

Superintendent's Cabinet

Jeff Bailey, Deputy Superintendent
Roxanne Bureson, Area Assistant Superintendent for Central Cluster Schools
Mike Collinsworth, Area Assistant Superintendent for East Cluster Schools
Jim Hirsch, Associate Superintendent for Academic and Technology Services
Richard Matkin, Associate Superintendent for Business Services
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

Duncan Webb, President
Melody Timinsky, Vice President
Lloyd "Skip" Jenkins, Secretary
Missy Bender
Mary Beth King
John Muns
Brad Shanklin

"WE'RE PREPARING STUDENTS
FOR BRIGHT FUTURES IN PLANO ISD.
I INVITE YOU TO TAKE A
CLOSER LOOK AT YOUR SCHOOLS AND
TO TAKE PRIDE IN HOW
STUDENTS ARE STARTING EARLY ON
THE ROAD TO UNIVERSITY READINESS."

Dr. Doug Otto, Superintendent of Schools

"FUTURES by Plano ISD" Annual Report

Published December, 2007, by the Plano ISD Communications Department
Karla Oliver, executive director Mary Gorden, writer/editor

For a summary of this publication in Spanish, visit us online at www.pisd.edu,
e-mail askpisd@pisd.edu or call (469) 752-8150.



FUTURES

BY PLANO INDEPENDENT SCHOOL DISTRICT



PLANO ISD

2007 ANNUAL REPORT



BRIGHT FUTURES BEGIN IN PLANO ISD! AIM HIGH

Dear Friends,

As the title of our 2007 Annual Report suggests, we are preparing students for success well beyond our classrooms. Students will graduate from our school system with confidence that they are more than adequately prepared for college and their future educational journeys.

Our new "University Ready" compendium of online tools and resources signifies a ground-breaking initiative to engage students (prek-12) and parents in preparation for all aspects of the post-secondary education experience. I encourage you to take advantage of this pioneering investment in your future.

Other major initiatives featured throughout this report include our five-year strategic planning effort and 2008 facility and technology bond program study, both representing collaborative efforts to invest in future generations of school children and their families.

Distinguished achievements of our students, faculty, schools and district are also published throughout this report. They provide compelling evidence that the 100-year tradition of excellence, which is the hallmark of our school district, increases in diversity and significance with each passing school year.

On behalf of the Plano ISD Board of Trustees, I express appreciation for your continued support of our collective endeavors, and ask that you share this remarkable story with your friends and neighbors.

Sincerely,

Dr. Doug Otto

Superintendent of Schools



COLLEGE READINESS IS A RESULT
OF THOUGHTFUL AND
CONSCIOUS PREPARATIONS, NOT
CHANCE OR PRIVILEGE.

Log on to your future: ur.pisd.edu

Plano ISD is committed to college readiness for all students.

With this in mind, Superintendent of Schools Dr. Doug Otto launched in August, 2007, a "University Ready" online portfolio of resources and links to assist Plano ISD students and parents as they prepare for all aspects of the post-secondary experience, including academic readiness, career readiness, personal readiness, financial readiness and admissions readiness.



"It's never too soon and never too late to start down the University Ready path," explains Dr. Otto. "These resources will help you begin what may be the most exciting and important journey of your life."

Log on to ur.pisd.edu, and prepare for your future!

GOAL: ENSURE CONTINUED IMPROVEMENT IN STUDENT LEARNING

Five-Year Strategic Plan

The Plano ISD Board of Trustees embarked upon a five-year strategic planning process this fall, conducting a series of focus group meetings. Trustees identified the following stakeholders for focus group sessions: Superintendent Doug Otto's Faculty Council and Student Advisory Committee, an additional teacher group, school principals, support staff, PTA/parents and civic and university leaders. The planning process will conclude in early 2008, with final review and approval by the board.



PLANO INDEPENDENT SCHOOL DISTRICT
MISSION
WILL PROVIDE AN
EXCELLENT EDUCATION FOR ALL STUDENTS.

2006-07 Initiatives: Student Learning

- Reduced student/teacher ratios at the secondary level.
- Implemented dual-credit program at all senior high schools.
- Studied "key schools" data/expanded key schools.
- Studied "STAR" schools data to ensure effectiveness of resources/initiatives.
- Improved student proficiency in reading, writing, math, science, social studies, and adopted grade 5-8 math curriculum to better support the state's 4x4 graduation requirements.
- Improved annually for all students on SDAA, maintained or reduced dropout rate, increased completion rate for all students and increased rate of students taking college entrance exams.
- Increased diverse populations in each major employee group.
- Provided teachers with more planning and professional development.
- Implemented teacher incentive pay as mandated by the state.
- Developed succession planning for leadership positions.
- Developed an internal principals' academy with focus on instructional leadership.
- Developed a model for an employee child care program.

2006-07 Initiatives: Financial Efficiency

- Monitored the district's financial position as it relates to the state requirement of 65% of operating budget being spent on instructional programs.
- Developed a long-range renovation program for district facilities, and began Bond 2008 Program planning.
- Worked with law enforcement, student management and campuses to ensure that offense reporting is consistent and stats are reconcilable, and increased visibility of K9 Unit and its campus interactions and inspections.
- Developed a proposal to generate revenue and eliminated the athletic participation fee.
- Centralized PASAR after-school care administrative services to increase efficiency and program accessibility.

