams of appearing in the future. Ozi's dreams took shape while a student at Plano ISD's Memorial Elementary School, Bowman Middle School, Williams High School and Plano East Senior High School, where she served as class president. Capturing the 2006 UIL State Actress of the Year Award, Ozi's final curtain call as a student in Plano schools brought her and the cast and crew of Director Lisa Hale's production of "The Marriage of Bette and Boo" first place honors in the State UIL One-Act Play Theatre Contest. Following her stellar performance in Austin, Ozi took to the podium at Reunion Arena in Dallas to address her graduating class. "Be patient," she told her peers. "Have dreams and goals, and always leave your options open." Ozi auditioned with the Meadows School of Art for entry into the dual-admissions theatre program at Southern Methodist University. She said that Plano schools prepared her well for the rigors of college classes and nourished her global outlook on life. "Working with others, I hope to create opportunities for the underprivileged. I will succeed at breaking barriers."



passion

FINANCIAL PROGRESS

ADVOCACY LEADS TO CHANGE

As a member of the Texas Schools Coalition, PISD has affected positive change during the past several years, offering relief from the state's "Robin Hood" system of school funding. The Texas Legislature's 2006 special session on school finance resulted in reforms for property tax relief, teacher incentive pay and more local control of tax dollars.

Plano ISD has paid \$972 million in tax dollars to educate 224,730 students in other school districts since 1994.

Tracking the Educational Dollar

	State Average	Plano ISD
Classroom Teachers	49 ¢	55 ¢
Other Direct Instructional Costs	9 ¢	7 ¢
Extra-Curricular Activity	3 ¢	2 ¢
Library Media Services	2 ¢	3 ¢
Guidance & Counseling	4 ¢	5 ¢
Curriculum Support & Training	3 ¢	3 ¢
Security/Health Services	2 ¢	2 ¢
School Bus Services	3 ¢	2 ¢
Maintenance & Custodial	8 ¢	7 ¢
Student Breakfast/Lunch	5 ¢	4 ¢
Utilities	3 ¢	3 ¢
Campus Principals & Support Staff	6 ¢	5 ¢
District Administration & Support	3 ¢	2 ¢

2005 - 06 FINANCIAL DATA

Assessed Values

Residential	\$20,442,679,199	68%
Industrial	\$6,674,985,152	22%
Rural	\$597,633,235	2%
Personal	\$2,356,901,600	8%
Total	\$30,072,199,186	

General Fund Operating Revenue

Local Funds	\$440,811,939	92%
State Funds	\$38,612,598	8%

General Fund Appropriations

Operating Cost		
Salary and Benefits	\$288,866,501	82%
Other Expenses	\$62,883,593	18%
Flow-Thru Costs		
2006 Recapture Payment	\$116,802,274	
2006 Tax Increment Finance	\$5,400,000	

Cost Per Pupil \$6,298



THE BOTTOM LINE

- PISD undergoes careful financial scrutiny from an independent auditing firm. The annual audit performed by Deloitte & Touche, LLP, delivered “an unqualified opinion.”
- For 23 years, PISD has earned the prestigious Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada.
- PISD has earned, for three consecutive years, the highest rating of “Superior Achievement” in the state’s Schools FIRST (Financial Integrity Rating System of Texas) program.

Administrative Cost Ratio:

The administrative cost ratio is calculated by dividing administrative costs by instruction costs, expressed as a percentage. Plano ISD’s administrative cost ratio is the lowest of all 1,040 districts in the state of Texas and is reported as 4.66% as compared to 11.05% as the state standard.

Administrative Cost Ratio

5-Year History:

2002	5.29%
2003	5.25%
2004	4.88%
2005	4.93%
2006	4.95%

balanced budget

BUILDING FOR THE FUTURE

2000 AND 2003 BOND PROGRAMS COMPLETED

Promised	Fulfilled	Promised	Fulfilled
<hr/>		<hr/>	
New Construction	\$118,931,000	20-Year Renovation Targets	\$146,019,000
Andrews Elementary School	3	Carpenter Middle School	3
Boggess Elementary School	3	Clark High School	3
Hickey Elementary School	3	Dooley Elementary School	3
Beaty Early Childhood School	3	Harrington Elementary School	3
Pearson Early Childhood School	3	Plano Senior High School	3
Murphy Complex:		Plano East Senior High School	3
Kimbrough Stadium	3	Schimelpfenig Middle School	3
Murphy Middle School	3	Thomas Elementary School	3
Murphy Distribution Center	3	Wells Elementary School	3
Hunt Elementary School	3	Williams High School	3
McCall Elementary School	3		
		Other District-wide Initiatives	\$122,450,000
		Additions/Improvements	3
		Cafeteria Additions	3
		Elementary Enhancements	3
		Systems and Compliance	3

