

Plano ISD Powered by Learning: Annual Report 2018-2019



Front Cover Photo Caption: Seventh and eighth grade participants in the Gateway Summer Engineering Camp are pictured assembling their team robots at Otto Middle School in 2019. This hands-on, project-based summer camp is offered annually and is designed to introduce middle school students to the fundamentals of STEM. Students work together using leading-edge technologies to sample engineering related activities and projects. The camp provides a preview of Plano ISD Project Lead The Way (PLTW) courses offered to middle school through senior high career and technical education students. The middle school PLTW mathematics, science and technology curriculum helps students develop and hone skills that enable them to enter high school with a foundation of the knowledge and skills necessary for success in pre-engineering.

Success is My Mission



Photo Caption: Prior to the beginning of the 2018-19 school year, Plano ISD Superintendent of Schools Sara Bonser welcomed the Plano ISD family back to school at the inspirational “Welcome Home” event attended by all Plano ISD employees.

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Dear Plano ISD Community:



On behalf of the Plano ISD leadership team and Board of Trustees, we are proud to present to you our 2018-19 Annual Report. These pages reflect eighteen months of accomplishments and the supportive collaboration we share with our community. Departing from our traditional calendar year annual report, this 2018-19 report initiates a change to an academic year reporting cycle. This change necessitates a one time, eighteen-month collection of the important student, staff and district accomplishments from January 2018 to June 2019. In future years, each annual report will include a twelve-month academic year from July to June.

We began our 2018-19 school year with an all-employee “welcome home” celebration, which included an invitation to connect, serve and succeed through an initiative called “Mission Plano ISD,” reinforcing to campus teams that their success, and the success of their students, is everyone’s mission. Seeing a stadium filled with nearly 7,000 people, united by their commitment to educating children, was an inspiring way to begin the school year. I believe our staff is our most valuable resource and vital to the success of each student.

During the 2019 Texas Legislative Session, the Plano ISD Board of Trustees and district leadership team provided guidance to legislators and educated our constituency about issues important to Plano ISD. We were committed to lending our voices to inclusive conversations with peer districts, the business community, our citizens and our legislators, advocating for school finance reform and demonstrating that collaboration is the best way to reflect the collective voice of our community.

We unveiled a new strategic plan in spring 2019 by hosting our first-ever State of the District Address. This signaled the completion of a yearlong community-wide journey of in-depth, self-examination. The new plan is based on a foundation of strong beliefs and five strategic pillars that support the plan: Learning and Teaching; Life Ready; Talent Acquisition, Support and Growth; Culture of Community; and Strategic Resource Management. Our planning process benefited from a diverse and representative committee of educators, parents, students, trustees and community members who worked to conceptualize a new vision, mission and course of action to prepare Plano ISD students to be college ready, career ready and life ready. I’m especially proud that our students serving on the strategic planning committee were the architects of the new mission statement—a first for our district. Involving students in their futures through this planning process is just one of the many ways Plano ISD keeps students at the heart of our decisions.

We believe that quality public education is the cornerstone of a thriving community. We invite you to explore the new strategic plan through the pages of this report and see the various ways that we are committed to excellence, dedicated to caring, powered by learning and Plano ISD proud!

Sincerely,

Sara Bonser

Superintendent of Schools

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.

2018-19 Plano ISD Board of Trustees

- Missy Bender, President
- Dr. Yoram Solomon, Vice President
- Nancy Humphrey, Secretary
- Jeri Chambers, Trustee
- Angela Powell, Trustee
- Tammy Richards, Trustee
- David Stolle, Trustee

**2018-19
Plano ISD
Board of
Trustees**



*Top row: Missy Bender, president; Dr. Yoram Solomon, vice president and Nancy Humphrey, secretary;
bottom row: Jeri Chambers, Angela Powell, Tammy Richards and David Stolle.*

May 2019 School Board Election Results

- PLACE 4: Dr. Heather Wang, elected to serve her first term, May 2019 and replaced retiring Board Vice President Dr. Yoram Solomon
- PLACE 5: David Stolle, elected to third term, May 2019
- PLACE 6: Jeri Chambers, originally appointed to the board to fill the Place 6 vacancy and elected to fill the remainder of the term, May 2019
- PLACE 7: Cody Weaver, elected to serve his first term, May 2019 and replaced retiring Board President Missy Bender

OFFICERS ELECTION: In May 2019 the Board elected Tammy Richards as president, Angela Powell as vice president and Jeri Chambers as secretary to serve during the 2019-20 school year



Dr. Heather Wang



Cody Weaver

District Leadership Team

- Sara Bonser, Superintendent
- Dr. Theresa Williams, Chief Operating Officer
- Randy McDowell, Chief Financial Officer
- Dr. Katrina Hasley, Assistant Superintendent for Academic Services
- Susan Modisette, Assistant Superintendent for Student & Family Support Services
- Dr. Kary Cooper, Assistant Superintendent for Student Engagement & District Services
- Dr. Beth Brockman, Assistant Superintendent for Employee Services
- Karla Oliver, Assistant Superintendent for Community Engagement & Strategic Partnerships
- Dan Armstrong, Assistant Superintendent for Technology Services
- Dr. Dash Weerasinghe, Senior Executive Director for Assessment, Research & Program Evaluation

Legislative Priorities



Beginning in May 2018, the Plano ISD Board of Trustees adopted their 2019 legislative priorities for the 86th legislative session that opened in January 2019. As a result of inclusive conversations among trustees and district administration and in collaboration with peer districts, the board identified two main priorities.

Photo of state capitol building and students.

- The Texas state share of funding for K-12 public education: Since 2008, the State’s share of funding for public education has fallen from 50% to 37%, leaving local taxpayers to compensate for a larger share of public education funding.
- Property tax relief: Plano Independent School District as a “Chapter 41” district has contributed more than \$1.6 billion in recapture payments to the State of Texas since the 1993 inception of the funding structure.

The complete 2019 legislative priorities can be found at www.pisd.edu/legislative.

Even before the legislative session began, Plano ISD trustees took an active advocacy role by speaking with the local news media, meeting with legislators and educating the community via a Taxparency mailer to Plano taxpayers about how state funding of education affects Plano ISD past, present and future.

During the legislative session, advocacy efforts by the board were on the agenda of every regular board meeting from November to May, and a timeline of advocacy activities, as well as ongoing legislative activity reports and bills tracked, were posted on the website for constituent review.

Board legislative activities included letters to legislators; contributions to news articles providing informed opinions and facts regarding recapture; participation in community meetings and press conferences; social media posts to raise awareness of how recapture and new decisions regarding state funding of education might affect Plano ISD and our community. And in support of the 2019 legislative priorities, board and district leadership, as well as PTA leaders, traveled to Austin for legislative days at the capitol where they met in person with legislators to offer insight and advocacy.



February 2019: board and district leadership met with Representative Jeff Leach in Austin during Plano Legislative Days a joint effort with the Plano Chamber of Commerce to represent Plano's specific needs.



February 2019: board and district leadership met with Senator Angela Paxton at the Capitol. During Plano Legislative Days, board and leadership met with delegates to discuss pending legislation and school finance models.



*April 2019: CBS 11 interviewed **2018-19 Board President Missy Bender** regarding House Bill 3.*



May 2019: the North Texas school districts' House Bill 3 joint press conference addressed the proposal to calculate school funding using property values from the current year.

2019-23 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 do what it takes to have outstanding schools. With high aspirations for all students—from pre-k, 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. “My challenge to this team was to be the new visionaries for children. I implored the committee to open their hearts, open their minds and lift their voices on behalf of 53,000 students and 7,000 staff members served by the district. I asked each member to set aside thoughts of one student, one campus, one teacher. And to instead, think of each child, every child and one district,” said Superintendent Sara Bonser.

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, “a mission statement for students, by students,” said Superintendent Bonser.

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 on April 25, 2019.



2018-19 Superintendent’s Student Advisory Committee members **Kamilah Ashley**, Plano East Senior High; **Rishi Malhotra**, Plano West Senior High; **Katka Durcanska**, Academy High School; and **Mark Mueller**, Plano Senior High served on the strategic planning committee.



Superintendent Sara Bonser and then Board President Missy Bender introduced the new strategic plan at the State of the District event in April 2019.

Plano ISD Mission

Our Plano ISD learning community will educate, inspire & empower every student to activate their unique potential in a dynamic world.



Plano ISD Vision

- Committed to Excellence
- Dedicated to Caring
- Powered by Learning
- Plano ISD Proud.

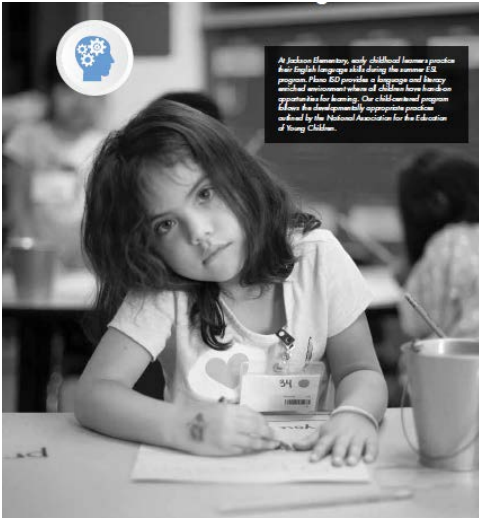
Beliefs

- ALL students are at the heart of our decisions.
- High expectations lead to growth and achievement for each student and staff member.
- Graduates must possess the skills and knowledge that prepare them to become responsible citizens and successful leaders.
- All students will utilize social, emotional and academic skills in order to become resilient and resourceful lifelong learners.

- The highest levels of learning occur when students are engaged in work that is relevant, authentic and challenging.
- Equity and access to equal opportunities are essential to reaching the highest levels of student achievement.
- As good stewards, we provide access to resources that enable each student to reach his/her aspirations.
- Our diverse, innovative and future-focused employees are the most valuable resource vital to the growth, care and success of each student.
- We embrace families, staff, students and our community in the shared responsibility of educating our children.
- Developing meaningful, collaborative relationships in a welcoming, safe and caring environment is essential for student success.
- Quality public education is the foundation of a thriving community.

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.



At Jackson Elementary, early childhood learners practice their English language skills during the summer ESL program. Plano ISD provides a language and literacy enriched environment where all children have hands-on opportunities for learning. Our child-centered program follows the developmentally appropriate practices outlined by the National Association for the Education of Young Children.