GOAL: ENSURE EFFICIENT USE OF
FINANCIAL RESOURCES/BUDGETING

INITIATIVES

COLLEGE BOUND

THE PLANO ISD CURRICULUM IS WELL-DEFINED FOR THE PURPOSE OF PREPARING STUDENTS EARLY FOR COLLEGE READINESS.



2007 Class Profile

The participation rate of students in Advanced Placement/IB (International Baccalaureate) ranks among the highest in the state and nation. The incomparable performance of Plano ISD 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	896 (73%)	552	597	566
PESH	707 (58%)	527	568	546
PWSH	747 (81%)	558	592	558
District	2,350 (70%)	546	587	557
State	132,067	482	507	492
National	1,494,531	494	515	502

American College Test (ACT)

	Number of Students Tested	English	Math	Reading	Science Reasoning	Composite
PSHS	603	23.6	25.5	24.5	24.5	24.7
PESH	344	23.7	25.0	25.0	24.2	24.6
PWSH	490	24.4	25.6	25.2	24.6	25.1
District	1437	23.9	25.4	24.9	24.4	24.8
State	76,542	19.5	20.8	20.6	20.4	20.5
National	1,300,599	20.7	21.0	21.5	21.0	21.0

Advanced Placement Exams

Tests Administered – 7,856 / Scores of 3, 4 & 5 – 76%

Class of 2007 Scholarships – \$32,483,077

While in high school, the majority of all Plano ISD students take at least one college entrance exam before graduating. Plano ISD continues to boast one of the highest performances on college entrance exams in the nation before graduation. The most recent statistics reflect that 87% of high school students scored the equivalent of a “B” or better in college level English, 74% in college algebra and 53% in college biology.

SUCCESS

115 National Merit Scholarship Program Semifinalists

The Plano ISD Board of Trustees and Superintendent of Schools Dr. Doug Otto are proud to recognize 115 seniors – the largest number in the district’s history - who achieved National Merit Semifinalist standing in 2007 based on their Preliminary Scholastic Aptitude Test (PSAT) scores. These academically talented students join the nationwide pool of Semifinalists, which represents less than one percent of U.S. high school seniors.

Plano East Senior High School

Aaron B. Bumgarner
Jeremy Chao
Arhana Chattopadhyay
Meghali J. Chopra
Sonal N. Chopra
Lisa T. Do
Lauren A. Garofalo
Meha Goyal
Samantha M. Gribben
Shivani K. Gupta
Rashmi R. Kamath
Mimi Liu
Thomas F. Magbee
Julie C. Moczygemba
Nicole C. Oparaake
Ishwar Pannesarvelam
Chris Patrick
David T. Quigley
Neha Satyanarayana
Ronak Shah
Sudip Singh
Janelle E. Teng
Bret Lamar Terry
Meera L. Venkataraman
Saiprasanth Venkateswaran
Kayson Weng
Collin T. Zych

Su Da
Aarthi S. Devanathan
Siyao M. Fan
David Gonzalez
Gabriel A. Ha
Jessica M. Hawkins
Michael H. Huang
Ye T. Huang
Bing H. Hui
Sheng Kuai
Amar S. Lakhian
M. Corey Lane
Ang Li
Richard Y. Li
Yin Liang
Melanie Lin
Calvin K. Liu
Christina A. Mosher
Lan-Anh Nguyen
Raahul Ramakrishnan
Amanda C. Sheu
Yini Shi
Peter Shih
Ruo Chen Sun
Ravi T. Sunkara
Catharine S. Thompson
Sophia W. Tsai
Jacqueline A. Tsay
Colin C. Vaz
Yuman Wang
Ziwei Xiang
Tianyi Xin
Louisa Xu
Dheeraj Yalamanchili
Lily Yan
Lulu E. Yan
Grace Yao
Nathan W. Yee
David Yen
Amy X. Zhang
Ning Zhang

Jeff Y. Zhao
Xinchen Zhao
Sunshine X. Zhou

Plano West Senior High School

Austin Ball
Elena Chen
Kenneth Chen
Christopher Collinsworth
Colin Crain
Morgan Dawer
Erin Dexter
Rong Fan
Tian Feng
Jennifer T. Fu
Benjamin Getson
Daniel Gonzalez
Michael Gunnels
Lisa Herrington
Ramon Ho
Kenan Ince
Danielle Kolitz
Charles Lai
Suzanne Li
Xinlu Liu
Alexandru Marches
Andrew Mauney
Marin Mueller
Nnamdi Okoli
Linda Ou
Melanie Pribich
Akeel Rangwala
Hang Su
Joel Sun
Ross Taylor
Rachel Thompson
Felicia Tsao
Xin Wen
Andrew J. Wong

Plano Senior High School

Kailing Cai
Mengchen Cao
Kristen T. Carter
Jillian Catral
Vishal Chanani
Andrew T. Chang
Grace D. Chang
Ryan C. Chang
Jihai Chen
Felicity J. Cooper

AP/IB Incentive Awards

Plano schools earned \$100 for each student meeting or exceeding criteria on an Advanced Placement or International Baccalaureate exam.

