

PLANO INDEPENDENT SCHOOL DISTRICT

COMMITTED *to* EXCELLENCE

2021-2022 ANNUAL REPORT



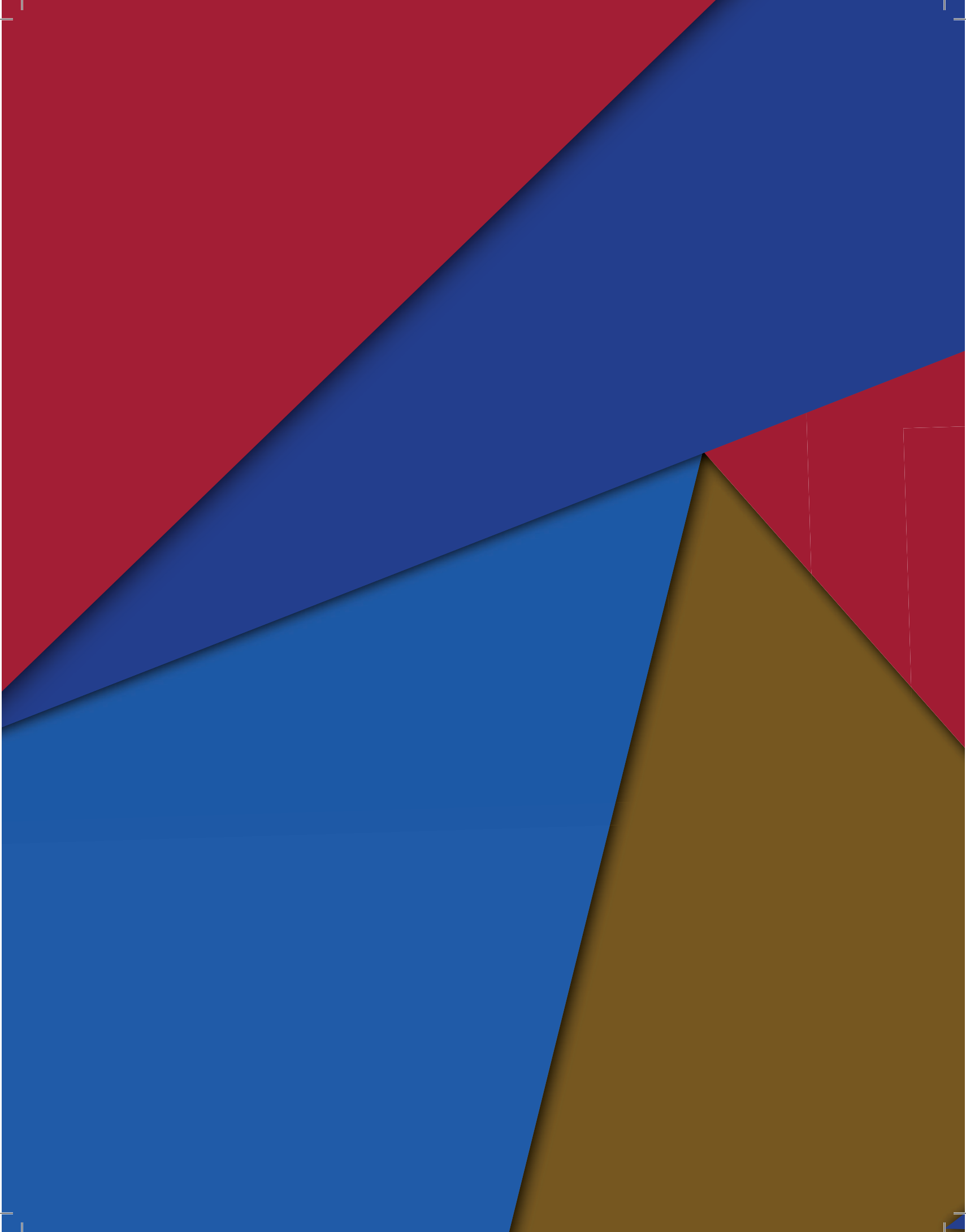


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Dear Plano ISD Community:

On behalf of the Plano ISD leadership team and Board of Trustees, we are pleased to bring you our 2022 Annual Report. We invite you to explore this report of student and staff accomplishments which reflect our district's commitment to excellence and to experience how our strategic plan shapes education in our district.

As educators, we are committed to empowering every student to reach their full potential. Excellence in education is not just about reading, writing and arithmetic. It is about gaining the knowledge and skills to become leaders. Excellence in education can be a source of joy, curiosity and a desire to learn more and help others. Quality public education is the cornerstone of the vibrant community that is Plano ISD.

Plano ISD is grateful for the support we enjoy from our learning community. We welcome the partnerships we share with our constituents—our district families and the business community— who help us meet the needs of students whether through involved families, wraparound services or real-life educational opportunities such as those available at the Academy Programs of Plano. Together, we all work alongside our students to create an environment where excellence can take root and grow. The link between student, staff, family and business community is strong in our district as evidenced in this report. The commitment to excellence that is Plano ISD continues to thrive.

In Plano ISD, we keep expectations high for our students, and they continue to amaze us as they become future-ready leaders. We look forward to continuing to build these strong connections in support of student success and celebrating Plano ISD's commitment to excellence now and in the future.

Sincerely,

Dr. Theresa Williams
Superintendent

Dr. Williams believes that every student deserves to have an exceptional learning experience and that a strong educational system is essential to the development of tomorrow's workforce and the next generation of leaders. "I have dedicated my career to ensuring students have access to programs that help shape and connect them to their future." Her commitment and her exceptional leadership qualities captured the attention of the Future Chiefs organization, which selected Dr. Williams in 2021 as one of only nine individuals nationwide to be part of the sixth cohort of the Chiefs for Change leadership development program. Her leadership extends into the Plano and Collin County community, serving on boards of Leadership Plano and the Plano Family YMCA.



District Leadership

Plano ISD trustees are elected to the board and 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.

2021-2022 Plano ISD Board of Trustees



David Stolle
President, Place 5



Nancy Humphrey
Vice President, Place 3



Jeri Chambers
Secretary, Place 6



Dr. Lauren Tyra
Trustee, Place 1



Angela Powell
Trustee, Place 2



Dr. Heather Wang
Trustee, Place 4



Cody Weaver
Trustee, Place 7

2021-2022 Plano ISD District Leadership Team

Dr. Theresa Williams, Chief Operating Officer, Superintendent of Schools (March 2022)

Sara Bonser, Superintendent of Schools (retired 2022)

Johnny Hill, Chief Financial Officer (December 2021)

Randy McDowell, Chief Financial Officer (retired 2021)

Dr. Selenda Anderson, Assistant Superintendent, Student Engagement & District Services

Dr. Beth Brockman, Assistant Superintendent, Employee Services

Dr. Courtney Gober, Assistant Superintendent, Student, Family & Community Services

Dr. Katrina Hasley, Assistant Superintendent, Academic Services

Patrick Tanner, Assistant Superintendent, Technology Services

Lesley Range-Stanton, Senior Executive Director, Communications

Dr. Dash Weerasinghe, Senior Executive Director, Assessment, Research & Program Evaluation

OUR
— PLANO ISD —
LEARNING COMMUNITY WILL
EDUCATE, INSPIRE & EMPOWER
EVERY STUDENT
TO ACTIVATE THEIR UNIQUE POTENTIAL
IN A DYNAMIC WORLD.

PLANO ISD MISSION



2019-2023 Strategic Plan

Plano ISD has proudly maintained a legacy of excellence over its long history and is fortunate to be part of a community that maintains its commitment to outstanding schools. With high aspirations for all students—from prekindergarten, through graduation and beyond—the district’s strategic planning process exists to ensure that our legacy of excellence continues for future students, families, staff and community members. In the spring of 2018, Plano ISD began a yearlong strategic planning journey with board exploration that centered on the promise that we want our students to be college ready, career ready and life ready. With this promise in mind, the board developed a vision statement, belief statements and five pillars that comprise the strategic plan.

In October 2018, a diverse 75-member strategic planning committee of educators, parents, students, trustees and community members worked as a team, drawing on their collective experience and knowledge, to develop the plan’s mission, objectives and strategies.

Students representing Plano Senior High, Plano East Senior High, Plano West Senior High and the Academy High School were active participants in this committee, and these students were the architects of our new mission statement. In December 2018, the strategic planning process included 124 stakeholders serving on 11 action teams who developed action plans in order to operationalize the strategic plan.

The Plano ISD Board of Trustees adopted the 2019-23 Strategic Plan on April 9, 2019, and the plan was unveiled to the community at Plano ISD’s first ever State of the District Address in 2019.

PILLAR 1

LEARNING *and* TEACHING

ALL STUDENTS WILL HAVE ACCESS TO A CULTURE OF HIGH EXPECTATIONS
COUPLED WITH AN ENGAGING, INNOVATIVE, PERSONALIZED AND SUPPORTIVE
LEARNING ENVIRONMENT.



Hedgecoxe Elementary School students celebrating the 100th day of school.

Plano ISD is powered by learning. Participating in Plano ISD schools empowers students to adapt to new learning and career opportunities throughout their lives, collaborate with and contribute to the global community, as well as being disciplined and creative in their thinking. We understand that each student's potential is unique, and our educators design learning experiences that meet each student's individual needs.

- Plano ISD prepares students for kindergarten through early childhood programs, offering full-

day prekindergarten opportunities for those who qualify.

- Advancement Via Individual Determination (AVID) programs are offered on 23 secondary campuses and in 24 elementary schools for fourth and fifth graders, which close opportunity gaps and learning inequities by preparing all students for college readiness.
- The Academy Programs of Plano offers four high school academies: the IB World School at Plano East, Plano ISD Academy High School, the Plano ISD Health Sciences Academy and the Plano ISD Industries Academy at the Collin College Technical Campus. Elementary students can apply to the IB World School at Huffman Elementary. The Plano ISD Virtual Academy, launched in August 2021, serves students kindergarten through fifth grade in a fully remote setting.
- Students can obtain college credit for Advanced Placement (AP), dual credit with Collin College and International Baccalaureate (IB) classes.
- Whether students continue their learning into higher education, or decide to join the workforce, Plano students will create a path to graduation that will equip them with the skills and competencies necessary to step into the dynamic world of their future.

We understand that each student's potential is unique, and our educators design learning experiences that meet each student's individual needs.



Plano East Senior High School Theatre performs "Seize the Day and Fly Away" from *The Newsies* during the Teacher of the Year Gala

Class of 2021-2022 Post-Secondary Readiness and Learning Experiences

Advanced Placement (AP) Program Through the Advanced Placement (AP) Program, Plano ISD has opened the door for many students to take AP and honors courses.

- 5,439 high school students took AP tests for college credit in 2022.
- 11,589 exams were administered to students in Plano ISD high schools and senior high schools in 2021-2022.
- 78% of AP test scores at the senior high & high schools were 3, 4 or 5, as compared to 50% at the state level and 60% at the global level.

AP

International Baccalaureate (IB) Program The IB World School at Plano East Senior High School offers 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.