Plano ISD is powered by learning. Our educators continually assess learning using a variety of methods to determine next steps in the learning progression and to provide students with engaging, innovative and differentiated instruction. We understand that each student's potential is unique, and we prepare our educators to design learning experiences that meet each student's individual needs.

Our youngest learners are getting kindergarten ready via early childhood programs, which include options for full-day pre-kindergarten for qualifying students.

AVID programs (Advancement Via Individual Determination), offered on 22 secondary campuses and in 24 elementary schools for fourth and fifth graders, close achievement gaps by preparing all students for college readiness.

The Academy Programs of Plano offers three high school academies: the IB World School at Plano East, Plano ISD Academy High School and the Plano ISD Health Sciences Academy. Elementary students can apply to our newest academy, the IB World School at Huffman Elementary.

Students can obtain college credit for Advanced Placement (AP), dual credit with Collin College and International Baccalaureate (IB) classes.

Plano ISD provides learners with options. Whether their post-secondary destination is college or career. Plano students will find their personal path to graduation, well prepared for their next step into the dynamic world of their future—proud to be graduates of Plano ISD.



2018 graduates from Plano East Senior High School.



Francisco Flores, 2018 TI Innovations in STEM teaching Award nominee, pictured teaching Exploring Arts AV and Communications at Wilson Middle School.



"Big Tex" by Jacqueline Garcia, Kindergarten, Stinson Elementary. Her artwork was selected for the Youth Art Month State Exhibition in Austin Texas in 2019.

Class of 2017-18 Post Secondary Readiness and Learning Experiences

Plano ISD students' scores on college entrance exams far exceeded state and national averages in 2018. The incomparable performance of Plano ISD students on these exams gives them a competitive edge for college admission and success. In addition to exceptional college entrance exam scores, a significant number of Plano ISD students are challenging themselves by taking Advanced Placement courses, participating in the International Baccalaureate program and earning college credit through Collin College dual enrollment. These statistics indicate the strong dedication of Plano ISD teachers and counselors to enroll more students in honors and advanced courses.

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. For many of these students, 2018 was the first time to take an AP test. Plano ISD's AP program is one of the largest in the nation.

- 48% (4,017) of Plano ISD senior high school students took AP tests for college credit in 2018, and 32% (2,606) of high school students took AP tests for college credit.
- 14,675 exams were administered to students in Plano ISD high schools and senior high schools in 2017-18.
- 79% of AP test scores at the senior high schools were 3, 4 or 5, as compared to 48% at the state level and 58% at the national level.

2017-18 ACT: Average Composite Scores

English – 25.2 (PISD); 19.6 (Texas); 20.2 (Nation)

Math – 26 (PISD); 20.6 (Texas); 20.5 (Nation)

Reading – 26 (PISD); 21.1 (Texas); 21.3 (Nation)

Science – 25.4 (PISD); 20.8 (Texas); 20.7 (Nation)

1,906 Plano ISD Seniors took the ACT.

The percentages of ACT-tested students ready for college-level coursework as compared to students across the nation are as follows: English composition: PISD-87%, TX-56%, US-60%; Algebra: PISD-77%, TX-39%, US-46%; Social Science: PISD-74%, TX-44%, US-40%; Biology: PISD-69%, TX-35%, US-36% and all four subjects: PISD-59%, TX-25%, US-27%

2017-18 SAT: Average Scores by Subject

Math: 616 (Plano ISD), 512 (Texas), 531 (Nation)

Reading: 601 (Plano ISD), 5202 (Texas), 536 (Nation)

2,839 Plano ISD Seniors took the SAT.

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.

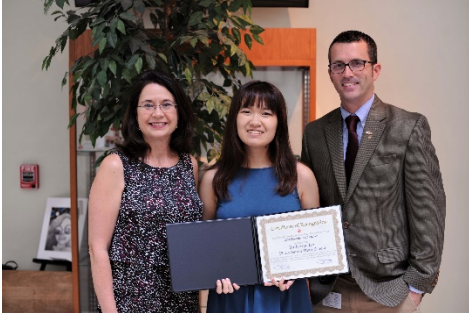
- In 2017-18, Plano ISD had 125 full diploma candidates in the IB program.
- 106 IB diplomas were awarded in 2018.
- IB students took 750 IB exams with a 92% passing rate.

Dual Enrollment through Collin College

Since fall 2005, Plano ISD has offered a dual enrollment program through Collin College. For the 2018-19 school year, 1,664 students enrolled in one or more dual credit courses. These students completed 3,776 dual enrollment core courses and an additional 353 workforce courses through the Health Sciences 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.

Plano ISD Proud



2018 Presidential Scholar Katherine Lei was recognized by the board of trustees in June 2018. She is pictured with Plano Senior High School Associate Principal Pamela Clark (current principal of Clark High School) and Associate Principal Andrew Jacob.

Katherine Lei from Plano Senior High School was named as one of the 161 U.S. Presidential Scholars in 2018. Scholars are selected based on their academic success, artistic excellence, essays, school evaluations and transcripts, as well as evidence of community service, leadership and demonstrated commitment to high ideals. Katherine is the eleventh Plano ISD senior to receive this honor.

Four teachers were especially influential to Katherine's academic career: Vines High School ninth grade human geography teacher, Kevin Barker said, "I remember Katherine as a ninth grader in my human geography class. She was there to learn and was continuously expressing her genuine excitement about her growing understanding of the world." AP macro economics teacher at Plano Senior High, Kevin Magavern, remembers Katherine as, "always one of the most disciplined thinkers in my class. She excelled in analytical rigor." Katherine nominated Shannon Reczek, physics teacher at Plano Senior High, as her distinguished teacher as part of her Presidential Scholar application. Ms. Reczek said "Katherine is such an impressive young lady. Her independence, academic ability and public speaking skills, combined with good old fashioned common sense, are rare qualities in young people...I am so excited to see what the future holds for Katherine and honored to have played a role in helping her to realize her full potential."

- 33 U.S. Presidential Scholar candidates in the 2018 and 2019 school years
- 112 National Merit Semifinalists in 2019
- 124 National Merit Semifinalists in 2018

Plano ISD Assessment and Accountability Results

Plano ISD believes that assessment provides the information necessary to improve student performance and that assessment data should be analyzed for the purpose of setting priorities for instructional decision-making, allocating system resources and setting accountability goals. Plano ISD also believes that assessment data should be reported to students, parents, the community and the mandated state and federal education authorities for the purpose of building partnerships in education.

Texas Education Agency's 2018 State Accountability Ratings

Plano ISD received a rating of "A," and all 67 of its rated schools "Met Standard" in the overall accountability rating. District and campus scores were well above state targets, with a majority of schools earning distinction designations. The Texas Education Agency's 2018 state accountability ratings is the first year of the three domain based approach to academic accountability. The ratings apply one of two labels to districts and campuses "Met Standard" or "Improvement Required" based on the performance on STAAR (State of Texas Assessments of Academic Readiness) exams, graduation rates and college readiness indicators. Students at 67 campuses are tested in the core subject areas—reading, writing, mathematics, science and social studies. STAAR tests are administered to students in grades 3–8. At the high school level, five end-of-course (EOC) assessments replace grade specific tests.

2018 Accountability Ratings

On an A-F Scale, with A=90-100, B=80-89, C=70-79, D = 60-69, and F < 60

- 92 Domain 1: Student Achievement
- 89 Domain 2A: Academic Growth
- 86 Domain 2B: Relative Performance
- 95 Domain 3: Closing the Gaps

2018 and 2019 Valedictorians and Salutatorians

Plano ISD Academy High School

- 2019: Madeline McKenzie, Valedictorian; Katarina Durcanska, Salutatorian
- 2018: Usaid Malik, Valedictorian; David Joseph Reeder, Salutatorian

Plano East Senior High School

- 2019: Alexander Lin, Valedictorian; Shiva Teerdhala, Salutatorian
- 2018: Rahul Sanjai Hayaran, Valedictorian; Mohit Gupta, Salutatorian

Plano Senior High School

- 2019: Howard Yen, Valedictorian; Eric Chen, Salutatorian
- 2018: Karen Ziwei Chen, Valedictorian; Jonathan Zijian Yang, Salutatorian

Plano West Senior High School

- 2019: Jacqueline Wei, Valedictorian; Brandon Chen, Salutatorian
- 2018: Richard W. Guo, Valedictorian; Sharon Jiang, Salutatorian

2018 and 2019 Valedictorians Talk about their Teachers



2018 & 2019 Valedictorians: Madeline McKenzie, Usaid Malik, Alexander Lin, Rahul Sanjai Hayaran, Howard Yen, Karen Ziwei Chen : Jacqueline Wei and Richard W. Guo.

Plano ISD Academy High School

2019 Valedictorian: Madeline McKenzie, Plano ISD Academy High School

- All of my teachers wanted to see me succeed, but Mr. James Wright, Academy High School history teacher, had the most impact. The way he taught and engaged his students showed me different ways to learn to better my education.

2018 Valedictorian: Usaid Malik, Plano ISD Academy High School

- Ms. Stephanie Burnham, Academy High School calculus teacher and primary sponsor for the robotics team, spent long hours making sure the team has time to work and learn.

Plano East Senior High School

2019 Valedictorian: Alexander Lin, Plano East Senior High School

- Mr. Richard Sklar, Plano East social studies teacher, left a lasting impact during History of the Americas. His seemingly endless reservoir of raw passion never failed to wake me up in first period. In his hands, history is no longer a string of facts to be memorized for a test; instead, he shapes history into a tale with both predictable trends and dramatic plot twists, and from this tale he teaches us to draw lessons that we can carry with us throughout our lives.

2018 Valedictorian: Rahul Sanjai Hayaran, Plano East Senior High School

- Calculus BC teacher Ms. Doris Kottwitz' lectures, which incorporated food, (false) proofs and her trademark wit, showed me how math can be found in the unlikeliest places. Her honesty and wealth of experience made her a fount of advice—academic or personal. Most of all, though, "Godwitz" taught me that true motivation comes from within, a trait she exemplifies in everything she does.

Plano Senior High School

2019 Valedictorian: Howard Yen, Plano Senior High School

- Ms. Cheryl Curran, AP biology, taught me the importance of balancing schoolwork and extra-curricular activities, as well as the intricacies of biology. As the Key Club sponsor, she also helped me learn the responsibilities of being the president.