Senior High Schools	High Schools	Middle Schools
Plano East \$40,133	Clark \$ 3,752	Armstrong \$ 1,340
Plano \$55,275	Jasper \$10,452	Bowman \$ 2,345
Plano West \$46,029	Shepton \$ 8,710	Carpenter \$ 603
	Vines \$ 1,809	
	Williams \$ 5,427	
	District Total	\$176,612

INVESTMENT

2004 BOND PROGRAM

PROMISED

*Additions & Expansions

- Jackson Elementary addition
- Memorial Elementary
 - 4-classroom addition
- Bowman MS science addition
- Haggard MS library
- Jasper HS science
- Shepton HS fine arts & science
- Williams HS science
- Holifield Science Learning Center

FULFILLED

\$37,768,710

- ✓
- ✓
- ✓
- ✓
- ✓
- ✓
- ✓
- ✓
- ✓
- ✓



- *New Schell Elementary School - Interim capital project outside of bond initiatives

Cafeteria Additions

- Brinker Elementary
- Daffron Elementary
- Hedgcoxe Elementary

\$6,333,335

- ✓
- ✓
- ✓

20-Year Renovation Targets

- Davis Elementary
- Huffman Elementary
- Carlisle Elementary
- Mathews Elementary
- Williams Field House
- Clark HS
- Aldridge Elementary
- Hendrick MS
- Meadows Elementary
- Sigler Elementary
- Clark Stadium (Partial)

\$111,686,632

- ✓
- ✓
- Construction to complete fall '07
- Construction to complete winter '07
- ✓
- Design underway
- Construction to start fall '07
- Design underway
- Construction underway, to complete fall '08
- Design underway
- ✓



STUDENT ACHIEVEMENT IS OUR GOAL,
AND PROVIDING THE MOST
BENEFICIAL LEARNING ENVIRONMENT FOR
OUR STUDENTS IS A PRIORITY.

PROMISED

Systems & Compliance

- Ongoing district-wide facility upgrades/replacements for security systems, roofs, flooring, HVAC, energy management, fire alarms, fire lane parking

FULFILLED

\$48,263,507

- ✓

Capital Improvements & Equipment

- Purchase of land, school buses, kitchen equipment
- Science classroom equipment
- Irrigation master control system to bring all school and facility systems to a central control to tailor to specific areas of need

\$29,840,460

- Ongoing
- Ongoing
- Phased Installation - Ongoing
- 44 of 80 sites completed

Fine arts improvements

- Plano East Senior High

- ✓

- Special Education

Ongoing

- Security

Ongoing

- Athletic Lights

- ✓



VISION
NOW IT IS TIME TO
REVISIT OUR DISTRICT'S NEEDS.

“A KEY GOAL OF OUR SCHOOL DISTRICT IS TO MANAGE TAX DOLLARS EFFECTIVELY AND EFFICIENTLY IN ORDER TO PROVIDE QUALITY EDUCATIONAL PROGRAMMING FOR OUR STUDENTS AND COMMUNITY.”

BALANCE
Dr. Doug Otto, Superintendent of Schools



2008 Facilities & Technology Bond Program

Plano ISD has long been known for its outstanding and well maintained facilities. Such a record didn't happen by chance. Rather, it resulted from a community desire to provide resources to construct new facilities and to renovate aging ones.

Likewise, Plano ISD is renowned for excellence in education. Provision of proper equipment and appropriately designed instructional spaces are crucial in these days of high stakes testing/accountability and availability of more effective instructional tools.

Task Force

The Plano ISD Board of Trustees has appointed a task force to research district facility and technology needs, receive public input and present recommendations to the board for a May 10, 2008, bond election.

Task force representatives include school teachers and principals, members of the Plano ISD Council of PTAs and Plano Chamber of Commerce and citizens in technology industry.

Phil Dyer - Chairman	Brian Anhalt Nathan Barbera John Bock	Bart Ridley Barbara Roselli Karen Schultz	District Staff Dr. Doug Otto Jeff Bailey
Ann Boswell - Alternate Chair	Sara Bonser Renee Bueche Kyle Carlson Bob Garrey Tammy McSwain	Karen Shepherd Berk Smith Len Stevens Kyle Walters	Jim Hirsch Richard Matkin Karla Oliver Denise Gillespie

Charge

- Conduct comprehensive analysis of facilities needs, including onsite reviews of previous and proposed projects.
- Review future enrollment trends and projections.
- Establish construction, renovation and site acquisition needs.
- Validate cost projections to meet analyzed needs, taking into account inflationary trends.
- Review needs for technology and other capital items.

Study Areas

- Construction of new facilities to accommodate growth.
- Repair and renovation of schools for operational efficiency and delivery of current instructional program.
- Repair and/or replacement of building systems and equipment that are unreliable and costly to operate.
- Additions to existing facilities to accommodate increased enrollment or programmatic needs.
- Technology needs to address current and future programs and replacement schedules.

THE QUALITY OF SCHOOL FACILITIES
IN PLANO ISD IS A VISIBLE
VALUE
AND TANGIBLE SYMBOL OF COMMITMENT
BY THE COMMUNITY TO
THE EDUCATION OF ITS YOUTH.

Time Line

August 7, 2007	School Board Approval of Bond Task Force Plan
September 4, 2007	School Board Appointment of Bond Task Force
September 27, 2007	Task Force Organizational Meeting
November 20, 2007	Task Force Interim Report to School Board
February 19, 2008	Task Force Recommendations to School Board
March 4, 2008	School Board Calls Bond Election
May 10, 2008	Plano ISD Bond Election

Web – www.pisd.edu/2008bond

Task Force Scope and Time Line	Prior Bond Programs
Meeting Agendas and Minutes	Speaker Requests
Presentations and Related Links	Contacts

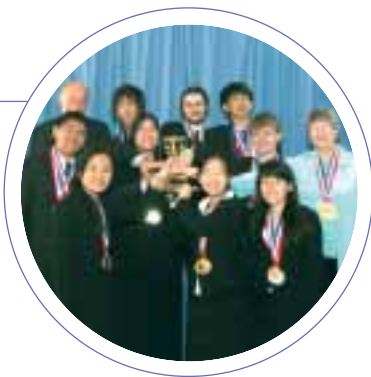
eNews – <http://elist.pisd.edu>

Superintendent Otto's free e-mail service for district and school updates.