reinvesting

POINT OF PRIDE – Plano ISD was recognized as being among the top school districts in the nation for responses to an online survey conducted by NetDay in a program entitled “America’s Top 100 Schools for Supporting Student Voices in Technology.”



Promised	Fulfilled
Technology	\$45,050,000
Replacement	\$20,450,000
14,100 desktop computers, 1,000 laptop computers, 550 printers, 80 servers, 1,300 microscopes and probes, hundreds of TVs, VCRs and video image display devices	3
Curriculum/Classroom Initiatives	\$22,100,000
475 middle school classrooms equipped with new standard of 9 computers with DLP projection system; 1,300 DLP projectors and TVs in high school and senior high school classrooms; mobile video broadcast units in 62 schools; Implemented 29 content area initiatives developed by bond committee	3
Information Management System	\$2,500,000
Initial development of software for human resources, PASAR, student and core database	3

technology innovation

Plano ISD's eSchool program, launched in 2000 and one of the first and few remaining online instructional programs, has served more than 7,000 high school students in six years, providing an avenue for accelerated study and credit recovery. Student course completion rates average 91%, and passing rates 98%. In 2005, the school district launched a Campus Based Online Instruction program, which served 465 students with online course offerings at their schools.

2004 BOND PROGRAM

Promised	Fulfilled	Promised	Fulfilled
*Additions & Expansions	\$37,768,710	20-Year Renovation Targets	\$111,686,632
Early Childhood Schools expansion	3	Davis Elementary School	Construction underway, to complete fall '06
Jackson Elementary School addition	Construction to begin fall '06	Huffman Elementary School	Construction underway, to complete fall '07
Memorial Elementary School 4-classroom addition	3	Carlisle Elementary School	Construction to start fall '06
Bowman Middle School science addition	Construction to begin fall '06	Mathews Elementary School	Construction to start fall '06
Haggard Middle School library	3	Williams Field House	Construction to start fall '06
Jasper High School science	3	Clark Stadium (Partial)	Construction to start fall '06
Shepton High School fine arts & science	3	Clark High School	Design to start spring '07
Williams High School science	3	Aldridge Elementary School	Design to start fall '06
Holifield Science Learning Center	Design to start summer '07	Hendrick Middle School	Design to start fall '06
*New Elementary School - Interim capital project outside of bond initiatives	Construction underway, to complete fall '07	Meadows Elementary School	Design to start fall '06
		Sigler Elementary School	Design to start spring '07
Cafeteria Additions	\$6,333,335	Systems & Compliance	\$48,263,507
Brinker Elementary School	3	Ongoing district-wide facility upgrades/replacements for security systems, roofs, flooring, HVAC, energy management, fire alarms, fire lane parking.	
Daffron Elementary School	3		
Hedgcoxe Elementary School	3		



staying power

Promised	Fulfilled
Capital Improvements & Equipment	\$29,840,460
Purchase of land, school buses, kitchen equipment	Ongoing
Science classroom equipment	Ongoing
Irrigation master control system to bring all school and facility systems to a central control to tailor to specific areas of need	Phased Installation - Ongoing
Fine arts improvements	Plano East Senior High School construction to start fall '06
Special Education	Ongoing
Security	Ongoing
Athletic Lights	Senior high school baseball and softball fields complete
Curriculum Needs	Ongoing