- In 2021-2022, Plano ISD had 98 full diploma candidates in the IB program.
- 93 IB diplomas were awarded in 2022.
- IB students took 830 IB exams with a 96% passing rate.



Dual Enrollment through Collin College Since fall 2005, Plano ISD has offered a dual enrollment program through Collin College. For the 2021-2022 school year, 1,233 students enrolled in one or more dual credit courses. These students completed 2,434 dual enrollment core courses and an additional 808 workforce courses through the Health Sciences Academy and/or the Industries Academy.

Students at the three senior high schools, including students enrolled in the Plano ISD Health Sciences Academy, earned college credit through Collin College in the following areas: biology, health science, English language arts, social sciences and mathematics.



Texas Education Agency's 2022 State Accountability Rankings

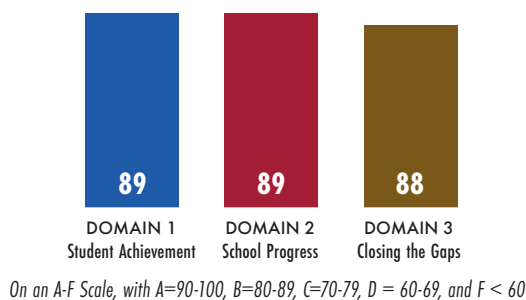
Districts and campuses receive an overall rating, as well as a rating for each domain on a 0 - 100 scale. The three domains are:

Student Achievement evaluates performance across all subjects for all students, on both general and alternate assessments, College, Career and Military Readiness (CCMR) indicators, and graduation rates.

School Progress measures district and campus outcomes in two areas: the number of students that grew at least one year academically (or are on track) as measured by State of Texas Assessments of Academic Readiness (STAAR®) results and the achievement of all students relative to districts or campuses with similar economically disadvantaged percentages.

Closing the Gaps uses disaggregated data to demonstrate differentials among racial/ethnic groups, socioeconomic backgrounds and other factors. The indicators included in this domain, as well as the domain's construction, align the state's accountability system with the Elementary and Secondary Education Act (ESEA) as amended by the Every Student Succeeds Act (ESSA).

2022 Accountability Ratings for Plano ISD: 89 (B)



Domain 1, Student Achievement: 89

- STAAR Performance: 90
- College, Career, and Military Readiness: 93
- Graduation Rate: 90

Domain 2, School Progress: 89

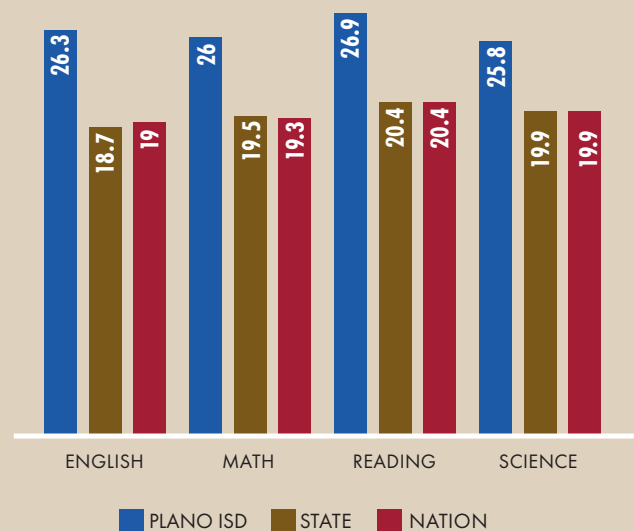
- Academic Growth: 91
- Relative Performance: 89

Domain 3, Closing the Gaps: 88

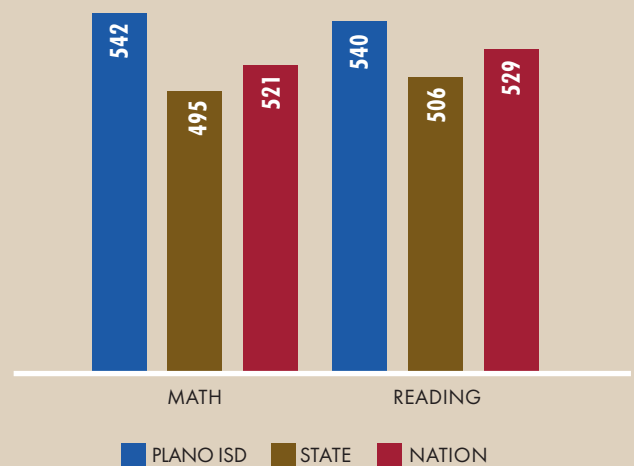
2021-2022 ACT AVERAGE COMPOSITE

1,513 Plano ISD Seniors took the ACT. The percentages of ACT-tested students ready for college-level coursework as compared to ACT-tested students across Texas and the nation are as follows:

- English: Plano ISD 89%, TX 52%, US 53%
- Math: Plano ISD 76%, TX 32%, US 31%
- Reading: Plano ISD 76%, TX 41%, US 41%
- Science: Plano ISD 72%, TX 33%, US 32%
- All Four Subjects: Plano ISD 63%, TX 23%, US 22%



2021-2022 SAT AVERAGE COMPOSITE SCORES



3,390 Juniors took the SAT.

2022 VALEDICTORIANS *and* SALUTATORIANS

ACADEMY HIGH SCHOOL



Reiley Taitel, Valedictorian



Cole Zlomke, Salutatorian

PLANO EAST SENIOR HIGH SCHOOL



Ishaan Javali, Valedictorian



Sriya Teerdhala, Salutatorian

PLANO SENIOR HIGH SCHOOL

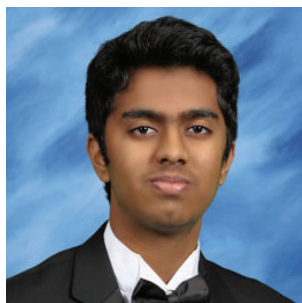


Arnav Murthy, Valedictorian



Dylan Tse, Salutatorian

PLANO WEST SENIOR HIGH



Rithvik Ganesh, Valedictorian



Charles Hou, Salutatorian

2022 U.S. Presidential Scholar Semifinalists and Candidates

The U.S. Presidential Scholars Program was established in 1964 to recognize and honor some of the nation's most distinguished graduating high school seniors. Annually, almost 4,000 students are selected as candidates for the award. Application is by invitation only; therefore, students may not apply individually to the program, nor may their schools nominate them.

Candidates must submit candidacy materials including essays, self-assessments, secondary school reports and transcripts. Candidates are evaluated on their academic achievement, personal characteristics, leadership and service activities, as well as an analysis of their essay. From candidate submissions, approximately 500 semifinalists are chosen by an independent, national committee of educators convened by the Commission on Presidential Scholars.

Semifinalists were announced by the U.S.

Department of Education in April 2022. Six Plano ISD students were nominated as candidates, and four Plano ISD candidates were selected as Texas semifinalists.

U.S. PRESIDENTIAL SCHOLAR CANDIDATES

- Harshal V. Bharatia, Plano Senior High School
- Jessica Ding, Plano West Senior High School
- Angelina C. Ehara, Plano West Senior High School
- Ishaan P. Javali, Plano East Senior High School
- Shriya D. Reddy, Plano West Senior High School
- Charles H. St. John, Plano Senior High School

U.S. PRESIDENTIAL SCHOLAR SEMIFINALISTS

- Harshal V. Bharatia, Plano Senior High School
- Jessica Ding, Plano West Senior High School
- Angelina C. Ehara, Plano West Senior High School
- Ishaan P. Javali, Plano East Senior High School

2022 National Merit Semifinalists

Plano ISD joins with the National Merit Scholarship Corporation (NMSC®) to congratulate 79 Plano ISD National Merit Program® semifinalists in the 67th annual National Merit Scholarship Program. These academically talented high school seniors had the opportunity to continue in the competition for 7,500 National Merit Scholarships worth nearly \$30 million that were offered in the spring of 2022.

To be considered for a merit scholarship award, semifinalists fulfill several requirements to advance to the finalist level of the competition. Nearly 95 percent of semifinalists attain finalist standing, and approximately half of the finalists win a National Merit Scholarship, earning the Merit Scholar® title.

PLANO EAST SENIOR HIGH SCHOOL

Etash Chandran
Priya Darbha
Ishaan P. Javali
Shrey Joshi
Neel R. Kanamangala
Jackson K. Keith
Alan Lin
Garrett M. Liu
Mansi Madaik
Tanaz K. Muhamed
Deepti Nandakumar
Shreya Palivela
Vyshnavi S. Poruri
Saara K. Sastry
Anderson Shih
Sriya S. Teerdhala
Nathan H. Tran
Garrett D. White
Richard R. Wille
Brianna H. Zhang

PLANO SENIOR HIGH SCHOOL

Wei-Jet Chiew
John J. Dunbar
Zhier Fan
Sumedha Gonur
Aaron K. Lee
Neeka A. Lin
Hiranmayee Mohan
Arnav Murthy
Nandini Pal
Gregory I. Park
Navya Ramakrishnan

Rebecca Song
Charles H. St. John
Srikar A. Yang
Jasper J. Yin
Kendra Zhong

PLANO WEST SENIOR HIGH SCHOOL

Aaron M. Alexander
Aayush A. Bhakkad
Taara Bhaskaruni
Farhan H. Buvvaji
Michael T. Cao
Alyssa W. Chan
Andrew Y. Chen
Dexter Q. Chen
Ayon S. Das
Jessica C. Ding
Godwin Y. Duan
Angelina C. Ehara
Katherine M. Forson
Rithvik Ganesh
Charvi Goyal
Neil K. Gupta
Priyanka Gupta
Max F. Hartfield
Charles Z. Hou
Kelly L. Hu
Sofia A. Ijazi
Jun Hwan Jung
Niharika Kishan
Anushka Kumar
Mitali Kuringi
Srija Lahiri
Ellen Lan
Shiyuan Liang

Luke C. Liu
Christopher H. Lo
Nathan Ma
Shreya Nag
Kamau L. Njendu
Julian R. Pak
Aditya Rai
Shriya D. Reddy
Urvi Roy
Snaeha Shriram
Kaustubh Sonawane
Meghna Subramaniam
Tia Tewari
Karen Wang
George Zhang

2022 National Merit Designated Scholars

208 Plano ISD Seniors received letters of commendation from the 2022 National Merit Scholarship Program in recognition of their outstanding academic promise. Commended students are named based on a nationally applied selection index score that may vary from year-to-year. Although commended students do not continue in the competition for National Merit Scholarships, some students do become candidates for special scholarships sponsored by corporations and businesses.