ACCOLADES

2006-07 STUDENT ACHIEVEMENTS

National Academic Decathlon - Plano Senior High School, 4th place; state champions (2nd consecutive year)



Nestlé Very Best In Youth Award
Andrew Cely, Schimelpfenig Middle School, for academic excellence and leading positive community change

Advanced Placement (AP) Spanish
More than 150 eighth grade students sat for the AP Spanish Language Exam in May, 2007, to earn college credit.

National Spelling Bee - Amy Chyao, Murphy Middle School, contender; Texas Spelling Bee champion (2 consecutive years)



Prudential Spirit of Volunteerism Top High School Volunteer of the Year Award - Kyle Freas, PWSH (second-consecutive year); Texas Governor's Rising Star Award; Founder of "Youth Together" which helps homeless, abused and critically ill children

U.S. Army JROTC Essay Award
Cadet Ben Prager, PWSH



SCIENCE

Elementary Science Fair
6,000 participants (school fairs)
291 participants (district fairs)

Regional Fair

All three grand prize awards at the North Dallas Regional Elementary Science Fair
Lena Khanolkar, Hedgcoxe
Connor Madden, Mitchell
Ben Carroll, Murphy, MS

17 first place awards
16 second place awards
11 third place awards
15 honorable mention awards

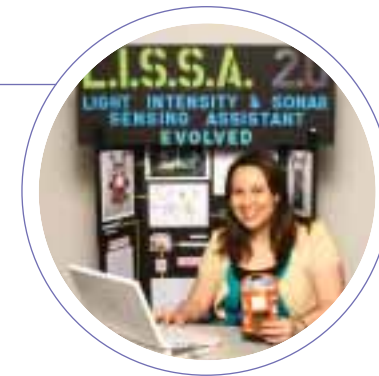


EXCELLENCE

DISTINGUISHED ACHIEVEMENTS OF OUR STUDENTS PROVIDE COMPELLING EVIDENCE THAT PLANO ISD'S 100-YEAR TRADITION OF EXCELLENCE INCREASES EACH YEAR.

Secondary Science Fair

Dallas Regional Science and Engineering Fair
23 first place awards
28 second place awards
24 third place awards
60 honorable mention awards
79 special awards



Texas State Science and Engineering Fair

Anita Chandrahas, Rice:
second grand prize
Jean Shiao, Jasper:
reserve grand prize
8 first place awards
6 second place awards
11 third place awards
5 fourth place awards
13 honorable mention awards
14 special awards
\$70,000 in scholarships

Texas Academy of Mathematics and Science
18 Plano ISD students accepted for residential school at the University of North Texas

CREATIVITY

PTA Reflections Contest

National - Anne-Marie Hwang, Brinker Elementary

State - 17 excellence and merit awards; 26 honorable mentions
Plano ISD Council of PTAs sent 43 works to state contest

Plano ISD and Webb & Webb Annual Holiday Greeting Card Art Contest

Winner - Jing Li, Jasper High School;
Finalists - Brisa Diaz, Davis Elementary; Brittany Clark, PWSH; Neha Khanolkar, Hendrick MS

Destination ImagiNation

Global Finalists - Jackson Elementary;
13 teams advanced to state

Intel Science Talent Search Semifinalists

("Junior Nobel Prize")
Arhana Chattopadhyay, Sai Prasanth Venkateswaran, PESH
Gabriel Ha, Aatman Shah, Louisa Xu, Sunshine Zhou, PSHS

Siemens Competition Semifinalists

Sai Prasanth Verkateswaran, PESH
Christina Mosher, Aatman Shah, Pranamyia Suri, Louisa Xu, Sunshine Zhou, PSHS
Lisa Herrington, Wilson Hsieh, Chethan Rao, PWSH

Discovery Young Scientist Challenge

Vybhavi Bharadwaj, Renner
Neil D'Souza, Vines
Ellen Hsieh, Jasper

OUTSTANDING

THE COLLECTIVE ACADEMIC
AND EXTRA-CURRICULAR ACHIEVEMENTS
OF OUR SCHOOL COMMUNITY
ARE NOTHING LESS THAN SPECTACULAR.



SPORTS



Plano

Boys Basketball - Regional Quarterfinals;
John Roberson (pictured with Coach Tom Inman) named "Mr. Basketball for the State of Texas"

Girls Basketball - Area Playoffs

Boys Soccer - Regional Quarterfinals;
Coach Bob Weir - Celebrated 400th Win

Boys and Girls Swim Teams - 1st in District and 3rd and 4th at State, respectively; Genny Konicke - State Champion 50 yd freestyle

Wrestling - State Meet Qualifier Alex Segler

Softball - Bi-District Playoffs

Plano East

Football - 2nd in District;
Regional Quarterfinals, extended playoff appearance 10 years in a row;

Keenan Robinson -

PARADE All-America Team

Volleyball - Area Playoffs

Girls and Boys Basketball - Playoffs

Girls Soccer - Bi-District Playoffs

Girls and Boys Track - District Crowns

Softball - District Co-Champion

Baseball - District Crown

Plano West

Football - Bi-District Playoffs

Volleyball - District Champion;