Promised	Fulfilled
Technology	\$51,787,356
Replacement	\$30.8 million
<ul style="list-style-type: none"> 19,482 desktop and laptop computers 275 network servers WAN (wide-area network) electronics at 73 sites Printers, scanners and digital cameras and other peripherals 	4,207 Replaced 72 Replaced 3 3
Classroom Initiatives	\$10.4 million
<ul style="list-style-type: none"> 36 middle school mobile wireless laptop labs DLP projection system in secondary electives classrooms DVD/CD/RW drives and wireless mice/keyboards in 3,500 classrooms Operating system and productivity software upgrades for 31,000 computers Storage area networks, digital cameras, video image displays 	12 Implemented 3 3 Ongoing Ongoing
Curriculum Initiatives	\$7.1 million
<ul style="list-style-type: none"> 27 content area technology initiatives developed by bond committee 	Ongoing
Central/Auxiliary Initiatives	\$3.5 million
<ul style="list-style-type: none"> TV studio upgrade System development - upgrades for food service point-of-sale equipment, maintenance work order system, document imaging system, backup diesel generator and emergency notification system Information Management System Continued Development 	3 3 Ongoing

perseverance

STATE ACCOUNTABILITY RATINGS

Plano schools realized dramatic gains in student performance in the 2005 Academic Excellence Indicator System state report, resulting in greater numbers of “Exemplary” ratings district-wide.

Senior High Schools (Grades 11-12)

Plano East - Academically Acceptable
 Plano - Recognized
 Plano West - Academically Acceptable

Rice - Exemplary
 Robinson - Recognized
 Schimelpfenig - Exemplary
 Wilson - Recognized

Harrington - Recognized
 Haun - Exemplary
 Hedgcoxe - Exemplary
 Hickey - Recognized
 Hightower - Recognized
 Huffman - Recognized

Skaggs - Exemplary
 Stinson - Exemplary
 Thomas - Recognized
 Weatherford - Recognized
 Wells - Exemplary
 Wyatt - Exemplary

High Schools (Grades 9-10)

Clark - Academically Acceptable
 Jasper - Recognized
 Shepton - Academically Acceptable
 Vines - Academically Acceptable
 Williams - Academically Acceptable

Elementary Schools (Grades K-5)

Aldridge - Exemplary
 Andrews - Exemplary
 Barksdale - Exemplary
 Bethany - Exemplary
 Beverly - Exemplary
 Boggess - Exemplary
 Brinker - Exemplary
 Carlisle - Exemplary
 Centennial - Exemplary
 Christie - Academically Acceptable
 Daffron - Recognized
 Davis - Exemplary
 Dooley - Recognized
 Forman - Academically Acceptable
 Gullledge - Exemplary

Hughston - Exemplary
 Hunt - Exemplary
 Jackson - Recognized
 Mathews - Exemplary
 McCall - Recognized
 Meadows - Academically Acceptable
 Memorial - Recognized
 Mendenhall - Academically Acceptable
 Miller - Exemplary
 Mitchell - Recognized
 Razor - Recognized
 Rose Haggard - Recognized
 Saigling - Exemplary
 Shepard - Exemplary
 Sigler - Academically Acceptable

*Ratings are current as of the publication date (October 2006). A clerical error in reporting at one campus reduced the district rating to “Academically Acceptable” and the campus’ rating to “Academically Unacceptable.” The district has appealed the campus rating to the Texas Education Agency. Results of the appeal are expected in November, 2006. At that time, it is anticipated that both Plano ISD’s and the school’s ratings will be changed to “Recognized.”

Middle Schools (Grades 6-8)

Armstrong - Recognized
 Bowman - Academically Acceptable
 *Carpenter - Academically Unacceptable
 Frankford - Recognized
 Haggard - Recognized
 Hendrick - Recognized
 Murphy - Recognized
 Renner - Recognized



POINT OF PRIDE – Mathews and Saigling elementary schools captured the prestigious 2005 No Child Left Behind – Blue Ribbon School Award. Twenty-two Plano schools have earned the national honor. Twice awarded have been Mathews and Saigling, Clark High, Plano East Senior High and Plano Senior High.



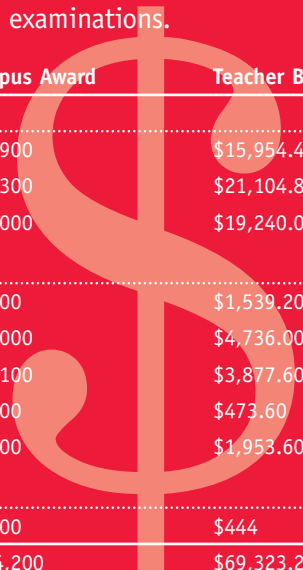
POINT OF PRIDE – All Plano ISD schools met AYP (Adequate Yearly Progress) on all indicators of the No Child Left Behind Act. The district also received a rating of “Met AYP” for all 35 indicators. Statewide, several hundred schools did not meet AYP, nor did several school districts. AYP passing percents reflect cumulative performance on TAKS, SDAA, LDAA and TELPAS exams for students in grades 3-8 and 10.