STUDENT Honors

ACADEMICS

- **College Board National Recognition Program:** 47 recipients
- **U.S. Presidential Scholars Program:** six candidates, four semifinalists
- **National InvestWrite Contest Top 10:** Jayne Luthye, Saigling Elementary School
- **Collin County Spelling Bee Winner:** Dhroov Bharatia, Wilson Middle School
- **2022 WorldQuest National Runner Up:** Plano West Senior High



Jayne Luthye, Saigling Elementary School, National InvestWrite Contest Finalist



Plano West WorldQuest National Runner Up: John Scott (coach), Kyle Letterer, Madeline Tsao, Justin Zhu and Gabriel Bo



Dhroov Bharatia, Wilson Middle School, Collin County Spelling Bee Winner



FINE ARTS

- **Essentially Ellington High School Jazz Festival Finalist:** Plano West Senior High jazz ensemble
- **Foundation for Music Education 2021 Mark of Excellence:** Schimelpfenig Middle School, commended winner & Otto Middle School, citation of excellence commended winner
- **Plano ISD Named in the 2022 NAMM Foundation's Best Communities for Music Education**
- **Texas Forensics Association Speech & Debate Tournament:** Plano East Senior High, region two champions; Plano West Senior High, state champions; Neel Kanamangala, Plano East Senior High, Lincoln Douglas debate top speaker; 16 individual top 10 placements
- **International Public Policy Forum:** Jasper High School speech & debate team, round of 64
- **Texas Art Education Association (TAEA) District of Distinction:** Plano ISD Visual Arts
- **Texas' Third Congressional District Art Competition:** Audrey He, Plano Senior High, second place
- **National Art Honor Society Juried Exhibition:** six Plano ISD Student Selections
- **Scholastic Art Awards:** 22 students awarded gold keys
- **National Youth Art Month:** three Plano ISD student selections
- **Herschel Supply Company Design Competition:** Yuji Yasuda, Plano West Senior High, national winner

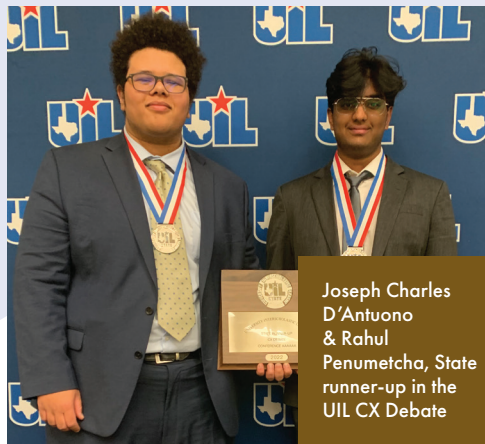


"Sonata" by Audrey He, second place finalist in Texas' Third Congressional District Art Competition



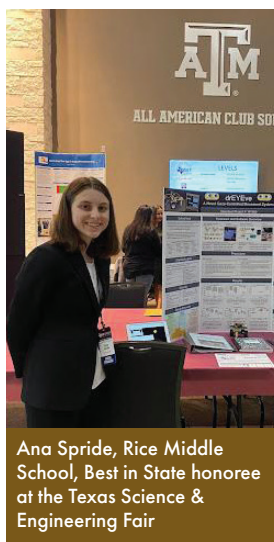
STUDENT Honors

Ishika Kothari, Rice Middle School, Broadcom MASTERS Top 300



Joseph Charles D'Antuono & Rahul Penumetcha, State runner-up in the UIL CX Debate

Harshal Bharatia, Rithvik Ganesh, Otto Beall, Shriya Bhat, Prosha Bhat, Zehra Jaffery, Meryl Zhang, Katherine Lee, & Navya Ramakrishnan Regeneron Top 300



Ana Spride, Rice Middle School, Best in State honoree at the Texas Science & Engineering Fair

SCIENCE

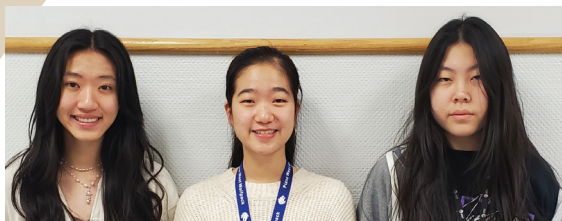
- **2022 Regeneron Science Talent Search Top 300**
Scholars: Harshal Bharatia, Plano Senior High; Rithvik Ganesh Plano West Senior High; Sidhya Peddinti, Plano East Senior High; Sophie Reese Krajmalnik, Plano West Senior High
- **Broadcom MASTERS Top 300:**
Aryan Bangad, Robinson Middle School; Ishika Kothari, Rice Middle School
- **Texas Junior Academy of Science Competition:** two grand prize awards, three first place awards, 44 additional awards
- **2022 Texas Science & Engineering Fair:** two best-in-state individual awards, 29 additional awards
- **Regeneron International Science and Engineering Fair:** nine projects advanced to the international competition, six grand prize winners, one first place award, 10 additional awards

CAREER AND TECHNICAL EDUCATION

- **UIL 5A-6A Robotics:**
Vines High School, state champions
- **2022 Collin County Junior Livestock Show:** three reserve champions, two best in show, one best opposite
- **Digital Divas Computer Programming Competition:**
two first place, one third place



Plano East Culinary Arts students celebrating achievements at the Skills USA tournament



Ashley Zhang, Emma Zhou & Alena Zang, Plano West Senior High, third place in Dallas-Fort Worth, Novice Division



Adrienne Lee & Meryl Zhang, Clark High School, Digital Divas First Place, Never Before Competed Division

Winners from the Collin County Junior Livestock Show were awarded belt buckles



ATHLETICS, 2021-2022 HONORS

Basketball (Mens) Plano: district champions

Basketball (Womens) Plano East: district champions

Cross Country (Mens)

- Plano West: district champions, regional & state qualifiers
- Plano West: Hudson Heikkinen state second

Cross Country (Womens)

- Plano: one individual regional qualifier
- Plano East: two individual qualifiers for regionals

Golf (Mens)

- Plano West: district champions, regional champions, state third
- Plano West: Matt Comegys, **state champion**

Golf (Womens) Plano: one individual regional qualifier

Soccer (Mens) Plano: district champions, regional champions, state runner up

Swimming (Boys & Girls)

- Plano West: district & regional team champions (boys). 12 individuals advanced to regionals, six individuals advanced to state
- Plano West: Boys 200M Team **state champion**
 - Watson Nguyen 100M breaststroke state runner-up
- Plano East: 11 individuals advanced to regionals, two individuals advanced to the state meet
 - Gio Lincheer 500M freestyle state runner-up
 - McGuire Sheppard 100M butterfly third place
- Plano: six individuals advanced to regionals, two individuals advanced to state

Tennis (Individuals)

- Plano West: one individual regional qualifier in boys singles, two pairs qualified for regionals in boys doubles & one pair qualified for regionals in mixed doubles
 - Dimitri Goubin & Summer Shannon, mixed doubles **state champions**
 - Ethan Scribner & Kishan Kersten, boys doubles state runner-up
- Plano West: district champions (boys)
- Plano: one individual advanced to regionals
- Plano East: one individual qualified for regionals in girls singles, one pair qualified for regionals in girls doubles
- Plano East: district champions (girls)

Tennis (Team)

- Plano West: district champion, regional champion, **state champion**

Track (Mens)

- Plano East: five individual regional qualifiers, one individual state qualifier
 - Aiden Hayes, state runner-up
- Plano Senior: one individual regional qualifier
- Plano West: six individual regional qualifiers and two state qualifiers

Track (Womens)

- Plano East: six individual regional qualifiers, one individual state qualifier, third place place finish at state
 - Tiriah Kelley, 100M & 200M **state champion**
- Plano East: girls 4x200M relay state runner-up
- Plano West: one individual regional qualifier
- Plano: two individual regional qualifiers, one individual state qualifier



Tiriah Kelley, Plano East Senior High School Track Photo by Bhavesh Bhakta

PILLAR 2

LIFE Ready

PLANO ISD GRADUATES WILL POSSESS THE SKILLS AND KNOWLEDGE THAT ENABLE THEM TO BE FUTURE-READY CITIZENS AND LEADERS IN THE GLOBAL WORKFORCE.

Plano ISD defines student success to include college readiness, career readiness and life readiness. In order to be life ready, graduates must possess the skills and knowledge that enable them to be future-ready citizens and leaders in the global workforce. Plano ISD integrates and purposefully embeds life readiness skills and standards alongside state standards in an inclusive dialogue with our community.

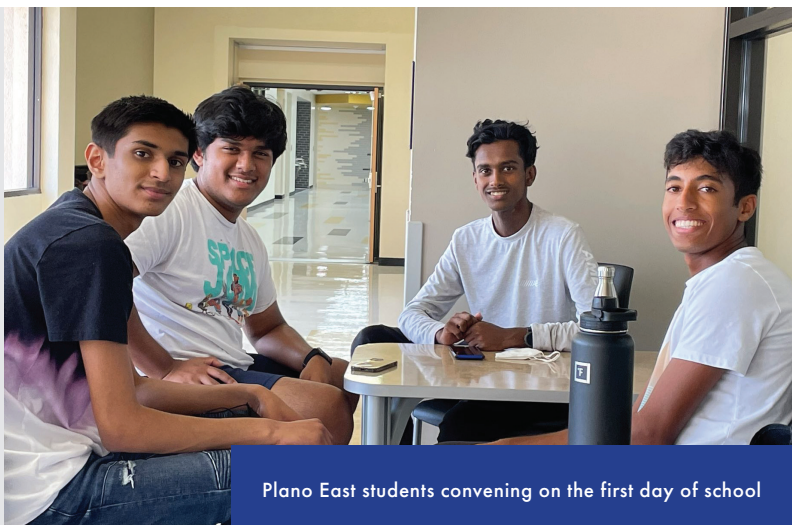
Students have the opportunity to take workforce and academic dual credit courses through Collin College as part of our Health Sciences Academy (HSA) and the Collin College Technical Campus.

The Health Sciences Academy is an exciting opportunity and choice for students who are interested in pursuing careers in healthcare. The HSA offers a rigorous academic program that prepares students for the demands of healthcare

In order to be life ready, graduates must possess the skills and knowledge that enable them to be future-ready citizens and leaders in the global workforce.

while providing opportunities for college credit, technical certifications, hands-on experience and mentorships from healthcare professionals. The HSA is a four year program that begins in ninth grade. Within the HSA there are two options available for students. The partnership with Collin College allows students to earn college credit as well as pursue workforce certifications that include: certified nurses aide, ELG technician, emergency medical technician, medical assistant, patient care technician and rehabilitation aide. Some students are even able to graduate with the Associates of Applied Science Degree their senior year of high school. The other program, which is the Biomedical Science program provides students the opportunity to study the science behind the medical industry while earning distinguished level credit.

The Industries Academy at the Collin College Technical Campus provides incoming juniors and continuing seniors multiple paths to success in high-wage career fields through this two-



Plano East students convening on the first day of school

year program. Students will receive career-specific training and industry certifications while still in high school. Some of the opportunities include: advanced manufacturing, computer networking, architecture and construction.

Many dual credit courses transfer to Texas public colleges and universities, private institutions, and some out-of-state colleges and universities. Completing dual credit courses can accelerate time to degree completion which also allows students to save money on college tuition.