Advanced to Regional Tournament

Girls Basketball - 9-5A District

Champion; Advanced to Regional Tournament;

Kathleen Nash - All-State in Volleyball and Basketball



Girls Soccer - State Champions
Boys Soccer - Advanced to State Championship

Boys and Girls Swim Teams - 2nd in District;

Kellyn Kuhlke - State Champion 100 yd butterfly

Wrestlers - 5 State Qualifiers;
State Runner-up Peder Lindahl

Girls and Boys Golf - State

Qualifiers; Boys finished 3rd

Softball and Baseball - Advanced to Regional Semi-Final Playoffs

Team Tennis - 3rd Consecutive State Championship; Doubles teams:

Ashley Aiken and Audrey Wygant, Chris Bell and Ellen Aiken - State

Tennis Tournament Competitors



Collin County Bar Association's Middle School Mock Trial

(180 students from Plano, Frisco, McKinney and Allen) -

Schimelpfenig MS, 1st place;

Wilson Middle School, 2nd Place

UIL One-Act Play

Plano East Theatre advanced to regional meet 6 out of 7 years.

Best 100 Communities for Music Education in America Award

American Choral Directors Convention - PSHS Women's Choir; Texas Music Educators Association Honor Orchestras - PSHS Full Orchestra, Haggard MS Full Orchestra, Plano Children's Chorale; Plano ISD orchestras have earned this honor for 10 consecutive years.

Texas Art Education Association Youth Art Month Capitol Exhibit

Five student works selected for display (out of 100 across state)

Harvard Speech Tournament

(3,200 competitors/342 schools/42 states) - Plano Senior High School Speech Team: Robert Rushin and Mario Nguyen, 8th and 9th Place, Humorous Interp; Gary Wang, top 16, Lincoln Douglas Debate; Awards: Thao Le, Aly Tharp, Vishal Chanani, Stefany Cambra, Robert Rushin, David Price, Eva Sikes, Sunaina Suhag

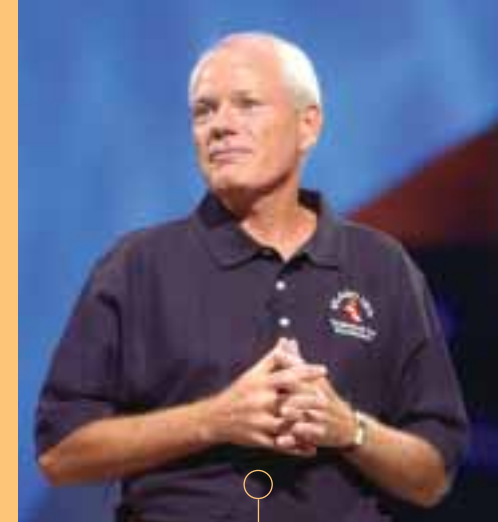
World Affairs Council of Dallas/Ft. Worth's North Texas Academic

WorldQuest (41 area teams) - Jasper High School Team, 1st Place

ACHIEVEMENTS

LEADERSHIP

THE HIGH CALIBER OF
PLANO ISD TEACHERS REAFFIRMS
THAT THEY ARE AMONG THE
MOST TALENTED PROFESSIONALS
IN THE COUNTRY.



2006-07 Faculty & Staff Honors

Teachers of the Year

Elementary - Beth Hubbard,
Aldridge Third Grade Team Leader
Secondary - Patt Henry,
Williams HS Algebra Team Leader

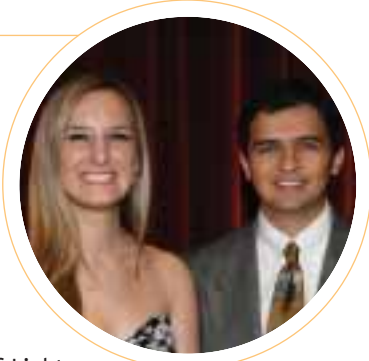


Excellence in Teaching Awards

Kristin Anderson - Shepton High School AVID Coordinator
Kelly Bentley - Hedcoxe Elementary First Grade Team Leader
Matt Cone - Plano Senior High School Social Studies Department Chair
Judy Fenton - Murphy Middle School Theatre Arts/Speech Instructor
Julie Flint - Beverly Elementary Fifth Grade Team Leader
Heather Helm - Pearson ECS Speech-Language Pathologist
Esmeralda Palomares - McCall Elementary Bilingual Literacy Specialist
Scott Sommer - Rice Middle School Social Studies Department Chair

Beginning Teachers of the Year

Elizabeth Kruep - Bethany Elementary
Fourth Grade Teacher
Miguel Lopez - Williams High School
ESL Math Teacher



Human Resources Department National Awards

American Society of School Personnel
Administrators William L. Hunter "Point of Light
Award" for innovative programs focused on increasing teachers
of color; Newsletter Award for "HR Insider"

Superintendent's Service Awards

Charles "Chuck" Chiamulera - Haggard MS
Food & Nutritional Services Manager
Delia "Dee" Garza - Shepard Elementary
School Office Manager
Dollie Thomas - Human Resources
Department Specialist
Luz Dalia B. Valentin - Sigler Elementary
Bilingual Teacher Assistant

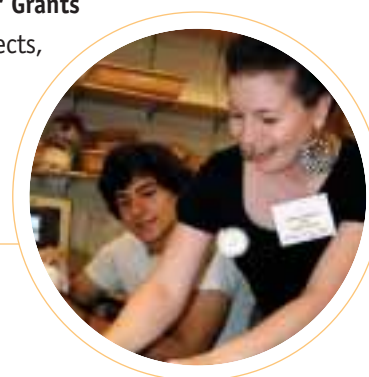


School Namesake

The Plano ISD Board of Trustees announced that the school district's next middle school will be named for the current superintendent of schools, Dr. Douglas W. Otto.