AP/IB INCENTIVE AWARDS

Plano schools earned a total of more than \$300,000 in campus awards and teacher bonuses in the Texas Education Agency’s Advanced Placement/International Baccalaureate Incentive Awards Program for May, 2005, examinations.

	Campus Award	Teacher Bonuses
Senior High Schools		
Plano East	\$53,900	\$15,954.40
Plano	\$71,300	\$21,104.80
Plano West	\$65,000	\$19,240.00
High Schools		
Clark	\$5,200	\$1,539.20
Jasper	\$16,000	\$4,736.00
Shepton	\$13,100	\$3,877.60
Vines	\$1,600	\$473.60
Williams	\$6,600	\$1,953.60
Middle School		
Bowman	\$1,500	\$444
District Total	\$234,200	\$69,323.20



prominence

PROFESSIONAL PRIDE



Competitive Teacher Salaries

Degree	Experience	Starting Salary
Bachelor's	0 Years	\$41,250
	25 Years	\$51,606
Master's	0 Years	\$43,250
	25 Years	\$53,606

Staff Profile

Higher Education Degrees	45%
Average Years Teaching Experience	10
Teachers Highly-Qualified as defined by federal No Child Left Behind Law	100%

Employee Benefits

- On-site professional development
- Master's degree program for career enhancement
- Teacher mentor program
- Bilingual stipends
- 401(a) retirement savings
- Comprehensive health program
- Employee assistance program
- An education foundation which raises funds for teacher grants and recognition


Leadership Development

Quality learning in Plano ISD classrooms is directly related to promoting innovation and improving professional and organizational development. Opportunities for teachers to master a variety of instructional strategies aim to address the diverse needs of learners. Initiatives developed in 2005-06 include:

- Team leader academy to train teacher leaders
- Principal training to develop first- and second-year principals
- Job fair recruitment with emphasis on selecting a qualified, diverse staff and on recruiting PISD graduates to return to teach
- Diversity awareness training for all employees
- Targeted professional development to close the achievement gap
- Teacher-driven curricula development



POINT OF PRIDE – Employees voted Plano ISD among the “Best Places to Work in 2006” in a *Dallas Business Journal* survey.



POINT OF PRIDE – Plano ISD teachers and curriculum coordinators developed curricula that is now implemented in 12 districts in the state of Texas and middle schools in the country of Bermuda. Plano’s curriculum also has a presence in St. Tammany Parish, Louisiana.



EMILIANO MÁRQUEZ

For the past 30 years, Emiliano Márquez has served as a classroom teacher, school administrator and teacher recruiter in Plano schools. In his current role as coordinator of diversity programs, he works with district and community leaders to promote school-community relations and inter-school relations across ethnic, racial, linguistic and economic lines. “Plano ISD educates students who represent approximately 100 different nationalities,” noted Mr. Márquez. “Our schools are committed to helping students acclimate as soon as possible to the English language and to providing role models who understand their cultures.” The diversity programs office was created in 2004 to accommodate dramatic shifts in minority student populations. From 2001 to 2006, Plano ISD realized a 13 percent increase in Asian, Hispanic, African American and American Indian students, bringing the district’s total minority population to 44 percent. Minority teacher representation is just over 15 percent. “In view of these changing demographics, one of our main goals is to help facilitate, embrace and embed the principals of diversity and inclusion into the culture of our school district,” said Mr. Márquez. The diversity office is supported by a community-based Diversity Advocacy Committee and a Diversity Steering Committee, composed mostly of employees.

people power

LEADING WITH CLASS



TEACHER OF YEAR AWARDS

Susan Geddes, Hunt Elementary School literacy specialist, and Michael Abney, Bowman Middle School seventh grade language arts team leader and AVID instructor, captured the 2006 Elementary and Secondary Teacher of

the Year titles. They were chosen from among 133 teacher nominees and honored at the Plano ISD Teacher of the Year Gala, which was attended by 1,400 educators, parents, community leaders and event sponsors.