2018 Valedictorian: Karen Ziwei Chen, Plano Senior High School

- Ms. Megan Bourgeois, English III AP teacher, is a compelling and stimulating teacher, constantly challenging her students; even more important, however, was her endless optimism, generosity and good humor. She not only rekindled my childhood love for reading and writing, but also constantly provided me with support and guidance. I only hope that one day I will be as kind, intelligent and giving as she is.

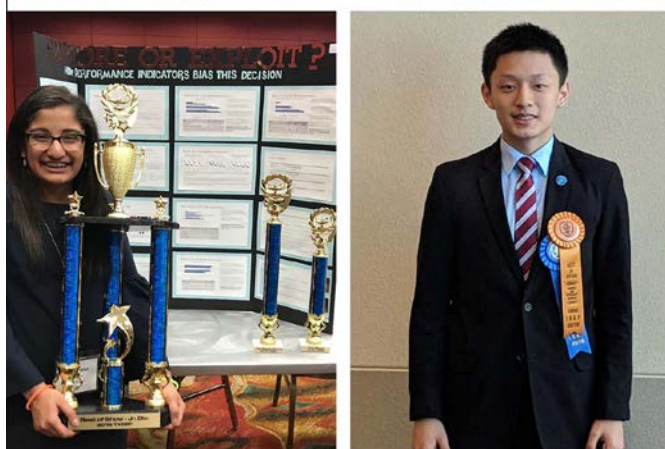
2019 Valedictorian: Jacqueline Wei, Plano West Senior High School

- Several teachers have impacted me tremendously, including Ms. Melanie Willett, fifth grade ELA, Mathews Elementary; Ms. Patricia Kite, ninth grade biology, Jasper High School and Ms. Rhonda Smith, Plano West speech and debate. These teachers have taught me the value of compassion, grit and courage, and they have played an enormous role in my academic and personal development.

2018 Valedictorian: Richard W. Guo, Plano West Senior High School

- I have several influential teachers, Ms. Patricia Kite, Jasper High School biology honors teacher, for forewarning me about the rigors of high school. Ms. Vivian Zhong, Jasper High School AP calculus BC, for challenging me like I had never been challenged before. Ms. Melanie McAllaster, Jasper High School English II honors, for restoring my confidence in English. Ms. Celine Gomez, Plano West AP literature, for teaching me how to use a theme. And finally, Mr. Robert Dissinger, Robinson Middle School Texas history, for getting me into PACE.

Student Honors



Malav Shah and Burzin Balsara, Plano Senior High, Intel ISEF best of category, 2018; Tanaz Muhamed, Otto Middle School, Texas Science and Engineering Fair, best of show, 2018; Kevin Meng, Plano West Senior High, Intel ISEF, best of category, 2019.

International Honors

- **2019 – GENIUS Olympiad Winners:** Harshika Jha, Plano West, gold medal; Navya Ramakrishnan, Jasper High School, gold medal; Andrei Spiride, Plano East, gold medal; Rajiv Swamy, Plano East, silver medal; and Rekha Swamy, Plano East Senior High, silver medal
- **2019 – Google Science Fair Regional Finalist:** Benjamin Li, Plano West, Texas state winner and one of 70 regional finalists around the globe
- **2019 – HOSA (future health professionals) International Leadership Conference:** Soliana Ghirmazion, Plano East, clinical specialty first place; Rojon Sangani, Plano West, job seeking skills first place; Thomas Dang, Margaret Le, Lauren Truong and Andrew Vu, Plano East, community awareness team, first place
- **2019 – Intel International Science and Engineering Fair (Intel ISEF):** Kevin Meng, Plano West, received a best of category award and a first place in robotics and intelligent machines and several special awards; 3 second place; 2 third place and 7 special awards
- **2019 – International Public Policy Forum:** Jasper High School team: Tejas Bansal, Shruti Kotha, Renee Li, Michelle Ma, Reeya Shah, Lillian Ye and Angela Wang, second place
- **2018 – GENIUS Olympiad (winners):** Sujai Hiremath, Plano East, bronze; Dhruva Rao, Plano East, bronze; Snehith Rayavaram, Plano East, bronze; Nirvair Sangha, Plano East, bronze; Rajiv Swamy, Plano East, silver; Rekha Swamy, Plano East, silver

- **2018 – Intel International Science and Engineering Fair (Intel ISEF):** Burzin Balsara and Malav Shah, Plano, best of category award and first place, embedded systems; 2 third place; 3 fourth place and 8 special awards

National Honors

- **2019 & 2018 – Best Communities for Music Education:** recognition, National Association of Music Merchants
- **2019 – BPA (Business Professionals of America) Nationals:** 4 first place winners: Brandon Chen, Plano West; Shaurya Kala, Jasper High School; Karen Yang, Plano; Caleb Yu, Plano; 10 top 10 winners
- **2019 – Continental Mathematics League, Euclidean Division:** Shuchen Ding, Harrington Elementary, third grade
- **2019 – National Speech and Debate Association Tournament:** Jacqueline Wei, Plano West, extemporaneous speaking national champion; 6 high school national winners; 7 middle school national winners
- **2019 – Regeneron Science Talent Search Top 10:** Vincent Huang, Plano West
- **2019 – Regeneron Science Talent Search Top 300:** Vincent Huang, Plano West; Harshika Jha, Plano West; Paritosh Suri, Plano West; Eric Zhang, Plano West
- **2018 – Academic WorldQuest Championship:** Plano West team of Richard Guo, Cindy Hao, Christina Lu and Sandipan Nath, national champions
- **2018 – BPA (Business Professionals of America) Nationals:** Warren Chen, Plano, first place; 4 second place; 3 third place and 3 top 10 winners
- **2018 – Broadcom MASTERS Top 300:** 6 eighth grade students from 5 middle schools
- **2018 – FCCLA (Culinary/Fashion Design), National Leadership and Skills Conference:** Lana Vong, Plano East, Restaurant Service gold medalist
- **2018 – Mark of Excellence Winners:** 3 Plano West chamber orchestra, Plano East chamber orchestra and Plano West jazz ensemble
- **2018 – National Art Honor Society/National Junior Art Honor Society juried exhibition:** Kailey Noblitt, Schimelpfenig Middle School, artwork exhibited
- **2018 – National History Day Competition:** team of 5 Plano East students selected as finalists
- **2018 – National MathCounts:** Rithvik Ganesh, Rice Middle School, gold medalist
- **2018 – National Speech and Debate Association Tournament:** Jacqueline Wei, Plano West, national champion U.S. extemporaneous speaking and Uzair Alpial, Plano West, national champion international extemporaneous speaking
- **2018 – Regeneron Science Talent Search Top 40 Finalist:** Michael Ma, Plano West
- **2018 – Regeneron Science Talent Search Top 300:** Sharon Jiang, Plano West and Michael Ma, Plano West

State Honors

- **2019 – All-State Musicians:** band, choir, jazz and string players, 77 students
- **2019 – BPA (Business Professionals of America):** 18 state winners advance to national competition

- **2019 – Code Wars (computer coding competition team awards):** advanced division (1 first place); novice division (1 first place and 1 fourth place)
- **2019 – Texas Art Education Association Youth Art Month Capitol Celebration:** 3 works of art selected for exhibit
- **2019 – Texas History Day:** 3 first place, 2 third place and 1 fourth place
- **2019 – Texas Music Educators Association Honor String Orchestra:** Plano West School chamber orchestra
- **2019 – Texas Science and Engineering Fair:** Kevin Meng, Plano West, best of fair. Senior division winners: Ashay Shah and Ashna Shah, Plano East, grand prize; 4 first place; 6 second place and 8 third place. Junior division winners: Otto Beall, Otto Middle School, grand prize; 3 first place; 2 second place and 5 third place
- **2018 – All-State Orchestra, Band and Choir Ensembles:** 78 students selected
- **2018 – BPA (Business Professionals of America):** 14 state winners advance to national competition
- **2018 – DECA (marketing):** 11 state awards advance to nationals
- **2018 – HOSA (Health Care):** 4 state winners advance to international competition
- **2018 – JROTC Essay Competition:** JROTC Cadet First Sergeant Landry Lewis, Clark High School, essay titled “This I Know” Duty, Honor, Country, state first place and third place at the eight-state Fifth Brigade level
- **2018 – MathCounts State Competition:** Rice Middle School team, second place; Murphy Middle School team, fourth place; Rithvik Ganesh, Rice Middle School, fourth place in the written competition and he advanced to nationals
- **2018 – Texas Art Education Association Youth Art Month Capitol Celebration:** 3 works of art selected for exhibit
- **2018 – Texas Music Educators Association All-Region High School Choir:** 147 students selected
- **2018 – Texas Music Educators Association Middle School String Honor Orchestra:** Rice Middle School chamber orchestra
- **2018 – Texas Music Educators Association High School Honor Full Orchestra:** Plano West symphony orchestra
- **2018 – Texas Science and Engineering Fair:** Tanaz Muhamed, Otto Middle School, best of show; 5 special awards. Senior division: 1 grand prize; 6 first place; 6 second place and 4 third place. Junior division: 2 grand prize; 6 first place; 3 second place and 3 third place winners
- **2018 – Texas State Visual Arts Scholastic Event (VASE):** 6 gold seal winners; Doreen Chen, Jasper High School, Artwork titled The Cowherd and the Weaver Girl advanced to the gold seal exhibit at the Texas Fine Arts Summit

Additional Honors

- **2019 – Collin County Spelling Bee:** Satvik Mahendra, Rice Middle School eighth grade, third place; and Lauren Spitz, Frankford Middle School, fifth place
- **2019 – Regional Scholastic Art Awards:** 58 gold key and 72 silver key awards
- **2019 – Regional Science and Engineering Fair (secondary):** Senior division: 8 grand prizes, 25 first place. Junior division: 2 grand prize and 11 first prize
- **2019 – Regional Science Fair (elementary):** 17 first place, 16 second place and 10 third place winners

- **2018 – Dallas Summer Musical Awards:** Plano, Jekyll & Hyde winner of best lighting, best direction and best musical
- **2018 – Dallas Young Masters Exhibit:** 19 visual artworks selected