Plano ISD Education Foundation Teacher Grants

\$67,000 in 58 grant awards to fund projects, programs and initiatives that directly or indirectly support the district's major goal: to enhance student learning, with emphasis on closing the achievement gap and ensuring all students are college ready.



Dallas Regional Science Fair Teacher Awards

(Plano teachers earned 18 of 20 awards.)

Clark - Ursula Gross and Cathy Bambenek
Frankford - Melissa Van Houten, Debbie Epstein and Andrew Copple
Jasper - Laura Biguenet
PSHS - Karen Shepherd
PWSH - Joe Arnett
Rice - Eileen Quinn, Caryn Crawshaw
Renner - Joan Horton
Robinson - Kelli Roberts
Schimelpfenig - Kathy Pillman, Deborah Johnston
Shepton - Stephanie Peterson
Vines - Christie Caldwell
Williams - Julie John
Wilson - Sarah Craig

Presidential Award for Excellence in Mathematics and Science Teaching

Kathy Letchworth -
Frankford Middle School



Collin County LULAC Council Educator of the Year

Vangie Cortez - Multilingual Education Director

ENGAGE

WE CELEBRATE OUR FACULTY AND STAFF, ENCOURAGE THEM AND ASSIST THEM IN SUPPORTING STUDENTS.



Metroplex Technology Business Council "Tech Titan" Award

Winner - David Carroll, Plano West Senior High School Physics Chair

Finalists:

Amber Branch - Williams Math
 Donna Costello - PSHS Math
 Jayne Fischer - Jasper Math/Science
 Doris Kottwitz - Plano East Math
 Francie Mikulas - Vines Math
 Teresa Reeves - Clark Science
 Karen Stephens - Shepton Science



Diversity Leadership Award

Presented at Annual MLK Tribute Event
 by Plano ISD Diversity Advocacy Committee

Group - Mendenhall Elementary School Family Involvement Team
 Individual - Barbara Salamone, Stinson Elementary School Principal
 Honorable Mention - Huffman Elementary and Skaggs Elementary PTAs;
 Sonja Bens Harrison, Student Services Coordinator; and
 Maria del Carmen Sifuentes, Vines High School ESOL Assistant

Sports

Diane Davey (PSHS)	National Soccer Coaches Association, Certificate of Appreciation Award for outstanding success, accomplishments and leadership; Secondary Physical Educator of the Year from Texas Association of Health, Physical Education, Recreation and Dance
Bob Weir (PSHS)	District 9-5A Coach of the Year; Won 400th game during 2007 season
Travis Collins (PESH Baseball)	District 9-5A Coach of the Year
Jennifer Grubb (PWSH Soccer)	District 9-5A Co-Coach of the Year; 2007 Texas Association of Soccer Coaches Region II Coach of the Year
Mike Ledsome (PWSH Softball)	District 9-5A Coach of the Year
Don Patterson (PWSH)	District 9-5A Coach of the Year; Texas Girls Coaches Association All-Star Coach
Johnny Ringo (PESH Football)	Elected to the Texas High School Board of Directors
Morgan Walker (PWSH Tennis)	National Federation Coaches Association State Coach of the Year

Teacher Association Award

Plano ISD's Association of Texas Professional Educators captured the "Local Unit of the Year" award for its programs, activities, scholarships, community service and political work.

Altrusa, Inc. "Outstanding Women of Today...Builder of Tomorrow"

Marilyn Brooks, Associate Superintendent for Academic Initiatives (retired '07)

Down Syndrome Guild of Dallas Outstanding Educators of the Year

Hunt Elementary School - Kristi Riddle, Lisa Garner, Monica Strickland and Joseph Garbarini

Foreign Language

Elizabeth "Beth" Andersen Smith, Plano Senior High School - American Association of Teachers of German Outstanding German Educator of the Year and Honorary Member of Texas Foreign Language Association
 Jane Shea, Jasper High School - Texas Foreign Language Association's State French Teacher of the Year

Performing Arts

Texas Speech Teachers Association and National Federation of State High Schools Association, Southwestern Region Speech Educator of the Year - Barbara McCain, Plano East Senior High School
 Outstanding Administrator of the Year by the Texas Music Administrators Conference - Larry Tucker, Executive Director of Fine Arts and Special Academic Services (retired '07)
 Organization of American Kodály Educators' Outstanding Administrator Award - Marilyn Brooks, Associate Superintendent for Academic Initiatives (retired '07)



Leadership Plano Class XXIV:

Sara Bonser, Williams HS Principal
 Tracy Franco - PSHS Associate Principal
 Karla Oliver - Executive Director for Government and Community Relations
 Janet Teng - Hightower Elementary ESL Teacher
 Susie Vaughan - Beaty ECS Principal
 Executive Board Members: Michael Novotny, president - Jasper HS Principal;
 Burt Smith, secretary - Shepton HS Principal

Counseling Appointment

Third Annual National Office for School Counselor Advocacy
 Paul Weaver, Plano ISD Director of Guidance and Counseling

Alumni Award

Westminster College Athletic Department (PA) Titan Sports Hall of Fame
 Felton Brown, Clark HS World Geography Teacher

Annual Employee Giving

\$100,000 to Plano ISD Education Foundation "Giving from the Heart" Campaign
 \$150,000 to United Way Campaign Benefitting Collin County Agencies

OUR 7,000 EMPLOYEES SERVE IN
DIVERSITY
 MORE THAN 80 SCHOOLS
 AND ADMINISTRATIVE FACILITIES
 ACROSS 100 SQUARE MILES.