2005 - 06 EMPLOYEE ACHIEVEMENTS

- U.S. Presidential Award for Excellence in Math and Science Teaching – Kay Neuse, Armstrong and Wilson Math Team Leader
- Fulbright-Hays Seminar Abroad Teacher Program – Janet Teng, Hightower Elementary School ESL Teacher
- Metroplex Technology Business Council Tech Titan Award – David Carroll, PWSH Physics Department Chair
- LULAC Award for Excellence in Teaching and for promoting parental involvement – María Márquez, Sigler Elementary School First Grade Bilingual Team Leader
- Superintendent's Service Award Winners – Azam Anet, Schimelpfenig Middle School special education teaching assistant; Karen Anderson, human resources paraprofessional; Dave Marshall, bus driver; Annick Simmons, Carlisle Elementary School food services manager
- Texas Elementary Art Educator of the Year – Alisa Meli, Miller Elementary School
- Plano Community Forum Outstanding Community Service Award – Ann Gray, Memorial Elementary School literacy specialist
- American Choral Directors Association, Southwest Division Multicultural Chair – Derrick Brookins, PSHS director of choral activities
- Fulbright Senegal, West Africa Summer 2006 Seminar – Megan Micheli, Robinson Middle School French Teacher

progressive

KAREN SHEPHERD

TEXAS SECONDARY TEACHER OF THE YEAR

Plano Senior High School Science Department Chair Karen Shepherd says, “Students who are encouraged by teachers with a passion for learning and for the students they teach, dream bigger dreams and set higher goals.” Since she began teaching in Plano ISD in 1984, “Shep” (as she is affectionately known by her students) has earned numerous honors, including the 2005-06 Texas Secondary Teacher of the Year Award. Nurturing budding scientists in Plano’s elementary schools is a passion of Ms. Shepherd’s. For the past three years, she and her LASER (Learning About Science and Engineering Research) Club student leaders have served limited-English proficient elementary school students through LASER BEAMS (Beginning Early Academic Mentoring in Science), a community outreach program. “My students learn the pages of the science book,” she said. “But, more importantly, they interact with one another to promote science research. I like seeing them win science competitions, but our focus is on the project. Then, what happens, happens.”



professionals

RELATIONSHIPS

COLLABORATIVE

STRONG FOUNDATION

In 2005-06, the Plano ISD Education Foundation gifted a record-breaking \$611,000 to support quality education in Plano schools through its annual “Ski Plano” benefit gala, Plano ISD employee campaign, parent fundraising drive and gifts from corporations, foundations and individuals. Among the school district’s premier supporters, the Foundation is a non-profit organization comprising 30 business and community leaders.

2005-06 MAJOR DONORS

\$20,000 or More

- Capital One
- City of Plano through specific community grant programs made possible through the Foundation
- The 2,400 Employees of Plano ISD who contributed to our employee campaign this year
- Medical Center of Plano
- Texas Instruments

\$10,000 to \$20,000

- AEGON Direct Marketing Services, Inc.
- Baylor Regional Medical Center
- The Franklin I. Brinegar Foundation
- Dallas Women’s Foundation
- Ebby Halliday Realtors
- The M.R. and Evelyn Hudson Foundation
- Nortel
- Park Place Lexus
- Verizon
- M.B. and Edna Zale Foundation


Plano ISD also thanks the hundreds of businesses, organizations and school PTAs that partner with our schools to provide incentives and programs to support students and staff for educational excellence.



LEFT – Plano ISD Education Foundation supporter Texas Instruments is also a member of the Hi-TECCC (High-Technology Education Coalition of Collin County), which hosts a summer physics camp for girls. Pictured are camp participants Allie Mukherjee, Saba Chowdhury and Beth Wright.

RIGHT – AEGON’s Mark Thornton, Ski Plano Chairman Betty Wright, Superintendent Doug Otto, and 2005 Foundation Board President Judy Drotman (pictured clockwise from left) celebrated a 33% increase in Ski Plano fundraising gala proceeds.





POINT OF PRIDE – The Plano ISD Education Foundation gifted a record-breaking \$611,000 to support quality education in Plano schools, through its annual “Ski Plano!” gala, Plano ISD employee campaign, parent fundraising drive and gifts from corporations, foundations and individuals.



GRANTS TO TEACHERS

In 2005-06, the Plano ISD Education Foundation funded \$55,000 for innovative teaching programs through its annual “Grants to Teachers” program. In October, 2005, Foundation board members, school trustees and district administrators visited several schools to distribute 47 grant awards to teachers, arriving in “Prize Patrol” cars provided by Park Place Lexus.