Top left: Artist Angie Ngo, Plano East Senior High, artwork titled “Chaos Within” was selected for the Young Masters exhibit at the Dallas Museum of Art, 2018 and top right: Plano West Senior High chamber orchestra selected as the TMEA honor string orchestra, 2019. Middle left: Clark High School Junior Reserve Officers’ Training Corps Cadet First Sergeant Landry Lewis’ essay took first place at state and third place at Fifth Brigade level, 2018 and middle right: artwork titled “All Tied Up” by Doreen Chen, Plano Senior High, was selected for display at the Youth Art Month State Art Exhibit in Austin, 2019. Bottom left: the Plano Senior High theatre production of “Jekyll & Hyde” was the Dallas Summer Musicals, High School Musical award winner of best musical, lighting and direction, 2018 and elementary students create art for display in celebration of International Dot Day, 2018

2018 and 2019 Plano ISD Athletic Achievements

Baseball

- Plano and Plano West tied for district second place, advanced to bi-district (2018)

Basketball (Boys)

- Plano West district third place, advanced to area (2018-19)

Basketball (Girls)

- Plano East advanced to bi-district; **Plano district champions, region champions and state champions (2018)**
- Plano East district fourth place, advanced to bi-district; Plano tied for district second place, advanced to regional quarterfinals (2018-19)

Cross Country (Boys)

- Plano West district second place, top qualifier (2018)
- Plano West district team champions, advanced to state; Plano East district third place, advanced to regionals; Plano East Grant Wilcox district individual champion, state sixth place (2018-19)

Cross Country (Girls)

- Plano East district champions; Plano district top qualifier; Plano third place individual standings (2018)
- **Plano Ashlyn Hillyard state champion (2018-19)**

Football

- Plano advanced to bi-district (2018)
- Plano East district second place; Plano East bi-district finalist (2018-19)

Golf (Boys)

- Plano regional champions; Plano Tommy Boone state third place; Plano West district champions, regional champions, state fourth place (2018)
- Plano West district first place, advanced to state (2018-19)

Golf (Girls)

- **Plano East Libby Winans state champion, regional and district champion (2018)**
- Plano West district first place; Plano West regional champions, Plano West state second place; Plano East third place individual standings; Plano East Meagan state sixth place (2018-19)

Soccer (Boys)

- Plano East district second place, advanced to bi-district (2018)

Soccer (Girls)

- Plano West district fourth place, advanced to bi-district (2018)
- Plano West district fourth place, advanced to area and bi-district (2018-19)

Swimming (Boys)

- Sanchez state fifth place 100 yard butterfly and state fifth place 100 yard breaststroke (2018-19)

Swimming (Girls)

- Plano West district second place; Plano district fourth place (2018-19)

Tennis (Individual)

- Plano advanced boys singles to regionals; Plano East advanced boys singles to regionals; Plano West advanced girls singles, mixed doubles, boys doubles and girls doubles to regionals; Plano West boys doubles advanced to state, Plano West girls doubles state second place; **Plano West Emma Gener and Jocelyn Thai girls doubles state champions (2018)**
- Plano four athletes advanced to regionals; Plano West advanced six athletes to regionals; Plano Edward Shteyn and Herman Aguirre boys doubles state third place; **Plano West Emma Gener and Caden Moortgat mixed doubles state champions (2018-19)**

Tennis (Team)

- Plano West district champions, advanced to state semi-finals (2018)
- Plano West district first place, advanced to the regional semifinals (2018-19)

Track (Boys)

- Plano Kyron Cumby state fifth place 100 M (2018)
- Plano third place team standings; Plano West 800 M regional champions; Plano East district champions, Plano East regional third place 100 M run; Plano East Tyler Owens state second place 100 M dash; Plano East Jalen Anderson state seventh place high jump; Plano West Peter Johnson state eighth place 800 M run (2018-19)

Track (Girls)

- Plano district champions; **Plano Kennedy Blackmon state champion 400 M dash** and state second place 200 M dash; Plano Ashlyn Hillyard state third place 3200 M (2018)
- Plano East district second place; Plano East regional champions 800 M relay; Plano East 4 X 200 M state fifth place; Plano Bianca Carroccio state eighth place 800 M run (2018-19)

Volleyball

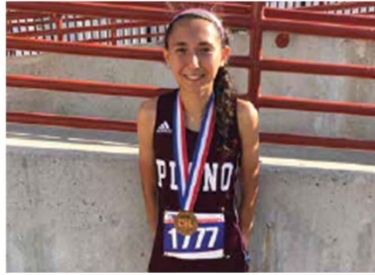
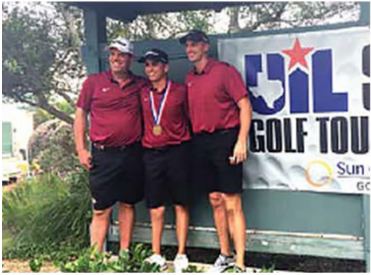
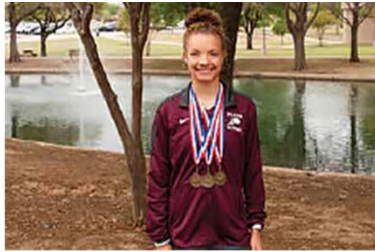
- Plano West district champions, advanced to regional quarterfinals; Plano district third place, advanced to bi-district (2018)
- Plano West regional champions, advanced to state semi-final; Plano district fourth place, advanced to regional quarterfinals (2018-19)

Wrestling (Boys)

- Plano Austin Cooley state third place 152 lbs. weight class; Plano Sam McCoy state fifth place 126 lbs. weight class (2018)
- Plano West district third place; Plano West state fourth place overall team points; Plano West Brian Pollard state third place 170 lbs. weight class; **Plano West Tagen Jamison state champion 132 lbs. weight class (2018-19)**

Wrestling (Girls)

- Plano East district third place; all three senior highs advance to regionals and state; **Plano West Ashley Lekas state champion 165 lbs. weight class (2018-19)**



Top left: State girl's basketball champs, Plano Senior High, 2018 and top right: Kennedy Blackmon Plano Senior High, state champion 400 M dash and state second place 200 M dash, 2018. Middle left: Tommy Boone, center, Plano Senior High School, state third place winner, 2018 and middle right: Ashlyn Hillyard, Plano Senior High School, cross country state champion, 2019 and state third place 3200 M, 2021. Bottom left: Caden Moortgat, left, and Emma Genner Plano West Senior High mixed doubles state champions, 2018-19 and bottom right: Tagen Jamison, Plano West Senior High boys wrestling state champion 132 lb. class and Ashley Lekas, Plano West Senior High girls state champion 165 lbs. weight class, 2018-19.

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.



Killian Carper, Plano East Senior High Career and Technical Education (CTE), gets hands-on experience during his Welding I class. Topics include oxyfuel cutting/heating/welding, shielded metal arc welding, gas metal arc welding, flux-cored arc welding, plasma arc cutting, safety and metal fabrication. The course provides instruction and training necessary for the American Welding Society Certification and OSHA 10-hour General Industry Certification. Photograph by 2018-19 Plano East yearbook staff photographer Long Nguyen.

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 dual credit courses through Collin College as part of our Health Sciences Academy and coming in fall 2020, the Collin College Technical Campus will be open to Plano students with opportunities to study building trades, information technology and manufacturing. This program for eleventh and twelfth graders will feature dual credit courses based on workforce demands in the region.



As part of the annual petting zoo to promote animal courses, Plano East CTE student, Lindsey Russell, invites other students to pet the chicken she raised from a chick. Photo courtesy of Plano East yearbook photographer Long Nguyen.



Harrington Elementary second graders practice their computer coding skills.



Arthur Sliter, Academy High School, designed and demonstrated a robotic arm during his Titan Symposium senior presentation.

Career and Technical Education

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, career 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 2018-19 school year there were 20,000 Plano ISD students gaining experience across multiple disciplines.

2018-19 CTE Achievements

- Student professional certifications: 2,540
- Precision exams certifications: 1,491
- Health Sciences Academy: 49 certifications; 46 students graduated from the four-year program
- Career Preparations Program: 194 students participated in training and working through area business partnerships

- Practicums and internships: 546
- Students logged over 10,000 hours in community service projects in 2018-19

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

The HSA class of 2019 earned 2,369 hours of workforce and academic dual credit in partnership with Collin College. In 2018-19, students earned 49 certifications and performed 5,862 hours of community service. Additionally, \$1,500,000 in scholarship dollars have been awarded to Plano ISD HSA students (\$971,854 scholarship dollars were offered to the HSA class of 2018).



*Health Sciences Academy students **Camryn Williams** and **Jamila James**. The Health Sciences Academy offers dual credit through Collin College and partners with Baylor Scott & White Medical Center Plano and The Heart Hospital Baylor Plano, as well as other local hospitals and corporations.*

Student Honors

Career and Technical Education Award Highlights

CTE students have the opportunity to compete in regional, state, national and international competitions in student leadership organizations such as BPA, DECA, FCCLA, FFA, HOSA and SkillsUSA.

International Honors

HOSA (Future Health Professionals), 2019

- HOSA International Leadership Conference: Plano East Senior High community awareness team, first place; Jasper High School team Neha Mullassery, Avaneesh Rade and Neha Thomas, sixth place; Soliana Ghirmazion, Plano East Senior High, clinical specialty, first place; Rojon Sangani, Plano West Senior High, job seeking skills, first place.

National Honors

Project Lead the Way (PLTW) Distinguished School, 2018-19

- Plano Senior High was recognized as a PLTW distinguished school. This honor has been awarded to only 426 schools nation-wide to programs that demonstrate exemplary results.

BPA (Business Professionals of America), 2019

- BPA National Leadership Conference: Brandon Chen, Plano West Senior High, first place personal financial management; Shaurya Kala, Jasper High School, first place fundamentals of web design; Karen Yang, Plano Senior High, first place legal office procedures; and Caleb Yu, Plano Senior High, first place fundamental spreadsheets.

SkillsUSA, Culinary Arts, 2018

- SkillsUSA National Leadership and Skills Conference: restaurant service gold medalist Lana Vong, Plano East Senior High.

State Honors

SkillsUSA, STEM 2019

- Risha Valera, Plano West, state conference best of show STEM job exhibit.