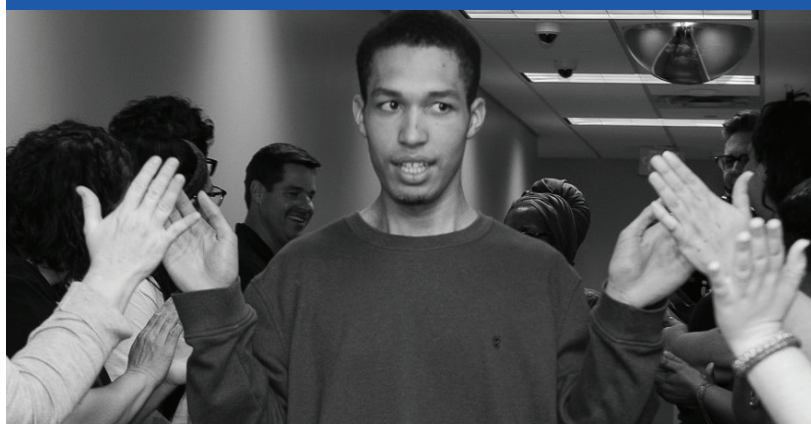
Plano ISD offers two academies at the elementary level (the IB World School at Huffman Elementary, Plano ISD Virtual Academy) and four academies at the high school and senior high school levels (Academy High School, the Health Sciences Academy, the IB World School at Plano East Senior High School and the Industries Academy at Collin College Technical Campus).

The Health Sciences Academy (HSA) provides real-world, hands-on opportunities for students who are interested in pursuing a career in the healthcare field. In partnership with Collin College, HSA students enroll in work-force and academic dual credit courses. Through coursework, students can obtain their Associates in Applied Science prior to high school graduation and are provided with clinical experience in certain areas to gain greater knowledge and skills in healthcare.

In the fall of 2021, the Collin College Technical Campus opened its doors for Plano ISD students in the Industries Academy to take work-force dual credit courses in the areas of advanced manufacturing, architecture and construction, and computer networking. Many dual credit courses transfer to Texas public colleges and universities, private institutions, and some out-of-state colleges and universities. Completing dual credit courses can accelerate time to degree completion which also allows students to save money on college tuition.

Charmaine Solomon Adult Transition Center

Adult Transition Services are Plano ISD programs centered on providing life and employment skills to young adults with special needs, ages 18-22, who have earned all of their high school credits. Two main programs are offered: the Solomon Center Program and Project Search. Through the Solomon Center, students participate in skills-based training and authentic employment opportunities. Project SEARCH is a one-year internship for students in their last year of public school. The program identifies students for which the goal is competitive employment. The students work with a team that includes their family supports, Plano ISD special education support and rehabilitation services to create an employment goal and support the student during this important transition from school to work. The students selected for this program will attend the job site seven hours per day, five days per week. Currently, Plano ISD partners with Texas Health Presbyterian Hospital, Texas Workforce Solutions and LifePath Systems in this endeavor.



Charmaine Solomon Adult Transition Center students celebrating graduation

Social Emotional Learning: Whole District, Whole Child

Social emotional learning (SEL) has been an important focus in Plano ISD and became even more so during as the community navigated the COVID-19 Pandemic. The district defines SEL as the educational process through which skills for life effectiveness are intentionally taught and modeled in a safe, supportive and culturally responsive environment. To empower students, Plano ISD's program is centered around growing to understand and manage emotions, care for self and others, developing empathy, building resiliency and solving problems effectively and ethically.

Social Emotional Learning Kindness Card Contest

In the fall of 2021, Social Emotional Learning partnered with Plano ISD visual arts to host the fourth annual Kindness Card Contest. There is an inherent connection between visual arts and the mission of SEL, as participants utilize creativity as a vehicle to explore and express emotion in a meaningful capacity. All entries were voted on via a four juror panel featuring Superintendent Sara Bosner, Chief Operating Officer Dr. Theresa Williams, Executive Director of The Plano ISD Education Foundation Jamee Jolly as well as Director of Family & Student Services Sharon Bradley. The Plano ISD Education foundation provided monetary prizes to four finalists, as well as the winning artwork. The winning submission was published as the cover for official district notecards used by Plano ISD Executives and Administrators.



Evanna Baskharoon, fifth grade, Hedgcoxe Elementary School, winner of the 2021 SEL Kindness Card Contest

Junior Reserve Officer Training Corps

Within Army JROTC, there are 3 levels of distinction, Honor Unit with Distinction, Honor Unit and Merit Unit. All three Plano ISD schools have maintained Honor Unit with Distinction for the past 20 years. As an Honor with Distinction Unit, the Instructors of each school are allowed to nominate up to three cadets per year to any of the Service Academies.

There are two primary sources that are considered for Honor Unit with Distinction:

1. Schools must achieve 96% on the JROTC Program Accreditation (JPA).
2. Schools must maintain 96% on their Annual Joint Unit Management (JUMS) Report.

PHOTOS, top to bottom: **Plano Senior High School Battalion** marching in the 2021 City of Plano Holiday Parade; **Plano East Battalion** c/MAJ Esmeralda Anacleto, c/1SG Gabriella Abraham, Judge Andrea Bouressa, c/1SG Gabriella Quiles, c/1SG Brooklynn Cunningham; **Plano West Senior High School Battalion**



Career & Technical Education (CTE)

Plano ISD students are getting life and workforce ready through Career and Technical Education (CTE) courses. CTE provides opportunities for students to gain the knowledge and skills they may use in high school, college and careers after graduation or as a financial means to help further their education. CTE blends academics and career skills to produce well-rounded graduates and includes 15 areas of nationally recognized career clusters. Within each career cluster are programs of study that recommend the sequence of coursework based on a student's interest and career goal. In the 2021-2022 school year, CTE enrollment was over 22,000 allowing students to gain experience across multiple disciplines.

2021-2022 CTE Achievements

- Student professional certifications: 3,402
- Health Sciences Academy graduated 50 students from the four-year program. Six Health Sciences Academy students graduated with their Associates of Applied Science from Collin College; 3 Health Sciences Academy students graduate with the Associates of Arts from Collin College
- Career Preparation Program: 135
- Practicums and internships:
 - 253 CTE Health Science students observed and trained in clinical rotations at over 100 area health care professional field sites
 - 33 CTE Health Sciences Academy 12th grade students participated in preceptorships with area health care professional field sites
 - 27 Agricultural Science students participated in work based learning opportunities
 - 60 CTE FCS Instructional Practices and Practicum in Education & Training students observed and trained at area elementary, middle school and preschool field sites
 - Four CTE Culinary students participated in practicum experiences at East Side Bistro

Health Sciences Academy (HSA): Dual Credit through Collin College

The HSA class of 2022 earned 2,862 hours of workforce and academic dual credit in partnership with Collin College. These students completed 2,296 community service hours while in the HSA. Additionally, over \$651,000 in scholarship dollars have been awarded to Plano HSA students.

STUDENT *Honors*

CTE Award Highlights

CTE students have the opportunity to compete in regional, state, national and international competitions in student leadership organizations such as Business Professionals of America (BPA), Distributive Education Clubs of America (DECA), Family, Career & Community Leaders of America (FCCLA), Future Farmers of America (FFA), Health Occupations Students of America (HOSA) and SkillsUSA.

- Plano ISD CTE students logged over 1,050 hours in community service projects.
- Over 140 Plano ISD CTE students advanced to State level competitions in BPA (50), DECA (37), FFA (29), HOSA (12), SkillsUSA (8) and computer science (4).
- 88 entries in Agricultural Sciences/FFA competitions at various levels.
- Dayle Harris, Revelon Vanarkaid, Gena Gallegos, and Alfonso Carmona from PSHS won 1st place in the Fort Worth Ag Mechanics show with their BBQ trailer.
- Plano ISD CTE students advanced to National/International level competitions in BPA (12) and DECA(5)!
- Four Plano West students placed second in the state UIL computer science competition.
- Computer Science students competed at Digital Divas 2022, an all-girls Texas programming contest, where a team of three students won first place in the Never-Competed-Before Division (Clark High School) and another team of three students won first place in the Novice Division (Plano West).
- Computer Science Summer Bridge Program 2022 was able to engage 111 rising ninth graders through Python programming and engagement with Capital One Coders volunteers.
- The 2022 Gateway Engineering Summer Camp provided exciting opportunities for 224 rising seventh and eighth graders to explore and engage in hands-on, project based learning of engineering, design, and building concepts.

Computer Science

Computer science students practice tomorrow's skills today beginning in elementary school. Elementary computer science involves students learning to code on-screen and through coding manipulatives. Middle school computer science includes learning to code through on-screen, block-based websites, and using coding manipulatives such as various types of robots. Students in eighth grade are able to learn Python programming language skills by taking a computer science course for high school credit. Computer science courses are offered in all high schools and senior high schools.

After School Coding Club Participation for 2021-2022

- After-school coding club student engagement hours: 653
- Spring 2021 Capital One volunteer hours: 783

Plano ISD computing club students across 9-12 competed in a number of area contests both in-person and virtually. A group of students also participated in cybersecurity contests.

- Students from all three senior highs competed at HPE Code Wars 2022. One team of three students from Plano West Senior High School earned third place.
- A team of four students (PWSH) placed second in the State UIL Computer Science competition.

Hour of Code

Plano schools participated in the worldwide "Hour of Code" event held during Computer Science Education week in December 2022. Students in kindergarten and up joined participants across the globe in virtual events. Hour of Code began as a one hour introduction

to computer science, designed to demystify coding to show that anybody can learn the basics and to broaden participation and interest in the field of computer science.

Plano ISD offered our first ever Family Code Night. Over 600 families participated in this virtual program.

Robotics

The mission of the Plano ISD robotics program is to build a robotics and engineering community that connects students with industry professionals and grows students into disciplined and creative thinkers with the confidence to pursue their dreams. The Plano ISD extracurricular programs participate in FIRST® (For Inspiration and Recognition of Science and Technology) robotics. Plano ISD students compete in three levels of FIRST® robotics from fourth-twelfth grades. FLL (FIRST® Lego League Robotics grades 4-8), FTC (FIRST® Tech Challenge in grades 7-12) and FRC (FIRST® Robotics Competition grades 9-12). The robotics program in Plano ISD continues to expand to include more students each year.

Teams competed in a variety of scrimmages and qualifying tournaments, some remotely, throughout the 2021-2022 school year. The FTC team from Plano East Senior High School and the FRC team from Academy High School both advanced to the state level of competition in the spring of 2022.

STUDENT *Honors*

Plano ISD Industries Academy at the Collin College Technical Campus

- 10 students participated in their first year of the Biomedical Equipment Technology, Electronic Engineering Technology, or Industrial Automation program
- Five students participated in their first year of the Computer Networking program
- Five students participated in their first year of the Construction Management program
- Eight students participated in their first year of the Computer-Aided Drafting and Design program
- Two students participated in their first year of the Welding program
- Six students participated in their second year of the Electronic Engineering Technology program
- Three students participated in their second year of the Computer Networking program
- Four students participated in their second year of the Computer-Aided Drafting and Design program
- Three students participated in their second year of the Welding program



PHOTOS, clockwise from left: Students from Barksdale Robotics competing at a regional competition, William Dai who earned 3rd place at HPE CodeWars; Academy High School Robotics with their Hyperion robot at the Back-to-School Fair; Vines High School Robotics was honored at the January board meeting for winning the state championship



PILLAR 3

TALENT ACQUISITION, SUPPORT *and* GROWTH

TO ENSURE A QUALITY SCHOOL SYSTEM, PLANO ISD WILL HIRE, TRAIN AND RETAIN THE MOST EFFECTIVE AND TALENTED WORKFORCE.