Also sponsored by the Foundation:

- Pilot programs holding promise of closing achievement gaps and ensuring all graduates are college-ready;
- Scholarships for economically disadvantaged students to attend PISD’s fifth grade camp;
- Emergency grants to PISD employees experiencing short-term, personal crisis;
- PISD’s annual teacher recruitment open house, new teacher dinner and convocation.
- Other private gifts to PISD requiring a 501(c)(3).

Pictured – Grant winning Teacher Natalie Shanks and students.

partnership

PARTNERS IN EDUCATION

MARY BETH KING

Mary Beth King is an inspiration to all who serve their communities. Volunteerism and leadership go hand-in-hand for this dedicated school trustee who has served a dozen years as an elected member of the Plano ISD Board of Trustees, including four years as president. Sharing her talents at the state level, Ms. King serves as a member of the Texas Association of School Boards' Leadership Task Force and as resolutions committee chair. Prior service includes a vice-chairmanship on the bylaws and legislative committees. With a long list of volunteer duties, she still finds time to mentor students at Williams High School and Plano East Senior High School and serves on the Junior League of Plano's Sustainer Advisory Committee. She is the recipient of the 2001 Distinguished Leadership Award presented by Leadership Plano and the Community Leadership Association.



POINT OF PRIDE – School trustees are elected to serve, without compensation, for overlapping terms of three years each. The current school board has invested 41 combined years of volunteer service in support of Plano schools.

YOU CAN MAKE A DIFFERENCE

More than 17,000 volunteers donate their time to Plano ISD students and staff members in partnerships district-wide. Our schools welcome your time and

talents in volunteer roles. For detailed information on ways you can volunteer, please visit our website: www.pisd.edu



LOOKING TO THE FUTURE

Plano ISD's 2006-07 initiatives in support of the district's two major goals continue to build upon the outstanding work of past years. Following is a partial listing of initiatives. We look forward to sharing future results with you.

2006-07 INITIATIVES

IMPROVEMENT IN STUDENT LEARNING

- Reduce student/teacher ratios at the secondary level.
- Implement the dual-credit program at all senior high schools.
- Study "key schools" data and expand key schools.
- Study "STAR" schools data to ensure effectiveness of resources/initiatives.
- Improve student proficiency in reading, writing, math, science and social studies.
- Improve annually for all students on SDAA, maintain or reduce dropout rate, increase completion rate for all students and increase rate of students taking college entrance exams.
- Increase diverse populations in each major employee group.
- Provide teachers with more planning and professional development.
- Implement teacher incentive pay as mandated by the state.
- Develop succession planning for leadership positions.
- Develop an internal principals' academy with focus on instructional leadership.
- Develop a model for an employee child care program.

EFFICIENT USE OF FINANCIAL RESOURCES

- Monitor the district's financial position as it relates to the state requirement of 65% of operating budget being spent on instructional programs.
- Develop a long-range renovation program for district facilities, and begin planning and developing milestones for the Bond 2008 Program.
- Work with law enforcement, student management and campuses to ensure that offense reporting is consistent and stats are reconcilable, and increase visibility of K9 Unit and its campus interactions and inspections.
- Develop a proposal to generate revenue and a time line for eliminating the athletic participation fee.
- Centralize PASAR administrative services to increase efficiency and program accessibility.

Find details regarding these initiatives on our website: www.pisd.edu

Aren't you proud that you made Plano your community of choice?

Plano Independent School District

2700 West 15th Street

Plano, Texas 75075

“We’re continuing to build on a tradition of excellence in Plano schools. I invite you to take a closer look at your schools and to take pride in the amazing things that you’ve accomplished through your schools.”

Dr. Doug Otto
Superintendent of Schools

Superintendent’s Cabinet

Danny Modisette, Deputy Superintendent
Richard Matkin, Associate Superintendent for Business Services
Jim Hirsch, Associate Superintendent for Technology and Academic Services
Marilyn Brooks, Associate Superintendent for Academic Initiatives
Jeff Bailey, Area Assistant Superintendent for East Cluster Schools
Tom Salmon, Area Assistant Superintendent for Central Cluster Schools
Patty Meyer, Area Assistant Superintendent for West Cluster Schools
Karla Oliver, Executive Director for Government and Community Relations
Becky Taylor, Administrative Assistant to the Superintendent

Board of Trustees

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