Additional Honors

FFA, Agriculture

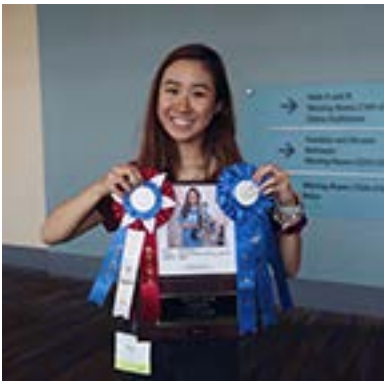
- FFA students competed in state and district competitions earning top places at the Collin County Junior Livestock Show in January 2019 in poultry, rabbits, cattle, swine, lambs, horticulture and agriculture mechanics.



Thomas Dang, Margaret Le, Lauren Troung and Andrew Vu, Plano East Senior High, community awareness first place team, HOSA International Conference, 2019.



BPA National Leadership Conference attendees and winners from Plano Senior High, Plano West Senior High and Jasper High School, 2019.



Risha Valera, Plano West Senior High, SkillsUSA State Conference, best of show, job exhibit, 2019.



Lana Vong, Plano East Senior High, SkillsUSA National Leadership and Skills Conference gold medalist, 2018.



Sara Deibert, Plano West Senior High, fine wool champion, Collin County Lamb Show, 2019.

Computer Science

Computer science students practice tomorrow's skills today beginning in elementary school. Students engage in computational and algorithmic thinking patterns, learn to process information and design software. 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. Computer science courses are offered in all high schools and senior high schools. At the high school/senior high levels students may choose to participate in various coding competitions such as CodeWars sponsored by HP, invitational competitions, competitions through the University of Texas, Dallas and UIL district, regional and state competitions.

Hour of Code

Plano schools participated in the worldwide "Hour of Code" event held during Computer Science Education week in December 2018. Students in kindergarten and up joined 203,613 registered participants across the globe. 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.



Shepard Elementary second graders participated in Hour of Code activities in December 2018.



During the 2019 Code Wars competition, the team from Plano West Senior High won first place advanced division: Eric Zhang, Jett Wang and Autumn Tan with Coach Robin Bailey, Plano West math teacher.

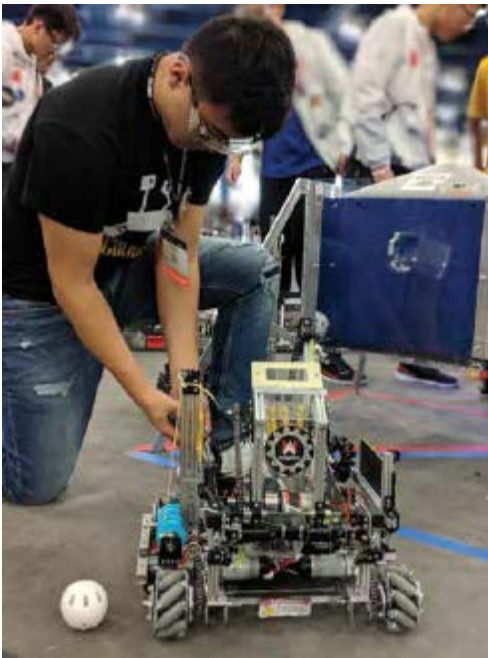
Robotics

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 extra-curricular robotics programs participate in FIRST® (For Inspiration and Recognition of Science and Technology) robotics. Studies by FIRST® show that robotics students are more likely to pursue challenging math and science courses; are more interested in attending college and report an increased ability to communicate, manage time, resolve conflicts and solve problems. Plano students compete in three levels of FIRST® robotics from fourth to twelfth grades: FLL (FIRST® Lego® League Robotics grades 4-8), FTC (FIRST® Tech Challenge 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 as student interest grows.

At the FLL level (grades 4-8), 56 teams on 44 elementary and middle school campuses participated and 68 teachers coached more than 550 students. Students learned teamwork, communication, collaboration and determination as they researched, built, programmed and presented their work during competition. Shepard Elementary Coach and 2019-20 Plano ISD Elementary Teacher of the Year Kulsum Mzee said, “we watched our students learn to collaborate, work as a team, respect their differences and embrace mistakes and struggles.”

In FTC (grades 7-12) robotics, 15 teams were coached by 17 trained teachers. Nearly 250 students designed, built and programmed 18” x 18” robots. Competition teams from two senior high schools, six high schools and five middle schools participated. Teams from McMillen High School, Plano East Senior High and Plano West Senior High advanced to the state competition. The Plano East Senior High team advanced to the World Championships. “At first I joined robotics because it allowed me to come up with my own creative ideas. Now, I am focused on teaching other students to create,” said a PESH Bots team member.

FRC robotics in Plano ISD included teams of 45 students from Plano Senior High (Team 6171) and the Academy High School (Team 5431) who designed, fabricated, programmed, tested, redesigned and marketed their robots. During competition, the Plano Senior High team was recognized for demonstrating outstanding sportsmanship and won a team spirit award. The undefeated Academy High School team advanced to state competition, finished as semifinalists and won the safety award. They competed at the State and World Championships finishing as quarterfinalists in international competition.



Kevin Pi, Plano East Senior High, FTC "PESH Bots" team member.



Robinson Middle School FLL robotics team members with Robinson Principal Billie-Jean Lee.



Bogges Elementary FLL "Space Squirrels" robotics team.

Charmaine Solomon Adult Transition Center

The Charmaine Solomon Adult Transition Center opened in fall 2018. Nearly 100 adult students with disabilities participate in life and workforce education programs at the new transition center. Real-life, hands-on work experiences put students in a place where they are doing genuine work that matches their interests and serves business goals.

In April 2019, the board of trustees approved the facility naming committee's recommendation to name the center in honor of Charmaine Solomon. Through her work as a CASA volunteer, her work with at-risk children at City House and as one of the founders of My Possibilities for the special needs community, Charmaine Solomon has made a real and lasting difference in the lives of the underserved populations in Collin County.



Trustee Angela Powell and Adult Transition Center namesake Charmaine Solomon.

Junior Reserve Officer's Training Corps (JROTC)

Another key to college and career success is leadership. Plano ISD's junior reserve officer training corps (JROTC) boasts three award-winning battalions: Panther Battalion (Plano East Senior High, McMillen and Williams High Schools), Wildcat Battalion (Plano Senior High, Clark and Vines High Schools) and the Wolf Battalion (Plano West Senior High, Jasper and Shepton High Schools). The Plano ISD Army JROTC program emphasizes character education, student achievement, wellness, leadership and diversity. It is a cooperative effort on the part of the military services and host institutions to produce successful students and citizens, while fostering in each school a more constructive and disciplined learning environment. Cadets who complete the JROTC activities and its challenging curriculum will be more ready for their next steps into college and career.



Plano Senior High School JROTC color guard: Cadet Captain Hannah Loeluk, Cadet First Sergeant Aviana Chappel, Cadet First Lieutenant Ryan Hurst, Cadet Corporal Wendy Rojas and Cadet Master Sergeant Kellie Scouten, August 2018.

Social Emotional Learning: Whole District, Whole Child



Social emotional learning (SEL) is an important focus in Plano ISD at every campus. 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. In Plano ISD, we will grow to understand and manage emotions, care for self and others, develop empathy, build resiliency and solve problems effectively and ethically. SEL empowers students to become responsible, productive and contributing members of the global community. SEL core values include the belief in the power of compassion, community, relationships, diversity, hope and trust. More information can be found at www.pisd.edu/sel. New in 2018-19 in support of the district's SEL initiative were two new learning opportunities launched via the visual arts curriculum, the SEL kindness card contest and the Spring SEL art exhibit.

Social Emotional Learning Kindness Card Contest

Nearly 400 students entered their original artwork in the district's first kindness card art contest. The Plano ISD Education Foundation provided monetary prizes to the winner and three finalists, and the winning artwork was published on the cover of the official district note card used by district leaders.

Social Emotional Learning Spring Art Exhibit

In March 2019, student explorations of the SEL "Big Ideas" through the district's visual art curriculum were showcased in a district-wide fine arts family-friendly event open to the public.



Kindness card contest winners Saher Kamal, Jasper High School; Sara Salazar, Frankford Middle School; Abigail Githinji, Mitchell Elementary; and Neil Thakkar, Schell Elementary.



Student artist Tromazja Gilmore from Wilson Middle School and Director for Family & Social Services Sharon Bradley.

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.



“As educators, we are continuously learning,” said Alex Casado, a Plano Senior High School alum, former instructional specialist at Memorial Elementary and current assistant principal at McCall Elementary, who helped recruit teachers at the 2018 job fair. “My journey to this point has been filled with a variety of learning opportunities. As a classroom teacher, I worked to build relationships with my students so we could collaboratively work to achieve each student’s dreams. As a Title I support specialist, I worked to develop the instruction and dive deep into the necessary understandings that students must have to be successful. Other roles, such as AVID director, vertical team leader and coordinator, have also grown my abilities.”

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 years of experience and 35% 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. The Plano Star Courier named Plano ISD as the 2019 Best Place to Work in Plano.



Margareta Coveney Rice Middle School teacher and 2018 TI Innovations in STEM Teaching Award winner.



Plano ISD leaders and district teachers participate in "Trade Day" Saturday Professional Learning.



"I Am Plano ISD." Experienced elementary academic services staff members M'Cheyl Herrera, Geralyn Hendrick, Mary Swinton and Rachel Beachy are proud to welcome new teachers to orientation.

Professional Learning in Plano ISD

Plano ISD was recognized as a 2019 District of Excellence in Professional Learning by Learning Forward Texas. This award focuses on professional learning programs that are results-driven and designed to show an impact on student achievement. The Plano ISD professional learning department received this elite recognition for the work of the Professional Learning Commission, a group of almost 50 employees from across the district who worked to build systems of learning for all employees. This cross-department collaboration has led to

expanded opportunities such as online courses, a professional e-book library, increased in-person best practices training and opportunities to collaborate with peers.



Learning Forward Executive Director Terri Iles, then Professional Learning Director Ashley Helms, Coordinator Marcus Miller, Administrative Assistant Michelle Ribeiro and Coordinator Edna Phythian received board recognition for their 2019 District Excellence in Professional Learning Award by Learning Forward Texas.

New Teacher Orientation

Each year teachers new to teaching or new to the district attend a three-day orientation prior to the beginning of the school year that includes professional learning and networking opportunities.



New teacher training, 2018.