PROFESSIONAL PRIDE

Competitive Teacher Salaries

DEGREE	EXPERIENCE	STARTING SALARY
Bachelor's	0 Years	\$43,150
	25 Years	\$53,465
Master's	0 Years	\$45,150
	25 Years	\$55,465

Professional Teacher Profile

Higher Education Degrees	41%
Average Years Teaching Experience	10
Teachers Highly-Qualified as defined by federal No Child Left Behind Law	99.9%

Plano ISD hired 971 new employees for the 2007-2008 school year. This includes more than 630 new teachers.

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



As a result of Plano ISD's cultural diversity audit conducted in Spring, 2007, the district's Diversity Steering Committee will develop and implement an action plan for the 2007-2008 school year.

In order to increase the pool of qualified substitute teachers for bilingual and special education classrooms, the district implemented additional training with emphasis on activities and strategies that address special needs of students in those specialized programs. Substitutes who successfully complete the training are eligible to receive a higher rate of pay when working in a bilingual or special education classroom.

Team Leader Academy

Plano ISD conducted its inaugural Team Leader Academy in July, 2007, for 100 new and veteran teacher leaders. Curriculum for the five-day academy was developed by a group of highly-effective, seasoned teacher leaders in response to district initiatives to expand organizational effectiveness, promote innovation and improve professional development.

Academy teachers, representing each of the district's schools, participated in a variety of learning experiences to sharpen their leadership, communication and management skills. A special focus was the role that teacher leaders play in helping all students achieve.

Five hundred additional campus leaders will have the opportunity to attend training during the summer of 2008. "While team leaders and department heads hold crucial leadership roles, few have had any formalized training on how to be effective leaders," noted Tamira Griffin, human resources executive director. "The goal of the Team Leader Academies is to help equip them for those responsibilities."

Trained team leaders have access to an online site and post-academy meetings to share strategies and support their continued skill growth.

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 include:

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

RESULTS

GIFTED
 IN 2006-07, THE PLANO ISD EDUCATION
 FOUNDATION GIFTED MORE THAN
 \$900,000 FOR PRIORITY PROGRAMS TO
 ENHANCE STUDENT LEARNING.



STRONG FOUNDATION

In 2006-07, the Plano ISD Education Foundation raised more than \$1,000,000 in private donations to support 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, more than \$900,000 was gifted to 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 non-profit 501(c)(3) organization governed by a board of 32 business and community leaders.

2006 - 2007 Major Donors

\$50,000 - \$100,000

Employees of Plano ISD
 Texas Instruments Foundation



\$20,000 - \$50,000

AEGON Direct Marketing, Inc.
 Capital One
 City of Plano
 Gay, McCall, Isaacks, Gordon & Roberts, P.C.
 Medical Center of Plano
 Texas Instruments
 M.B. & Edna Zale Foundation

\$10,000 to \$20,000

AXA Advisors
 Baylor Regional Medical Center of Plano
 The Franklin I. Brinegar Foundation
 Countrywide Financial Corporation
 Dallas Women's Foundation
 Ebby Halliday Realtors
 The Heart Hospital - Baylor Plano
 Nortel
 Park Place Lexus
 Plano Arts and Cultural Endowment
 Verizon Foundation
 Washington Mutual



Plano ISD also thanks the 244 businesses, organizations and school PTAs that partner with our schools to ensure educational excellence.

Employees Give from the Heart

The employees of Plano ISD made the most significant contribution to the Plano ISD Education Foundation in 2006-2007, validating the importance of the support the school district foundation provides Plano schools. As a result of an employee fundraising drive launched on February 14, 2007, more than 2,800 employees made a collective donation to the Plano ISD Education Foundation of nearly \$100,000.

Grants to Educators

In 2006-07, the Plano ISD Education Foundation funded \$68,000 for innovative teaching programs through its annual "Grants to Educators" program. In November, 2006, Foundation volunteers and program sponsors visited schools across the district, distributing 53 awards to teachers, as a "Grant Patrol" sponsored by Park Place Lexus.

Also sponsored by the Foundation: STEM education improvement initiatives. Student scholarships for economically disadvantaged students to attend Plano ISD's fifth grade camp. Plano ISD's annual teacher recruitment open house, moving loans for new teachers, new teacher dinner, and convocation. Emergency grants to Plano ISD employees experiencing short-term, personal crisis. Other public and private gifts for Plano ISD programs requiring a 501(c)(3).



“ALL STUDENTS’ SUCCESSFUL COMPLETION OF ADVANCED SCIENCE, TECHNOLOGY AND MATHEMATICS COURSES IS CRITICAL TO THEIR FUTURE AND IMPORTANT TO OUR COMMUNITY.”

Keith Braley, Plano ISD Education Foundation Past-President

IMPACT



Foundation Supports STEM Education

The Plano ISD Education Foundation has embarked upon a three-year, \$300,000 commitment to support district improvements in STEM (science, technology, engineering and math) education. “As a high tech community we understand the importance of preparing our students for a new world of work,” noted Foundation Past-President Keith Braley.

The Foundation gifted \$100,000 this year for district-identified improvements in STEM education, starting with Algebra I, the gateway course to advanced STEM course work. In addition, the following prestigious awards were made available through the Foundation.