Plano ISD is committed to excellence and hires some of the best educators in the country. Each year, Plano staff members are honored at the state and national levels for their exemplary and creative work in classrooms, music halls and sports fields throughout the district. On average, Plano ISD teachers have 11.7 years of experience and 37% hold a master's degree or higher.

With a teaching staff of nearly 4,000 in 72 schools, retaining experienced teachers is important. A key factor in retaining talented staff is the district focus on professional learning for all employees. From innovative learning opportunities, expanded access and flexible options, faculty and staff have the resources they need to grow in their roles and prepare for the future. Professional learning opportunities extend to all employees including staff members in food and nutritional services (FANS), facility services, transportation and administration. As a learning organization, the district believes in investing in differentiated professional learning for each employee, so we can all improve as we serve the students and families of Plano ISD.

Professional Learning 2021-2022

First-Year Teacher and New Teacher Welcome Events

Plano ISD welcomed 448 teachers new to the district at four events from July 29 - August 3. Novice teachers gathered for First-Year Teacher Academy on July 29 at Plano East Sr. High School. Twenty-two teacher leaders from throughout the district and 17 campus and district volunteers welcomed 130 teachers beginning



New Plano ISD teachers at district training on August 2, 2021



Digital Learning Specialists
Leah Heerema, Clara Alaniz,
Fern Johnson and Lilly Jensby

their careers as educators in Plano ISD. This event was followed by a district-wide welcome of all new staff to the district. On August 2, all teachers and support staff members experienced New Teacher Welcome at Plano West Senior High, where teacher leaders, and district

leadership teams rolled out the red carpet to guide these new hires through a day of onboarding. In addition to our volunteer staff, Plano ISD is also grateful to Market Street and RBFCU for their sponsorship of meals, snacks, and giveaways during our new-teacher events.



Spring 2022 Aspiring Principal
Academy graduates

Aspiring Principal Academy & Aspiring Assistant Principal Academy Graduating Cohorts

On April 26 and May 9, 2022, Plano ISD staff and leadership celebrated the graduating classes of the Aspiring Principal Academy (APA) and the Aspiring Assistant Principal Academy (AAPA). The APA is a cohort-based professional learning experience for current district assistant principals who aspire to assume the role of principal. During the 2022 school year, 23 assistant principals graduated from the program after a year of learning and collaboration aligned to the Texas Principal Standards, Plano ISD strategic plan, and Plano ISD's leadership competency framework. The goal of the cohort is to build the leadership capacity of its members by focusing on leadership competencies and essential actions of the principal. On May 9, 2022, AAPA participants also celebrated a year of rigorous learning. Thirty educators from across the district graduated from this program, which focuses on Texas Principal Standards and learning targets that have been curated by multiple district committees. The school leadership & innovation and professional learning



Professional learning team: Ivan Cantu, Marcus Miller,
Allison Welch, Craig McKinney and Edna Phythian

departments have worked collaboratively to design this program which supports the district's leadership pipeline work.

Plano ISD First National Board Certification Cohort

Plano's first cohort of teachers began a two-year journey toward certification by the National Board for Professional Teaching Standards. National Board certification is the most respected professional certification available in Pre-K to 12 education. Educators who become National Board Certified Teachers (NBCTs) will earn a Recognized designation on their Texas teaching certificates and will receive Texas Teacher Incentive Allotment (TIA) funding.

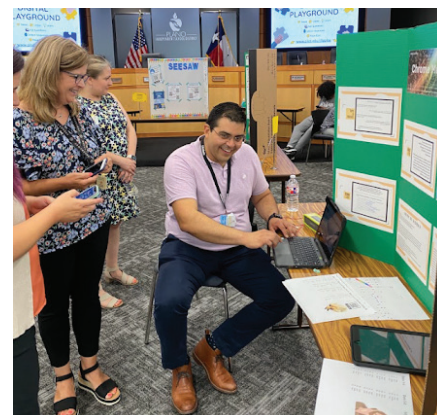


The teachers in the cohort underwent an extensive application and interview process prior to being selected. They attended monthly cohort meetings, met with NBCT mentors, and worked countless hours to submit two components for certification in spring of 2021; they will submit the final two components in 2022-2023. Inaugural cohort members were Ami Burgdorf (Plano West Senior High), Imelda Carrasco (Forman Elementary), Kristy Dellinger (Dooley Elementary), Anna Mackey (Guinn Special Programs Center), Sarah Manthey (Hedgcoxe Elementary), Jessica Pagán (Thomas Elementary), Isabel Pawling (Bowman Middle School), Jenni Shelton (Pearson Early Childhood), Vicky Suarez (Shepard Elementary), and Rebecca Vanderbrook (Bethany

Elementary). The district received a Texas Education Agency (TEA) Teacher Leadership grant to expand the program to begin a second cohort of 10 teachers in 2022.

Summer Inspire

For the third year in a row, Plano ISD ended the school year with our annual Summer Inspire Teacher Conference. The Professional Learning Team, in collaboration with academic services, digital learning, student, family, & community services and others, hosted 916 attendees participating in 78 sessions. This three-day event, held from May 31-June 2, offered something for teachers at every level. This year's conference featured a technology track for teachers interested in incorporating digital tools into their lessons.



Summer Externship Program

The Plano ISD Education Foundation and professional learning partnered with Workforce for North Central Texas to provide Plano ISD secondary teachers, counselors, specialists, and librarians with an opportunity to be summer externs at local for-profit or non-profit organizations. Twenty Plano ISD educators were selected to participate in the 2022 grant supported program. Teacher externs shadowed one or multiple employees, or worked on a specific project while at their partnering organization throughout a four-day period. After completing the summer program and creating a classroom lesson using what they learned, teacher externs are able to bring work experiences back to their schools to help prepare Plano ISD students for success beyond the classroom. Following the completion of the program, participants received a stipend and a gas card.

Those selected for the program were tasked with:

- Working 32 hours or four days at the assigned organization.
- Creating lesson plans to apply learning in the upcoming school year.
- Sharing their experiences and lesson plan design at the externship graduation luncheon that took place on July 19.

Special thanks to Phedra Redifer, Executive Director, and Danielle Davis, Partnership Development with Workforce Solutions of North Central Texas and to the 2022 externship industry sponsors who made this experience for Plano ISD teachers possible.



2022 teacher summer externs. Seated: Leah Sabes; Dayna Edwards; Sarah Zaki; Erika Treammel. Middle row: Danielle Davis; Edna Phythian; Lori Kimberly Smith; Shiletha Snoddy, Brittnea Ussery. Back row: Brent Love; Scott Johnson; Kristin Zhang; Fancisco Flores; Allison Welch

2022 SUPERINTENDENT’S SERVICE AWARD WINNERS

Fifty-seven employees were nominated for the Superintendent’s Service Awards. These annual awards are designed to honor support staff members who go above and beyond the call of duty as they perform their job responsibilities. Nominees were recognized at the event followed by Superintendent of Schools Sara Bonser announcing this year’s winners. The 2022 winners are:



CHRIS GRAHAM
Bus Driver
Transportation Services



MARY HEWLETT
Specialist
Human Resources



**MICAH D’ANN
VALDERRAMA**
Special Education
Paraprofessional
Skaggs Elementary School



DENISE WILLIAMS
Cafeteria Manager
Mendenhall
Elementary School

2022 Teachers of the Year



Elementary Teacher of the Year

Courtney Walker

**SKAGGS ELEMENTARY SCHOOL
LIBRARIAN**

It has been my dream to be a librarian since middle school. The past three and a half years as a librarian have been everything I had hoped for and so much more. Librarianship is a true calling for me—fulfilling my love of literature, working with kids, and promoting a lifelong love of learning. I pride myself on my passion for books and literacy, my joy in working with all students, dedication to my career as a librarian, but most of all, in my commitment to inclusion. My personal philosophy of teaching stems from these—to have love and respect for ALL students. At the heart of every single thing I do as a teacher and librarian is my love and

respect for the kids: their cultures, interests, differences, talents, struggles, strengths and every unique part of them. This philosophy shines through in my lessons, programs, events and relationships with the students.

Beyond my expected duties, I have put together many special events and promotions including my Library Book Character Pumpkin Decorating Contest, Library Winter Wonderland and more. During quarantine I continued to seek ways to connect with students including curbside book checkouts and a read aloud Youtube channel. However, what I am most proud of are the things I have done above and beyond my duties that specifically work towards my goal and philosophy of love and respect for all students.

Closest to my heart is my work with our special education department and serving the amazing students within it. Special education is my other passion, and I have found so much joy in identifying ways to combine this with my work as a librarian. This year, a teammate and I received a grant from the Plano ISD Grants for Educators for adding sensory zones to our main hallway so students can emotionally regulate themselves. Also, I created a 2x2 reading group for resource and behavior support students to

read the 2x2 list to our ALC/ELC students. The goals for the readers are to grow in their leadership, empathy, confidence and reading skills. For the ALC/ELC students, the goal is for participation in the campus reading initiatives, development of reading skills, peer interactions and creation of new friendships. Their joy, kindness, passion, humor, uniqueness, and love inspire me to be the best teacher, librarian, wife, friend and person I can possibly be.



Secondary Teacher of the Year

Octavio Oropeza

**PLANO EAST SENIOR HIGH
SCHOOL CTE TEACHER**

Though this recognition puts the spotlight on me, it is really not about my accom-

plishments at Plano East but rather what my students have done the last few years. All I have done is shown them what possibilities are out there.

With this in mind, and after much thought and self-reflection, my philosophy and the main thing I'm trying to achieve in my classes is for students to realize that they can excel on their own. I've had the opportunity to teach for 20 years now—both at the elementary level as well as high school. Even though these campuses are very different, the challenges we face as teachers are still the same because we are all trying to engage students to learn and to problem solve for themselves. Trying to get a student to use their prior knowledge to solve current problems is the biggest challenge a student faces today. My goal, when students leave my classroom, is to have them realize that they have the ability to figure things out for themselves. While there is nothing wrong with asking for some help, my students gain useful tools and knowledge which can be applied in their lives and used to solve their problems.

Most of the students that I teach, especially the ones that sign up for AV2 class, already have a passion for video but they do not know what they need to continue their development. A lot of them start off feeling overwhelmed with learning what appears to be overwhelming software. At the outset, my goal is to get them feeling comfortable and let them know that there is no right or wrong in what we do with video.

It is all about finding another way of expressing your thoughts and creativity. I tell my students that no matter how old or young you are, you do not know everything. Once you understand and accept that, you recognize that you can push yourself to learn, grow and try to accomplish new things—you didn't even know you were capable of. The main thing that I want them to do is to push themselves and learn to be more self-sufficient without the fear of messing up. In the end, creating that self drive is what I want my students to get out of my class. Watching them realize that if they put their mind to accomplishing something, they are capable of doing anything they want. Just this year I gave my AV2 students a project where they had to recreate an opening sequence that the Dallas Star used during their intros. It was a very complex animation that they had to figure out on their own.