Teacher Summer Externship Program

The teacher externship program provides unique professional learning opportunities for K-12 teachers in collaboration with local partners in business and industry. This program, offered in partnership with the Plano Mayor's Summer Internship Program and sponsored by Capital One, gives teacher externs access to learning that will enrich the classroom-to-career connections for Plano students.



Plano ISD teacher externs offered professional learning to their peers at trade learning Saturday 2018: Rachael Kowalski, Plano Senior High math teacher and Ericsson extern; Ann Radebaugh, Jasper High School English teacher and Ericsson extern; and Montrail Davis Frankford Middle School PE teacher and Baylor, Scott & White extern.

Teacher of the Year Gala, 2018 and 2019

Annually at the Teacher of the Year Gala, ten Excellence in Teaching award winners are announced, and from this group of ten talented teachers, two district Teachers of the Year are awarded. At the gala, more than 1,100 parents, teachers, community members, as well as local businesses support the district as we honor and celebrate our outstanding teachers.



Top: 2018 Secondary Teacher of the Year Michelle Johnson, Rice Middle School; 2019 Secondary Teacher of the Year Daniel Cox, Plano West Senior High School; 2019 Elementary Teacher of the Year Kulsum Mzee, Shepard Elementary; and 2018 Elementary Teacher of the Year Dr. Keishon Ireland. Middle left: Plano Teacher of the Year banquet attendees; middle right: 2019 teachers of the year with Board President Missy Bender, Superintendent Sara Bonser and Park Place Lexus event sponsor at the Gala. Bottom left: Shepard Elementary students perform a medley of songs from "Alice in Wonderland." Bottom right: 2018 Teachers of the Year Michelle Johnson and Dr. Keishon Ireland at the Gala.

Teachers of the Year



Top left: Kulsum Mzee, Shepard Elementary 2019 Elementary Teacher of the Year and top right Dr. Keishon Ireland, Mitchell Elementary 2018 Elementary Teacher of the Year. Bottom left: Daniel Cox, Plano West Senior High, 2019 Secondary Teacher of the Year and bottom right Michelle Johnson, 2018 Secondary Teacher of the Year.

2019 Elementary Teacher of the Year:

Kulsum Mzee, Shepard Elementary Fourth Grade Teacher

During my six years as a teacher in Plano ISD, I have been privileged to witness the evolution of my teaching style and philosophy as the world around me has changed. Teaching, in my opinion, is not only about academics, grades or data. I believe in unlocking my students' potential, and I believe that my students are ready to learn when I can help them unlock their hearts, and I can find purpose in the content I'm trying to teach them. My approach to teaching is holistic. One of my top goals as a teacher is to ensure that I can provide each and every student an opportunity to grow physically, mentally, emotionally and socially to their fullest potential and, at the same time, make them feel valued and safe. For example, I usually ask my students for permission to share their mistakes with the rest of the class. Their willingness to let me share demonstrates to me that I have created a safe environment where they feel valued and in turn, value their contribution in sharing from their mistakes. When a student, who is usually too shy to speak willingly, wants to share their experience in our community circle, I know this child feels safe. As an educator, I also want to provide my students with an engaging and stimulating environment where there are no boundaries or limits to their learning. I want each of my students to have a passion and enthusiasm for math and science as much as I do. I want learning to be fun and to infuse joy in their learning. I want that passion and enthusiasm to be contagious to a point where all my students want and love to be a part of the school and yearn to excel.

2019 Secondary Teacher of the Year:

Daniel Cox, Plano West Senior High School Special Education Teacher

Through teaching special education, I continue to learn what it means to be an outstanding teacher, not only for my students, but for the entire school. I have found that building a strong rapport with my students and creating a positive and safe learning environment are the best models a teacher can establish. In addition to what I do for my students, I collaborate with my colleagues and the community to create a universal learning environment. At the beginning of each year, I focus on building relationships with my students. Before they even enter my classroom, I look through the grade book to memorize each student's name and face, to which students' reaction each year is one of surprise. An effective way to build rapport with students is to care and listen to them. At the beginning of each week, I like to start class with hearing what each of my students did that weekend to provide an opportunity for them to have a voice in the classroom and to help establish an accepting and comfortable environment. This allows them to build up their confidence in my classroom and beyond. In addition, it is important to establish a positive and safe learning environment. Since I teach special education, each student has an Individualized Education Program (IEP) with learning goals and accommodations, and my classroom is designed to help each student achieve these goals as well as life goals. To do this, I first establish an environment that fosters confidence, since my students know it is always okay if they do not have the answer. What I teach my students is that it is okay to be wrong, but I want them to answer with a confident voice. The learning experience I put in place allows students to understand when they are wrong, and strive to find the correct answer.

2018 Elementary Teacher of the Year:

Dr. Keishon Ireland, (former Mitchell Elementary, Fifth Grade Teacher

Teaching should be fun because learning should be fun. Teaching is power and happiness that is entrenched within anyone who is passionate about uplifting, motivating and changing the lives of scholars who at any point in life had a dream to be somebody special. To be an outstanding teacher, one must first be an outstanding learner. Each day, I learn new strategies and methods from my cohorts that aid me in delivering quality, individualized instruction for my scholars. Each day, I learn from the very same students that I teach. My students teach me how to become a better person, teacher and role model. They teach me how to maintain a growth mindset when faced with adversity, and they teach me how to listen so that I can elicit change in their lives. For me to be an outstanding teacher, I had to become an outstanding learner and realize that I am not always correct; I do not always do everything perfectly; I can learn from the youngest person to the oldest person; and everyone has something to contribute to the world. Being a teacher has many rewards. As a teacher, one has the ability to restore a person's will to chase their dreams and not be afraid of failure. One has the ability to motivate people to become better citizens in life, and one has the ability to mold the minds of our future. It is important for me to leave my footprints in the sand of life. I constantly remind my students how I need them so that I can become great, and in return, they provide me with that same reminder. I teach my students that being the best version of one's self is the only thing one should be obligated to offer to the world, and that being who they are is just enough.

2018 Secondary Teacher of the Year:

Michelle Johnson, Rice Middle School Librarian

From as far back as I can remember, I was called a bookworm. While I am no doubt a reader, I truly love books because of the connections and extensions they provide. The stories within books connect us all. They remind us to stop, to listen and to soak in the story that everyone has to share, to acknowledge the power of the human spirit and to understand how we are all connected. My love of books led me to teaching and to my core teaching belief that connections and personal stories are key. Through stories read or shared aloud, books offer students connections with a variety of characters and situations not otherwise discussed, and such stories encourage students to grow within their own story. My role is to find ways to honor the “story” everyone carries in his or her backpack, for everyone’s story is powerful and worthy of celebration and acknowledgement. With books at the heart, our campus library at Rice Middle School has become a safe and welcoming environment. One of my greatest joys in serving as librarian is the ability to work with and for everyone on campus. In the library, readers experience the freedom to explore, learn and collaborate, and open access to the library ensures me the opportunity to connect and work with students and teachers. While books quite often are the focus, the connections do not stop at books. I have worked with administrators to plan and organize the creation of a makerspace within the Rice Middle School Library, and social connections have also been and continue to be a focus for me. Over the past two years, I have created and implemented programs that connect readers and makers of all ages. Even a brief moment has the power to build a bond, and I find it an honor to serve in and be part of the RMS Library, an environment that allows the entire campus community to study, socialize, read, create, explore, make, collaborate and grow.

Excellence in Teaching Award Winners 2019

2019 Elementary Excellence in Teaching

- Cynthia Buggs, Barron Elementary School, Second Grade Bilingual Teacher
- James Fossier, McCall Elementary, School, Fifth Grade Team Leader
- Sarah Mighell, Centennial Elementary School, Second Grade Teacher
- LaGwenna Redwine, Wells Elementary School, Physical Education Teacher

2019 Secondary Excellence in Teaching

- Kevin May, Plano Senior High School, Special Education Teacher and Athletic Coach
- Dena McCutcheon, Murphy Middle School, Special Education Behavior Support Classroom
- Andreina Russell, Schimelpfenig Middle School, Spanish Teacher and Foreign Language Department Head
- Laura Spear, Vines High School, Biology Teacher and Science Chair

Excellence in Teaching Award Winners 2018

2018 Elementary Excellence in Teaching

- Gabriela Arzola, Thomas Elementary School, PreK Bilingual Teacher
- Ashley Dantzler, Huffman Elementary School, Fourth Grade Teacher
- Cheryl Lombardo, Hughston Elementary School, Special Education Structured Teacher
- Harold White, Boggess Elementary School, Physical Education Teacher

2018 Secondary Excellence in Teaching

- Barnard Aiken, Plano East Senior High School, Junior Reserve Officer Training Corps (JROTC) Teacher
- Shanae Austin, Renner Middle School, Science Teacher
- Ben Dixon, Bird Special Programs Center K-8, Science Teacher
- Travis Smith, Williams High School, Band Teacher

Staff Award Highlights

- Amy Bates, Plano ISD Director of Special Projects, recognized as the North Texas FIRST® Robotics 2018 Outstanding Volunteer of the Year.
- Rodney Belcher, Plano Senior High School Lady Wildcats Head Coach, was honored as the Texas Association of Basketball Coaches (TABC) 2018 Coach of the Year and the Dallas Morning News 2018 Coach of the Year.
- Laura Grundler, Plano ISD Visual Arts Coordinator and School for Art Leaders 2019 Leadership Class graduate, was one of 25 chosen to participate in 2019.
- Logan Heckathorn and Stuart Stutzman, Transportation Services, bus drivers, were national first place winners at the 2019 Transporting Students with Disabilities and Special Needs (TSD) “Road-eo.”
- Dr. Keishon Ireland, Mitchell Elementary, fifth grade teacher and 2018 Elementary Teacher of the Year, was the 2018 winner of the Plano Community Forum 2018 Educator Award.
- Soumeya Lehachi, Armstrong Middle School, LULAC (League of United Latin American Citizens) Educator of the Year, 2018.
- Plano West Senior High School Vertical Art Team, was the 2018 winner of the Arts Education Award from the ArtCentre of Plano for making significant and lasting contributions to the arts in Plano.
- Celene Rosen, Barksdale Elementary teacher, Texas Finalist in the Presidential Awards for Excellence in Mathematics and Science Teaching and named Outstanding Texas Educator by the Texas Academy of Science, 2019.
- John Scott, Plano West Senior High School, social studies teacher, received the 2018 International Educator of the Year by the DFW World Affairs Council (WAC) for his consistent commitment to emphasizing international education and global perspectives throughout his teaching career.
- Pauline Sinnamon, Plano East Senior High School French teacher and Daphne Warren, Plano Senior High School German teacher were honored as two of the five 2018 Texas Foreign Language Association (TFLA) Excellence in Teaching award winners based on outstanding teaching, involvement in campus and language activities, professional contributions, curriculum development and teaching experience.