Texas Instruments Foundation Innovations in STEM Teaching Awards for superior teaching in science, technology, engineering and mathematics

Winners - \$5,000 cash awards + \$5,000 classroom technology and professional development

Mary Ellen Sablick, Rice Middle School
Jennifer Bernabo, Plano East Senior High School

Finalists - \$500 cash awards

Tracy Ishman, Plano West Senior High School
Mike Coe, Plano Senior High School
Patrick Sullivan, Carpenter Middle School
Kelly Brooks, Williams High School



HiTECCC Family Event

Students who attend Bowman and Armstrong Middle Schools and Williams High School and their families participated in a unique evening spotlighting STEM (science, technology, engineering and math) careers this fall. The Plano ISD family event was hosted by the Sci-Tech Discovery Center, Inc., and the High Technology Education Coalition of Collin County (HiTECCC).

Highlights included hands-on technology, science and math experiences, technology exhibits and college scholarship and financial information. Activities were geared for students in middle school through the tenth grade and their parents. Participants were treated to dinner and a digital music program, followed by selection of activities such as “The Color of Fireworks,” “Fun with Air,” “Crime Scene Investigations,” career exploration and technology exhibits. A drawing for door prizes was also held in the auditorium. The evening event followed a full-day of classroom visits at Armstrong and Bowman from HiTECCC volunteers who shared information with students about various engineering occupations.

High Technology Education Coalition of Collin County

Alcatel-Lucent
Cisco
Collin County Community College
Lockheed Martin
Nortel
Plano ISD
Raytheon
Texas Instruments
University of Texas at Dallas in collaboration with Sci-Tech Discovery Center



“Science, technology, engineering and math education is vitally important for students who expect to effectively compete in an increasing competitive global marketplace. The bar continues to rise. The ‘Engineering Your Future Through Math and Science Family Night’ is a key part of HiTECCC’s strategy to motivate students, families and the broader community to equip themselves with information that will lead to success.”

Torrence Robinson, Director of Public Affairs, Texas Instruments

FUTURE READY

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.

Plano ISD's 2007-08 new 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.

2007-08 Initiatives

Improvement in Student Learning

- Update the school district's five-year strategic plan.
- Work through a district committee to initiate a Family Services component to be woven into all aspects of the district's existing Student Services programs.
- Analyze Diversity Survey results and develop strategies to address concerns.
- Analyze trends from New Teacher Survey and develop resulting action plans.
- Begin tracking, in more detail, reasons for employee resignations.
- Monitor and refine K-12 college readiness programs to ensure vertical articulation of information and skills through the University Readiness project.
- Pilot the professional learning period in all middle schools and Jasper and Vines high schools, supported by MyLearningPlan electronic journal.
- Develop a special education services organizational framework that facilitates effective communication and quality services. Design, develop and implement a secondary instructional program that parallels curriculum in core subjects based on researched best practices.
- Create a Linear Growth Curves model to measure students' academic development across the years.
- Expand Measures of Academic Progress (MAP) testing into grades 6-12 to measure student achievement growth. Publish online documentation and train staff on use of MAP and CogAT ability test scores.
- Implement version 2 of myPISD.net at all campuses, providing students and teachers at home remote access.
- Implement and administer the Random Steroid Testing Program as directed by UIL guidelines.

Efficient Use of Financial Resources

- Develop a plan to be in compliance with new 403(b) regulations and move toward contracting with a third-party administrator to assist the district with the plan.
- Work closely with area assistant superintendents and principals to develop a financial model to assist campuses in proper accounting practices for funds under campus control.
- Develop an audit schedule that transitions the financial audit conducted by new external auditors, while maximizing the resources of the district's internal auditor.
- Develop a 2008 Bond Facility and Technology capital initiative program for approval by school board.
- Transition to maintenance contracted services company to reduce costs and provide effective management.
- Establish a goal to reduce the district's electric consumption by five percent, as required by legislation.
- Study the feasibility of establishing a district employee health care clinic.
- Study design elements of an Effective Performance Compensation System.
- Implement an integrated Web-based document management solution to respond to business needs.



PLANO ISD QUICK FACTS

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 Cadbury Schweppes Americas Beverages.

Population

251,648

Higher Education

Collin County Community College, District, University of Texas at Dallas, University of North Texas and SMU-in-Legacy.

Educational Attainment of Citizenry

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

Graduate	19%
Bachelor's	33.1%
Some College	20.2%
High School	11.7%
Less Than High School	7.5%

Income

Median Household Income \$71,560

Occupations

Management/Professional	51.9%
Sales/Office	30.4%
Manufacturing/Labor	9.6%
Service/Agricultural	Remaining

Schools

Total Number of Schools	68
Early Childhood (prek)	3
Elementary (k-5)	43
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	53,474
Early Childhood (prek)	1,406
Elementary (k-5)	25,823
Middle (6-8)	12,146
High (9&10)	7,981
Senior High (11&12)	7,292
Students served in Bilingual and English as a Second Language Programs	6,295

Staff

Total number of staff	6,825
Teachers	4,171
Principals	68
Campus Instructional Support/Professional Educational Assistants/Paraprofessionals/Technical Non-Campus Professional/Paraprofessional/Technical	486
Service Trades	908
Transportation	495
Food Service	101
	234
	362

AREN'T YOU PROUD
 THAT YOU MADE PLANO YOUR
 TRADITION
 COMMUNITY OF CHOICE?