This year alone, I have seen students learn so much when it comes to motion graphics which involve high level 3D thinking. At certain points, I feel like my students have surpassed my knowledge of working with some of the software we use for our projects. And that is an awesome feeling. You might think, how is it good when your students know more than you do about software programs? To me, that is proof that I have made them comfortable enough and interested enough to venture on their own to figure things out and learn more. At that point, my

students have learned to problem solve on their own. That is what we as educators should strive for. To know that we gave the students the correct tools they need to excel in the future.

Teacher of the Year Gala

On the evening of May 12, seventy-four teacher of the year campus nominees from every school were honored during the Teacher of the Year Gala at the Plano Event Center. The event was celebrated with a fun-filled hot air balloon theme because “Plano ISD Teachers Soar Above and Beyond!” From the campus honorees, 10 teachers were honored as finalists and named the 2022 Marilyn Brooks Excellence in Teaching Award Winners. From this group, the district’s two teachers of the year were selected.

2022 Teacher of the Year Gala photos



2022 Marilyn Brooks Excellence in Teaching Award Winners



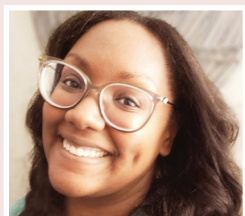
Esperanza Baylon DePratt
Thomas Elementary School

Makaila Mason
Isaacs Early Childhood School



Devon Small
Forman Elementary School

Margaret Teague
Davis Elementary School



Gerri Goodspeed
Wilson Middle School

Karen Roberts
Vines High School



Shelby Rose
Schimelpfenig Middle School

Joel Salas
Williams High School



Texas Instruments Innovations in STEM Teaching Awards

For the last 16 years our staff has been honored to work with the Texas Instruments (TI) Foundation and the Plano ISD Education Foundation to recognize outstanding Plano ISD teachers of secondary science, technology, engineering and mathematics.

The TI Innovations in STEM Teaching Awards are made possible through the generosity of the Texas Instruments Foundation. The TI Foundation's top philanthropic priority is education, specifically STEM, or science, technology, engineering and math. And what can be more impactful than to support teachers? A teacher will touch hundreds, if not thousands, of students throughout her or his career. Since the program was started, nearly \$2 million dollars has been awarded to teachers in six local school districts, including 42 teachers recognized from Plano ISD.

Three Plano ISD winners in the Texas Instruments Foundation Innovations in STEM Teaching Awards were recognized by the Board of Trustees at the May 17 Board meeting.

- **Hannah Brosam**, science teacher at Rice Middle School
- **Kristyn Croteau**, math teacher at Otto Middle School
- **Tiffany Prda**, science teacher at Schimelpfenig Middle School



TI representative Renee Fancher; Tiffany Prda, Kristyn Croteau, Hannah Brosam, and Plano ISD Education Foundation Senior Executive Director Brittnea Ussery

STAFF AWARDS



Matt Grundler, Schimelpfenig Middle School Art Teacher, was selected as one of 15 teacher leaders for the inaugural year of the Connected Arts Network (CAN). CAN is a five-year collaboration and grant initiative launched by the National Art Education Association (NAEA), in partnership with the Educational Theater Association (EdTA), the National Association for Music Education (NAME) and the National Dance Education Organization (NDEO). The purpose is to create nationwide virtual Professional Learning Communities (PLCs) with educators in visual arts, music, theater, dance and media arts.

Loretta Bradshaw, Stinson Elementary School Visual Art Specialist, was selected as a National Art Education Association Crayola Creativity Ambassador. She was one of only 75 teachers selected out of a nationwide pool of



176 nominees. Crayola Creativity Ambassadors will participate in Crayola Creative Leadership professional learning sessions and receive Crayola resources and materials to help implement this program within their schools and organizations. Each National Art Education Association (NAEA) Crayola Creativity Ambassador will receive insight and support on how to engage colleagues in creative teaching strategies and ways to cultivate a Creative Leadership Team within their learning community.



Nicole Vickerman, Clark High School World Geography Teacher, was the inaugural Val Wilkie Jr. Award for Excellence in Teaching Geography. She stated, "I am honored and humbled to be recognized for my greatest

passion." The award is named for Val Wilkie, Jr. who served as the head of the Sid Richardson Foundation in Fort Worth.



Ngina Hardy, Aldridge Elementary School Counselor, was named as a finalist for the 2022 Lone Star State School Counselor of the Year award. She is completing her 21st year in education and has worked in various school sectors including; public, private and charter as a general and /or special education teacher and elementary school counselor. She is a firm believer that all children can succeed no matter what obstacles may be present in their life.



Dan Blier, Computer Science Curriculum Specialist, was awarded the Texas Computer Educators

Association Advocacy (TCEA) Award for 2022. The award recognizes an individual's effort to advocate on behalf of students and teachers for technology-rich learning environments and educational experiences that meet the needs of all learners. Under Blier's leadership, the program has grown from 600 to over 2,000 students in middle and high schools in Plano ISD. Additionally, Blier has developed industry partnerships to support after-school coding for students in K-8th grades and started a computer science summer bridge program for incoming freshmen.



Mark Lindberg, Renner Middle School Career Education Teacher, was named the DFW Computer Science Educator of the Year 2022 by the Dallas-Fort Worth Computer Science Teachers Association (CSTA). He was recognized for his outstanding contributions to the growth and support of the Plano ISD middle school computer science program and for his collaboration and support of his peers.



Susan Knighton, Dooley Elementary School Title One Support Teacher, was selected as a finalist for HEB's Excellence in Education Award, earning \$1000 for herself Dooley Elementary.

The HEB Excellence in Education Awards are designed to honor outstanding public school professionals and provide thanks for dedication and commitment.



Nicole Brown, Armstrong Middle School Orchestra Director, was named Texas Orchestra Directors Association's Orchestra Director of Distinction. The award was established in 2019 to honor Texas orchestra

directors with 10+ years of orchestral teaching experience exemplifying outstanding achievement in lifetime service and leadership in Texas schools.



James Garcia, Emily Mayo and Austin Turano of Plano ISD Transportation Services,

were named state champions in the Special Needs and Conventional Category in the 2022 Texas Association for Pupil Transportation (TAPT) State Road-eo Safety competition. The event includes general knowledge and vehicle inspection written tests, challenging the contestants' comprehension of driver certification, commercial driving laws and regulations. Contestants then get behind the wheel and demonstrate their ability to maneuver a school bus in and around various driving obstacle courses that include backing, parallel parking, right/left hand turns as well as student loading/unloading. Each event is either timed or measured to determine the score.

PILLAR 4

CULTURE

of COMMUNITY

PLANO ISD EMBRACES THE DIVERSE COMMUNITY IN WHICH WE LIVE AND WORK AND WILL FOSTER PARTNERSHIPS THAT ARE BENEFICIAL TO THE EDUCATION OF OUR STUDENTS AND MEET THE NEEDS OF OUR FAMILIES.

Plano ISD doors are open to our community, and we invite community members to open their hearts to students. We actively seek partnerships with local businesses, city governments and collaborative initiatives through the Plano ISD Education Foundation. Volunteers of all ages are valued partners in Plano ISD, and our Parent Teacher Associations (PTAs and PTSAs) are a vital part of our school community. The council, at nearly 18,000 members strong, contributes countless volunteer hours every year and builds positive relationships between parents, teachers and the community.

Plano ISD serves the residents of approximately 100 square miles in southwest Collin County. This area includes 66 square miles in the City of Plano, with the balance including northern portions of the cities of Dallas and Richardson as well as parts of the cities of Allen, Carrollton, Garland, Lucas, Murphy, Parker and Wylie.



Superintendent Williams addressing the community during a meet and greet at the Plano Art Centre

PLANO-AT-A-GLANCE

Total Population	289,600
Median Age	38.9

Educational Attainment (25 Years and Older)	
• High school or equivalent	12.7%
• Some college, no degree	16.8%
• Associate's degree	6.6%
• Bachelor's degree	35.8%
• Graduate or professional degree	21.9%

Unemployment Rate	3.3%
Median Household Income	\$95,602
Average Single Family Home Appraisal	\$396,673

Industries for the Civilian Employed Population (16 Years and Older)	
20.4%	Professional, scientific, management, administrative, waste management services
18.7 %	Educational services, health care and social assistance
12.5%	Finance and insurance, real estate and rental and leasing
11%	Retail trade
8.1%	Arts, entertainment, recreation, accommodation, food services
7.5%	Manufacturing
4.4%	Construction
4.5%	Other services, except public administration
3.9%	Information
2.9%	Wholesale trade
3.9%	Transportation and warehousing, and utilities
1.7%	Public administration
0.5%	Agriculture, forestry, fishing and hunting, and mining

* Sources: City of Plano 2022 Annual Report; City of Plano Planning Department; United States Census Bureau, YCharts

Plano, Texas is located approximately 20 miles northeast of Downtown Dallas. With a population of 286,980, Plano is the ninth most populous city in Texas. The city is a hub for many corporate headquarters, including three Fortune 1000 companies, and serves as a major employment center in the Dallas Fort Worth region with over 210,000 jobs.

PLANO ISD AT-A-GLANCE

OUR SCHOOLS

# of Campuses	Grade Level
3	Preschools
44	Elementary Schools (PreK-5)
13	Middle Schools (6-8)
6	High Schools (9-10)
3	Senior High Schools (11-12)
1	Academy High School (9-12)
2	Special Programs Centers (K-8 & 9-12)

72 Total Number of Schools

Other Programs

1	Head Start
1	Special Education Adult Transition Center
1	Welcome & Enrollment Center
5	Academy Programs

8 Total Other Programs

STUDENT ENROLLMENT**

22,059	Elementary (PreK-5)
11,413	Middle (6-8)
7,710	High (9-10)
8,218	Senior High (11-12)
111	Adult Transition Center

49,400 Total Number of Students

STAFF †

3,675	Teachers
71	Librarians
647	Classroom Education Aides
12	Interpreters
347	Campus Paraprofessional Other
71	Campus Principals
114	Assistant Principals
18	Instructional Officers
3	Campus Athletic Directors
159	Counselors
72	Campus Nurses
210	Educational Diagnosticians, Psychologists & Social Workers
8	Superintendent, Assistants, CFO
346	Non-Campus Professionals
123	Non-Campus Paraprofessionals
841	Auxiliary

6,717 Total Number of Employees

** Source: Public Education Information Management System (PEIMS) Submissions as of October 2021.

† Source: Public Education Information Management System (PEIMS) Submissions with full-time equivalent employees as of October 2021.

Notes: Full-time instructional employees of the district are employed for 189 contract days. Campus administrators and student services employees are primarily employed for 220 days. Central administrative and non-campus professional staff members are employed for 246 days. Auxiliary staff members are employed on an hourly basis with daily hours worked ranging from 4 hours to 8 hours.