Superintendent's Service Awards

Superintendent Service awards are designed to honor support staff members who go above and beyond the call of duty as they perform their job responsibilities. Nominees are judged by a committee who select four winners each year. Winners are revealed in a surprise announcement during the employee retirement and service banquet.



2019 Superintendent's Service Award winners:

- Sergio Corona, Facility Services
- Maria Alvarez, Meadows Elementary
- Brittney Love, Charmaine Solomon Adult Transition Center
- Elizabeth Williamson, Student Services



2018 Superintendent's Service Award winners:

- Kendal Corder, Plano Senior High School
- Lynne Crawford, Clark High School
- Silvia Garcia, Meadows Elementary
- Christine Platt, Shepton High School

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.



Retired Seniors Valued in Plano (RSVP) members create spring floral arrangements with assistance from Plano West Senior High floral design students. RSVP membership for retirees 65 years of age and above includes free or reduced admission to most Plano ISD sporting and fine arts events, as well as free special events planned throughout the school year. Events include visits to the Holifield Science Learning Center, dance classes and spring and fall floral design classes all lead by students and their teachers. RSVP events keep retirees connected to student learning. More information is available at www.pisd.edu/rsvp.

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 24,000 members strong, contributes countless volunteer hours every year and builds positive relationships between parents, teachers and the community. As of June 2019, nine Plano ISD school PTAs earned the National PTA School of Excellence designation in honor of their commitment to building inclusive and welcoming school communities. Earning National PTA School of Excellence designations were: Boggess Elementary 2018–20, Haun Elementary 2018–20, Gulledge Elementary 2017–19, Hickey Elementary 2018–20, Hughston Elementary 2018–20, the IB World School at Huffman Elementary 2015-17 & 2017–19, Mitchell Elementary 2018–20, Pearson Early Childhood School 2018–20 and Robinson Middle School 2018–20.



Planoettes Karla Carrillo and Kambri Wilson at Plano Senior High School, participate in the Pink Out for breast cancer awareness. Photo courtesy of Plano Senior High School yearbook staff photographer Shimena Simmons, 2018.



In support of Plano ISD board legislative initiatives, the Plano ISD Council of PTAs president and board attended a press conference regarding school finance.



The Shepton High School 2018 multicultural celebration included student performances in traditional dress. Each year, Plano ISD families, students and staff across the district celebrate their diverse heritage with events that include opportunities to explore the rich cultural tapestry of our Plano families via food, art, music, dance and fun.

About Our 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.

Plano at a Glance

Plano consists of an educated and diverse population, located 19 miles north of Dallas, Texas. Plano is home to a number of global companies and serves as corporate or regional headquarters for major employers like JCPenney, Alliance Data Systems, Yum! China Holdings, Keurig Dr Pepper, Rent-A-Center, Cinemark Holdings, Intuit, Bank of America Home Loans, Ericsson, McAfee, Frito-Lay, Pizza Hut, U.S., NTT DATA (formerly Dell Services), DXC (formerly Hewlett Packard Enterprise), PepsiCo, FedEx Office and many others.

Total Population 284,070

Median Age 38.8

Educational Attainment of Citizenry (25 years and older)

Graduate or professional degree 21.6%

Bachelor's degree 34%

Associate's degree 6.7%

Income*

Median household income \$94,306

Per capita income \$46,412

Median Owner-Occupied Home Value* \$271,300

Top Employment Industries*

19.3% Professional, scientific, management, administrative and waste management services 19.3%

18.4 % Educational services, and health care and social assistance

12.3% Retail trade

11.1% Finance and insurance, and real estate and rental and leasing

9.3% Arts, entertainment, recreation, accommodation and food services

7.2% Manufacturing

5.0% Construction

4.3% Other services, except public administration

4.0% Transportation and warehousing, and utilities

3.7% Information

3.2% Wholesale trade

1.7% Public administration

0.4% Agriculture, forestry, fishing and hunting, and mining

Schools**

Grade Level, Number of Campuses

3 Preschools

44 Elementary Schools (K-5)

13 Middle Schools (6-8)

6 High Schools (9-10)

3 Senior High Schools (11-12) Academy High School (9-12) Special Programs Centers (K-8 & 9-12)

72 Total Number of Schools

Other Programs

- 1 Plano Family Literacy School
- 1 Head Start
- 1 Adult Transition Center
- 3 Total Other Programs**

Student Enrollment

- 24,280 Elementary (early childhood-5)
- 12,141 Middle (6-8)
- 8,363 High (9-10)
- 8,273 Senior High (11-12)
- 53,057 Total Number of Students**

Staff †

- 3,968 Teachers
- 71 Librarians
- 641 Classroom Education Aides
- 15 Interpreters
- 347 Campus Paraprofessional Other
- 72 Campus Principals
- 111 Assistant Principals
- 11 Instructional Officers
- 3 Campus Athletic Directors
- 160 Counselors
- 72 Campus Nurses
- 203 Educational Diagnosticians, Psychologists & Social Workers
- 9 Superintendent, Assistants, CFO
- 278 Non-Campus Professionals
- 219 Non-Campus Paraprofessionals
- 885 Auxiliary
- 7,065 Total Number of Employees**

** Source: Public Education Information Management System (PEIMS) Submissions as of December 2018.

† Source: Public Education Information Management System (PEIMS) Submissions with full-time equivalent employees as of October 2018.

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.

Mission Plano ISD: Your Success Is my Mission



Tina Venegas, Secondary Academic Services; Gloriane Fernandez, Communications; and Dan Blier, Computer Science were volunteers at Weatherford Elementary during the 2018-2019 school year



Mission Plano ISD, introduced during the all-employee welcome home event in August 2018, invited employees to connect, serve and succeed. Employees who do not work in a school were provided red t-shirts when visiting their assigned school during their monthly volunteer service. Mission Plano ISD volunteers were out in full force prior to the start of school helping teaching staff to get ready for the new year and are encouraged to volunteer at least one hour per month throughout the school year. Tina Venegas, Secondary Academic Services; Gloriane Fernandez, Communications; and Dan Blier, Computer Science were volunteers at Weatherford Elementary during the 2018-2019 school year.

Safety and Security



Plano ISD works closely with local law enforcement regarding school safety initiatives. Each senior high school has marked patrol vehicles and campus safety monitors. The extension of the school resource officer is another important community collaboration that is making Plano ISD schools safer places to learn and work. Strong support by the community for bond programs has allowed Plano ISD to maintain safety as a priority. With money from the 2016 bond election, Plano ISD has been able to upgrade cameras and fire alarms district wide. Bond dollars are also making it possible to realize several upgrades at the senior high campuses

including installing public address systems and upgrading access controls. Automated door locks assure that only a few monitored doors are accessible during non-passing periods. Visit www.pisd.edu/mysafeschool to watch a video about school safety and learn more.

Plano ISD Mobile App

The new Plano ISD Mobile App was launched in the 2018-19 school year for use by families, students, staff and the Plano ISD community. Downloading the app and logging in connects busy parents to student data, and with login, everyone can connect to alerts, school and district news, social media, the directory, calendar, menus and customizable feeds. The app is available for download on Google Play and the App Store. More information is available on the website at www.pisd.edu/mobileapp.

Leadership Plano Education Day Hosted by Plano ISD

During the annual Leadership Plano Education Day, Plano ISD hosts Leadership Plano (LP) class participants in a day-long learning experience centered on public education in Plano. Attendees had the opportunity to hear presentations from district leaders and tour district programs to see firsthand the wide range of opportunities Plano ISD students can take advantage of to find their fit in Plano ISD. In 2018, attendees signed up for tours of a classroom management learning lab at Wyatt Elementary, “One2Web” technology in the classroom at Otto Middle School, as well as student choice programs in career and technical education (CTE) classrooms at Plano Senior High School. They also toured the Academy High School the Plano ISD project-based-learning academy and the new Charmaine Solomon Adult Transition Center which provides life and employment skills to young adults with special needs. Leadership Plano Education Day aims to provide attendees with a well-rounded picture of the power of learning in Plano ISD.



Learning about opportunities in career and technology education, members of Leadership Plano Class 36 are pictured during a tour of an automotive technology class taught by Robert Watson, Plano Senior High CTE work-based learning teacher. Auto tech classes offer hands-on experience and incorporate the instruction and training necessary for ASE (automotive service excellence) student certifications.

Aldridge Elementary School Celebrated their 50-Year Anniversary



Aldridge Elementary opened its doors to students on November 25, 1968. The school community commemorated their golden anniversary with a community celebration at the school in November 2018 that included a ribbon cutting, memory lane museum and guests from the Plano ISD Board of Trustees, Plano Mayor Pro Tem Ron Kelley, Richardson Mayor Paul Voelker and Collin College Trustee Fred Moses. In honor of the occasion, a special recognition from the City of Plano was shared, and third grade student Sahasra Chakravarthula read her first place “Legacy” essay.

City of Plano Installs “Deaf Children Near” Sign



Thanks to Davis Elementary Second Graders Davis Elementary second graders saw the need to protect their 60 deaf classmates, and as a class project, they addressed letters to the Plano City Manager. The city approved the signage and installed the sign in February 2019.

Plano Mayor’s Summer Internship Program

The Plano Mayor’s summer internship program has provided high school students with valuable on-the-job experiences since 2014. Students benefit from the synergy and connections that Plano ISD builds and nurtures among schools, families, nonprofits, government agencies and the community. In April, rising juniors and seniors interviewed with top businesses and nonprofits seeking to fill 120 paid summer internships. Approximately 50 employers conducted more than 900 interviews of Plano students.