Mayor John Muns and Superintendent Dr. Theresa Williams

Plano Mayor's Internship Program

Over 600 juniors and seniors attending Plano high schools have received internships at small and large companies, nonprofits and governmental agencies throughout the city since the program launched in 2014. Such opportunities provide life-changing, real work experiences that build the vision and skills needed for students to successfully transition into college and future

careers. For participating companies, the Mayor's Summer Internship Program has proven to be a rewarding investment in the area's future workforce — showing interns that their hometown is more than a starting point, it is a career destination. In 2022, Plano ISD was privileged to host student interns Matthew Yu who worked in the communications department and Prisha Vithalani with the Plano ISD Education Foundation. Students who participated in this year's Plano Mayor's Summer Internship Program were honored on July 22, 2022 during an intern celebration luncheon.



Superintendent Williams, Dr. Heather Wang, Angela Powell and Jeri Chambers



Angela Powell, Matthew Yu, Prisha Vithalani, and Dr. Lauren Tyra



Plano ISD Leadership & Ambassador Program

The 2021-2022 school year marked the inaugural launch of the Plano ISD Leadership and Ambassador Program.

This leadership program is designed to provide participants with a comprehensive overview of Plano ISD. Ultimately, program graduates will feel empowered and motivated to be active participants in the district's mission. Participants will be provided with learning opportunities regarding the academic and operational goals of the district in order to gain a greater understanding of internal operations at both district and campus levels. The program culminates in a recognition/graduation event in the spring.

The ultimate goal of the Leadership & Ambassador Program is to create a community of informed leaders. The program will provide participants with learning opportunities to explore the inner-workings of the



Inaugural Leadership & Ambassador Program graduating class

district and is intended to form a foundation of understanding and involvement in Plano ISD. Program graduates may be called upon to support the district through participation in projects such as strategic planning, redistricting discussions, district and campus improvement teams, focus groups and other planning committees.



BACK-TO-SCHOOL FAIRS

On August 3, 2021, Plano ISD partnered with organizations across the community to host a contactless Back-to-School Fair. A team of 60 volunteers provided over 2,500 students with backpacks filled with school essentials as well as information about community and district resources. Families also received boxes of non-perishable food and other household essentials. During the event district staff asked families whether they needed any additional resources. Immunizations were also available to families for their students. These events were coordinated by the district's Student Family and Community Services, Plano ISD Education Foundation and the Plano ISD Council of PTAs. Community partners included Minnie's Food Pantry, Lovepacs, Office Depot, T-Mobile and the Plano Police Department.



Backpacks with school supplies at the Back-to-School Fair

DR. MARTIN LUTHER KING, JR. DIVERSITY CELEBRATION

With the theme "Together We Honor the Past, Inspire the Present and Change the Future," 2022 marked the 35th anniversary of Plano ISD's annual tribute celebrating the vision of Dr. Martin Luther King, Jr., and the diverse Plano ISD community. The virtual celebration video included content highlighting talented Plano ISD students, such as the finalists and winners of the writing and art contests. This video also featured The Diversity Leadership Award nominees and winners, as presented by co-chair of the Diversity Leadership Council Priscilla Brown, as well as moving words from our distinguished guest speaker, LaShon Ross, former Deputy City Manager for the City of Plano. Entertainment abounded with performances from the McMillen High School dance team and the Plano West Senior High Orchestra.

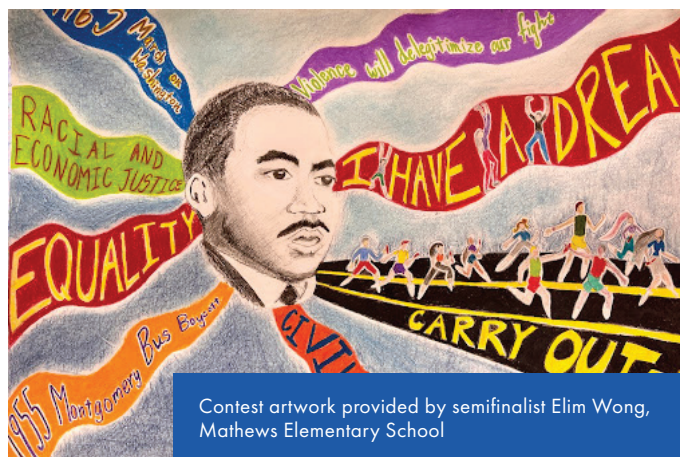
Superintendent's Student Advisory Committee

The Plano ISD Superintendent of Schools seeks advice from many school and community groups, including students. Fourteen Plano ISD students from the district's high schools and senior high schools served on the 2021-2022 student advisory committee. These students were recognized by the Plano ISD Board of Trustees at the November board meeting.



Senior Committee Members Ava Dawson, Plano West; Jacqueline George, Plano East; Kirti Moteka, Plano East; Gabriela Rupp, Plano Senior; Radhika Sinha, Plano Senior; Mary-Katherine Waide, Plano West; Alethia Williams, Academy High School

Junior Committee Members Youcef Daddi, Plano Senior; Wade Dennis, Plano East; Brooke Derdiger, Plano West; Bryan Linares, Academy High School; Julia Quiroz, Plano East; Kim Torten Rabinowitz, Plano Senior; Drew Schwartz, Plano West



Contest artwork provided by semifinalist Elim Wong, Mathews Elementary School

PILLAR 5

STRATEGIC

Resource

MANAGEMENT

AS GOOD STEWARDS, WE WILL STRATEGICALLY AND EQUITABLY
MANAGE OUR RESOURCES TO MEET IDENTIFIED STUDENT NEEDS AND
ALIGN RESOURCE ALLOCATION WITH DISTRICT GOALS.

Plano ISD remains highly focused on all financial matters and strives to balance the needs of students and staff while keeping fiscal responsibility a high priority. With a mission to educate, inspire and empower every student to activate their unique potential in a dynamic world, Plano ISD values the relationships with many community partners who help fulfill the district's mission of excellence. These partners provide Plano ISD students, staff and programs with needed support. Local businesses and individuals provide support for the district's Teacher of the Year Gala honoring 74 campus teachers. The Plano ISD Education Foundation fosters partnerships that

provide financial support to educators and academic programs. Multi-year community partnerships through the gift of time, money or educational opportunities help students reach their highest potential and enrich the workforce of tomorrow.

Superior Achievement School FIRST Rating

With a score of 94, Plano ISD achieved a Superior Achievement rating for 2021-2022. This rating shows that Plano ISD's schools are accountable not only for student learning, but also for achieving those results cost effectively and efficiently. The 2021-2022 School FIRST rating is based on financial data for the previous school year.

Certificate of Achievement for Excellence in Financial Reporting

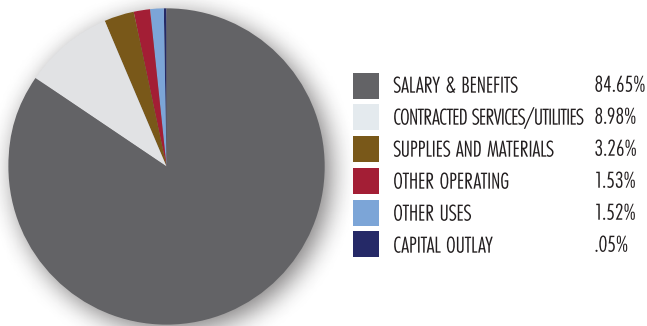
The Plano ISD financial services department has been recognized for 38 consecutive years with the "Certificate of Achievement for Excellence in Financial Reporting" by the Government Finance Officers Association of the U.S. and Canada.

Donors
to the
Robinson
Fine Arts
center
previewing
donor
plaques

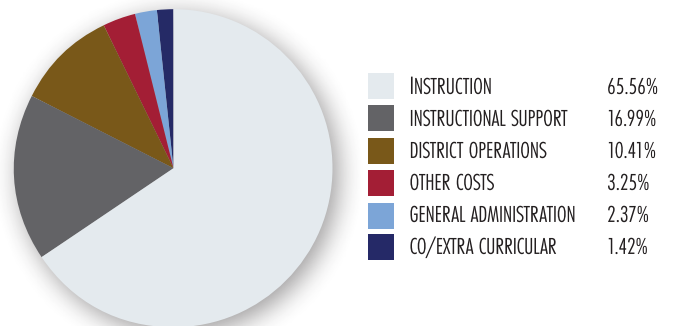


2021-2022 Financial Data

General Fund Expenditures by Object



General Fund Expenditures by Function



Assessed Values:

Residential	\$35,583,090,000	57.78%
Commercial/Industrial	\$28,469,071,000	46.23%
Rural	\$702,649,000	1.14%
Personal	\$5,692,923,000	9.24%
Less Exemptions	-\$8,859,806,000	-14.39%
Total Assessed Values	\$61,587,927,000	100.00%

General Fund Revenue:

Local Funds	\$628,892,717	91.19%
State Funds	\$51,177,728	7.42%
Federal Funds	\$9,609,889	1.39%
Other Resources	\$1,252	0.00%
Total Revenue	\$689,681,586	100.00%

General Fund Expenditures:

Salary and Benefits	\$411,276,138	84.65%
Contracted Services/Utilities	\$43,620,512	8.98%
Supplies & Materials	\$15,861,278	3.26%
Other Operating	\$7,433,679	1.53%
Capital Outlay	\$262,238	0.05%
Other Uses	\$7,391,150	1.52%

Recapture Payments **\$211,043,800**

Total Operating Fund Expenditures **\$696,888,796**

Cost Per Pupil **\$14,107.06**

Current 2021 Tax Rates Collin County Schools

Farmersville	\$1.3533
Plano	\$1.3208
Frisco	\$1.2672
Allen	\$1.4068
McKinney	\$1.3767
Celina	\$1.4409
Wylie	\$1.4598
Anna	\$1.4603
Melissa	\$1.4603
Prosper	\$1.4603

Donors to the Robinson Fine Arts Center at the donor reception



Plano ISD Education Foundation

Since 1993, the Foundation has generated private support for priority projects for which tax dollars are not available. More than \$22 million has been gifted to Plano ISD for programs and services that support the students, families and employees of Plano ISD.

The Foundation creates a vibrant coalition of community, educators and local corporations to raise funds through tax-deductible contributions. The funds support academic programs to achieve excellence in science and math, to bridge the gap for economically disadvantaged students and families, and provide educator grants to create innovative teaching programs.

2021-2022 Overview

- Total Dollars Raised (for the year) = \$1,409,065
- Total Students Impacted = 43,844
- Registered Volunteers = 302
- New Donors = 421

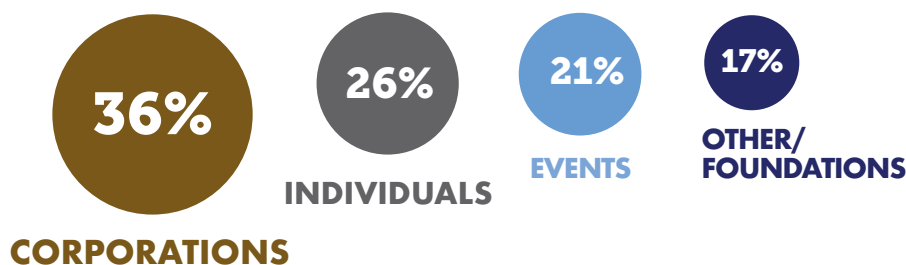


Plano ISD
**EDUCATION
FOUNDATION**

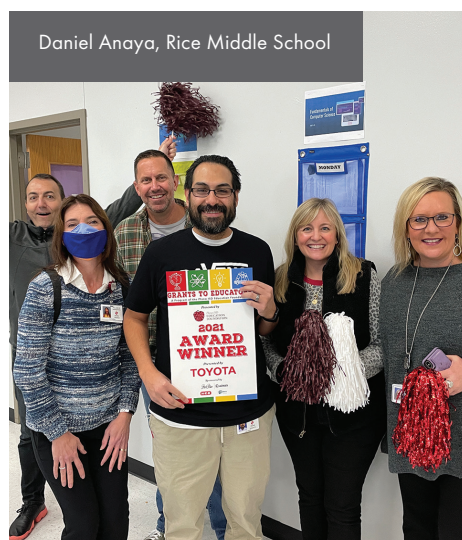
18 Programs Supported

AVID | The CORE Store | Employee Crisis Fund | Employee Recognition Program | Fifth Grade Outdoor Science Camp | Grants to Educators | Health Science Certifications | Health Sciences Academy | Plano UP! | Professional Learning | Richards Douglass Immediate Needs Fund | Robinson Fine Arts Center Staging the Future Campaign | Plano ISD Robotics | Texas Instruments Foundation STEM Teaching Awards | Student Art Program | Teacher of the Year |

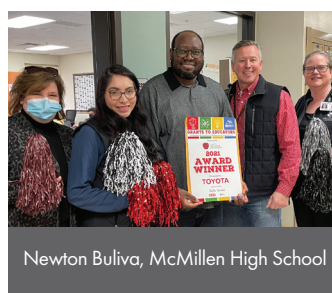
**Contributions to the
Plano ISD Education
Foundation**



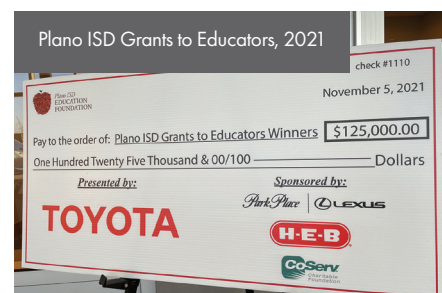
Amy Johnson, McMillen High School



Daniel Anaya, Rice Middle School



Newton Buliva, McMillen High School



Eric Petrinowitsch, Williams High School

PLANO ISD EDUCATION FOUNDATION BOARD *of* DIRECTORS

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Melissa Senter, Medical Center of Plano

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Dr. Kristen Streater, Collin College

Kelley Thomas, Community Volunteer

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Brittnea Ussery, Interim Foundation Senior Executive Director

ADVISORY DIRECTORS

Heather Coleman, SKI Plano Co-Chair, Community Volunteer
Jeri Chambers, Representative, Plano ISD Board of Trustees
Tarrah Lantz, Representative, Plano ISD Council of PTAs

FOUNDATION TOP PARTNERS

Abernathy, Roeder Boyd & Hullett, P.C.
Atmos Energy Corporation
Baylor Scott & White Medical Center - Plano
Baylor Scott & White The Heart Hospital - Plano
Capital One
Charles & Tamela Miller
Children's Health System of Texas
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Perdue Brandon Fielder Collins & Mott, LLP
Richards Douglass Family
Robbie & Lynore Robinson Trust
Texas Health Presbyterian Hospital of Plano
Texas Health Resources
Texas Instruments Foundation
The Betty & James Muns Foundation
T-Mobile
Toyota North America



Ski Plano Event in February 2022.

2016 BOND PROGRAM UPDATE

The quality of school facilities is a visible and tangible symbol of a community's commitment to education. Outstanding buildings and technology resources not only indicate pride and belief in the importance of education, they also facilitate the learning process.

In May 2016, Plano ISD voters passed a \$481 million bond proposal to fund initiatives recommended by a community task force comprised of citizens, business leaders, teachers and parents. This is a summary of the work that was underway during the 2021-2022 school year. Detailed information about the 2016 bond election, as well as previous bond initiatives, can be found on the district website at www.pisd.edu.

PROJECTS

Renovations and Upgrades \$209,970,000

- \$40,000,000 Shepton Major Renovation: Complete
- \$11,000,000 High School Refurbishments
 - > Jasper: Complete
 - > Williams: Complete
- \$34,830,000 Robinson Major Renovation: Complete
- \$8,000,000 Middle School Refurbishments
 - > Wilson: Complete
 - > Bowman: Complete
- \$8,940,000 Middle School Kitchen Upgrades
 - > Wilson: Complete
 - > Bowman: Complete
- \$12,000,000 Elementary School Refurbishments
 - > Barksdale: Complete
 - > Gullledge: Complete
 - > Haggard: Complete
 - > Miller: Complete
 - > Haun: Complete
 - > Skaggs: Complete
- \$17,510,000 Elementary School Kitchen Upgrades (7 campuses)
 - > Barksdale: Complete

- > Gullledge: Complete
 - > Haggard: Complete
 - > Miller: Complete
 - > Haun: Complete
 - > Skaggs: Complete
 - > Hughston: Complete
 - \$5,400,000 Food & Nutritional Services Upgrades
 - > Rice: Complete
 - > Renner: Complete
 - > Vines: Complete
 - > Thomas: Complete
 - > Saigling: Complete
 - > Shepard: Complete
 - > Andrews: Complete
 - > Hickey: Complete
 - > Schimelpfenig: Complete
 - \$1,000,000 Food & Nutritional Services Equipment Replacement:
In progress
 - \$2,000,000 Sustainability Projects: Start TBD
 - \$64,840,000 Systems and Maintenance: In progress
 - \$3,750,000 Capital Improvement Projects: In progress
 - \$700,000 Transportation Facility Enhancements: Start TBD
- ### Fine Arts \$94,305,000
- \$63,555,000 Fine Arts Center: Complete
 - \$5,000,000 Land Acquisition for the Fine Arts Center: Complete
 - \$6,320,000 High School Art Renovations
 - > Jasper: Complete
 - > Vines: Complete
 - \$430,000 High School Theater Storage (all high schools)
 - > Shepton: Complete
 - > Jasper: Complete
 - > Other campuses: TBD
 - \$840,000 Sprung Dance Floors (all high school/senior high schools)
 - > Shepton: Complete
 - > Jasper: Complete
 - > Plano East: Complete
 - > McMillen: Complete
 - > Williams: Complete
 - > Vines: Complete

- > Clark: Complete
 - > Plano: Complete
 - > Plano West: Complete
- \$60,000 Stage Improvements (Jasper, McMillen, Williams & Plano East)
 - > Jasper: Complete
 - > Other campuses: In progress
- \$18,100,000 Middle School Fine Arts Additions
 - > Armstrong: Complete
 - > Renner & Rice: Complete
 - > Frankford: Complete

Technology Upgrades \$73,935,000

- \$56,100,000 Replacements: desktops/laptops; classroom devices; Infrastructure; mobile devices; special education; other devices: In progress
- \$17,835,000 New technology: elementary classroom devices: In progress
 - > Secondary classroom devices; pre-K-12 teachers; K-12 art Career and Technical Education (CTE) courses, wireless presentation and collaboration
 - > Support for other academic programs

Expanding Classroom and Program Capacity \$50,675,000

- \$26,125,000 New Elementary School: Determined not feasible
- \$4,000,000 Land Acquisition for New Elementary School: Determined not feasible
- \$5,000,000 Elementary Capacity Expansion
 - > Barksdale, classroom addition: Complete
 - > Gulledge, classroom addition: Complete
- \$3,695,000 Charmaine Solomon Adult Transition Center (ATC): Complete
- \$1,000,000 Land Acquisition for Special Education ATC: Complete
- \$6,515,000 Academic Initiatives: In progress
- \$3,340,000 Employee Childcare #3: Complete
- \$1,000,000 Employee Childcare #3 Property Purchase: Complete

Safety and Security Upgrades \$12,270,000

- \$5,615,000 Security Camera Systems: In progress
- \$2,600,000 Alarm & Access Control Systems: In progress
- \$2,380,000 Emergency Communication Equipment: Complete
- \$250,000 Upgrade Campus Panic Alarms: Determined not feasible; funds used for senior high security upgrades
- \$1,275,000 Security Upgrades for Senior High Schools: Complete

- \$150,000 Safety Upgrades for Clark Stadium: Complete

Early Childhood Education \$21,285,000

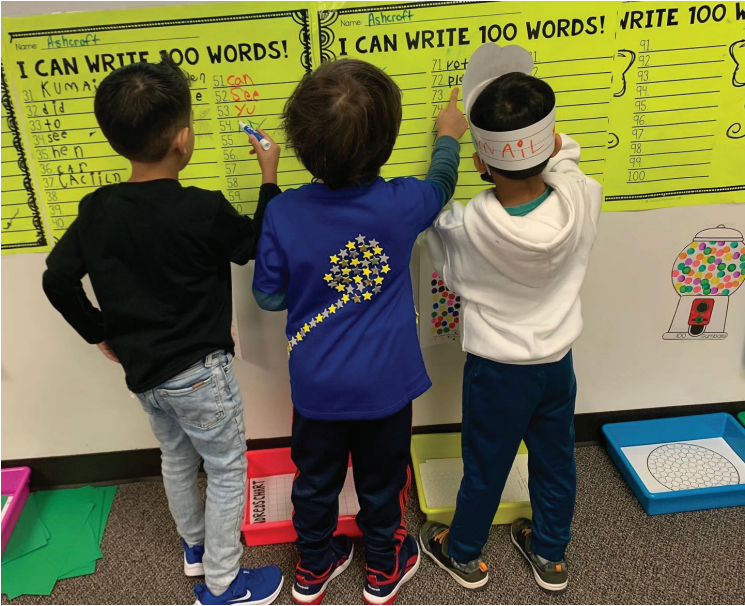
- Early Childhood School #4: Not approved by Board of Trustees; Site allocated for alternative project.

Buses \$9,720,000

- Replacement of 90 school buses as they reach the end of their 15-year useful life: 18 purchased in 2017; 18 purchased in 2018; 18 purchased in 2019.

Athletics \$8,840,000

- \$5,370,000 New Turf
 - > Phase 2, Williams Stadium, 3 senior high practice football fields; Complete
 - > Phase 3, Clark Stadium, 3 sub-varsity fields; Complete
- \$1,140,000 Turf Replacement
 - > Phase 1, Clark Stadium & 3 senior high activity centers; Complete
 - \$650,000 Clark Stadium Scoreboard
 - Clark and Kimbrough scoreboard replacements; Complete
- \$300,000 estimated Clark East Field Locker Rooms: Complete
- \$150,000 Plano East locker room renovations; Complete
- \$1,230,000 Senior High Baseball and Softball Bleachers; Complete





Plano Independent School District
Communications Department
2700 W. 15th Street
Plano, Texas 75075