Dr. Martin Luther King Jr. Diversity Celebration: We Are Plano ISD

Plano ISD honored the life and teachings of Dr. Martin Luther King, Jr. at this annual event and celebrated who we are as individuals. Each unique person in our community is a part of the rich tapestry of culture that makes Plano ISD the diverse district we enjoy today. With this tribute to Dr. Martin Luther King, Jr., we celebrated our

students, staff and community as well as what makes us proud to say, “I Am Plano ISD.” Student writing and art awards were honored as well as diversity leadership awards. Diversity leadership awards, coordinated by the Diversity Advocacy Committee are presented at the MLK celebration to groups and individuals nominated by the community who have promoted diversity through stronger relationships, improved communication and enhanced understanding.



2019 MLK Art Contest winning artwork by Saher Kamal, Jasper High School.

City of Plano Environmental Star of Excellence Awards

The 2018 Environmental Star of Excellence awards were earned in recognition of outstanding environmental community leadership and achievements by local organizations and individuals who promoted green practices. The Plano ISD 2018 Environmental Star winners were: community outreach Individual winner Tanya Magesh, Robinson Middle School; educational institution winner Haun Elementary PTA; new environmental outreach group winner Rice Middle School Eco-Club; and existing environmental outreach group winner Murphy Middle School.

Food & Nutritional Services Receive Gold Level Award for Excellence in Summer Meals

Plano ISD Food and Nutritional Services (FANS) was recognized as a gold level of excellence sponsor in summer meals for 2018. The Excellence in Summer Meals Campaign is designed to increase child participation through the promotion of best practices. The campaign annually evaluates summer meal providers in programming, operations, food quality, marketing

and outreach. Gold sites go above and beyond by offering choices; serving additional fresh fruits, vegetables and whole grains; providing more variety; operating the majority of days that school is out; offering nutrition education; providing daily opportunities for physical activity; and conducting extensive community outreach.

2018-19 Superintendent’s Student Advisory Committee

Each year, Plano ISD Superintendent of Schools Sara Bonser seeks advice from many school and community groups, including students. The 2018-19 Superintendent’s Student Advisory Committee (pictured) was an elite team of fourteen eleventh and twelfth grade students, recommended by their principals, who met monthly with Ms. Bonser and members of the district’s leadership team to share issues of importance to students and the school district.



Front Row: Assistant Superintendent for Student & Family Support Services Susan Modisette; Molly Whalen (Plano West); Max Smith (Plano East); Andrea Martinez (Plano East); Katka Durcanska (Academy High School); Sarah Mulatu (Plano West); Kelsie Cameron (Plano); Myna Seshadri (Plano); Chief Operating Officer Dr. Theresa Williams. And Back Row: Kamilah Ashley

(Plano East); Opal McElroy (Plano); Mark Mueller (Plano); Miles Grigson (Academy High School); Rishi Malhotra (Plano West); John Fakhry (Plano East); Evan Cox (Plano West); Assistant Superintendent for Academic Services Dr. Katrina Hasley and Superintendent of Schools Sara Bonser.

Pillar 5: Strategic Management

As good stewards, we will strategically and equitably manage our resources to meet identified student needs and align resource allocation with district goals.



Putting 2016 Bond funds to use, work was completed in fall 2018 on the Bowman Middle School refurbishment that included an overall renewal of the existing building. The building received all new finishes throughout. The existing kitchen also received a complete remodel with all new equipment.

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 our many community partners who help us fulfill our mission of excellence. These partners provide our students, staff and programs with needed support. Local businesses

and individuals provide support for our Teacher of the Year Gala honoring 72 elite 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, enrich the workforce of tomorrow and add value, equity and excellence to our district.



SKI Plano (Supporting Kids in Plano) is the Plano ISD Education Foundation's largest fundraiser. Pictured are shoppers at the 2019 SKI Plano silent auction. For more than 20 years, SKI Plano has raised critical funds to support projects for which tax dollars are not available such as Grants to Educators and 5th grade camp scholarships.



Chief Financial Officer Randy McDowell and Superintendent Sara Bonser addressed budget impacts that are specific to Plano ISD during a press conference regarding proposed legislative changes in 2019.



Through the Plano ISD Education Foundation, the Texas Instrument Foundation has awarded \$1.8 million to Plano ISD STEM teachers and their schools over the past 12 years. Andy Smith Executive Director of the Texas Instruments Foundation with 2019 TI Innovations in STEM teaching winners Rebecca Grant, Haggard Middle School math teacher; Daniel Anaya, Renner Middle School science team leader and Rebecca Bottin, Rice Middle School science teacher.

Plano ISD Education Foundation



The Plano ISD Education Foundation (foundation) is committed to building community partnerships benefitting the students, staff and programs of Plano ISD. A 501(c)(3) nonprofit organization, the foundation's mission is to help all students achieve their full potential by providing financial support to educators and academic programs. The foundation board of directors consists of business and community leaders who recognize the importance of excellent public schools to the Plano community. This support ensures Plano ISD remains one of the best public school districts in the nation.

- Established 1993, 25 years proud
- Gifted \$18 million for programs and services of importance to the district.
- Students impacted 100%

2018-19

- Total Dollars Raised = 18 Million
- Total Student Impacted = 53,057
- Registered Volunteers = 250

Programs Supported

- AVID (Advancement Via Individual Determination): Supports AVID's mission to close the achievement gap by preparing all students for college readiness and success in a global society.
- CORE Store: Supports student achievement by equipping teachers with donated classroom resources.
- Employee Crisis Fund: Assists teachers and staff who are facing emergency situations.
- Grants to Educators: Funds teacher grants through foundation fundraising and corporate partnerships.
- Health Sciences Academy (HSA): Partners with area hospitals in support of the HSA academic program that prepares students for four-year university or pre-med programs.
- Plano Family Literacy School (PFLS): Supports the PFLS goal to create meaningful connections in literacy learning by helping parents participate in language learning with their children through adult English education and GED preparation.
- Competitive Robotics: Supports the robotics program's mission to build a robotics and engineering community that connects students with industry professionals.
- Fifth Grade Outdoor Science Camp: Provides scholarships for students.

Contributions to the Plano ISD Education Foundation

- 33% Events
- 31% Corporations
- 14% Individuals
- 12% Other
- 10% Foundations



Financial Excellence

- “Certificate of Achievement for Excellence in Financial Reporting” by the Government Finance Officers Association of the U.S. and Canada, 36 consecutive years
- Highest stand-alone credit ratings (Aaa/AA+) carried by any ISD in Texas
- Revenues exceeded appropriations and other uses by \$10.9M
- \$300 million of bonds (inclusive of bond premiums) sold in August 2016

Plano ISD Receives Top Rating for 16th Consecutive Year through School FIRST State Financial Rating System

The state’s school financial accountability rating system, known as School FIRST (Financial Integrity Rating System of Texas), uses uniform indicators to measure the financial practices of Texas public schools. The system is designed to encourage Texas public schools to better manage financial resources in order to provide the maximum allocation possible for direct instructional purposes.

For 2017-18 and subsequent rating years, the FIRST rating system has converted to an alpha letter grade standard.

- A – Superior Achievement Score of 90 - 100
- B – Above Standard Achievement Score of 80 - 89 C – Meets Standard Score of 60 - 79
- F – Substandard Achievement Score of <60

With a score of 100, Plano ISD achieved a superior rating for 2017-18. Elaine Cogburn, Executive Director of Financial Services, said 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 2017-18 School FIRST rating is based on financial data for the 2016-17 school year.

Certificate of Achievement for Excellence in Financial Reporting, 2017 and 2018

The financial services department has been recognized for 36 consecutive years with the “Certificate of Achievement for Excellence in Financial Reporting” by the Government Finance Officers Association of the U.S. and Canada. Pictured are the 2018 and 2019 finance department staff.



Finance Compliance Officer Amy Nelson, Executive Director for Financial Services Linda Madon (retired after 38 years of service) and Director of Accounting Christie Tate (retired after 18 years of service) with the 2017 certificate of excellence.



Director of Accounting Special Revenue Kathy Waskow, Executive Director for Financial Services Elaine Cogburn and Director of Accounting Angela Marks-Cosby with the 2018 certificate of excellence.

2017-18 Financial Data

Assessed Values:

Residential	30,487,769,000	59.77%
Commercial/Industrial	23,655,232,000	46.37%
Rural	633,748,000	1.24%
Personal	5,001,069,000	9.80%
Less Exemptions	-8,768,355,000	-17.19%
Total Assessed Values	51,009,463,000	100.00%

General Fund Revenue:

Local funds	586,819,088	89.42%
State funds	51,295,238	7.82%
Federal funds	6,194,196	.94%
Other resources	11,975,007	1.82%
TOTAL REVENUE	604,964,553	100.00%

General Fund Expenditures

Salary and benefits	403,102,628	83.34%
Other expenses	79,483,215	16.43%
Other uses	1,101,213	0.23%
TOTAL OPERATING COSTS	483,687,056	100.00%

Recapture payments	157,110,088
TOTAL OPERATING	640,797,141
FUND EXPENDITURES	
Cost per pupil	11,877

Current 2018 Tax Rates Collin County Schools

- \$ 1.3200 Farmersville
- **\$ 1.4390 Plano**
- \$ 1.4400 Frisco
- \$ 1.5500 Allen
- \$ 1.5715 Blue Ridge
- \$ 1.5900 McKinney
- \$ 1.6200 Princeton
- \$ 1.6400 Celina
- \$ 1.6400 Wylie
- \$ 1.6700 Anna
- \$ 1.6700 Community
- \$ 1.6700 Lovejoy
- \$ 1.6700 Melissa
- \$ 1.6700 Prosper

2018-19 Expenditures by Function

- 66.52% Instruction
- 13.29% District operations
- 15.37% Instructional support
- 2.17% General administration
- 1.63% Co/extra curricular
- 1.02% Other costs

2018-19 Expenditures by Object

- 62.91% Salary and benefits
- 33.41% Contracted services/utilities
- 2.46% Supplies and materials
- .89% Other operating
- .17% Other costs
- .17% Capital outlay

2016 Bond Update

The quality of school facilities is a visible and tangible symbol of a community's commitment to education. 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. Outstanding buildings and technology resources not only indicate pride and belief in the importance of education, they also facilitate the learning process. Bond funds have also been used to provide a safer school environment for staff and students through updated security. Detailed bond information about the 2016 bond can be found on the district website at www.pisd.edu/bond.

Renovations and Upgrades \$209,970,000

\$40,000,000 Shepton Major Renovation; complete
Half-length football field; summer 2019

\$11,000,000 High School Refurbishments
Jasper; complete
Williams; refurbishment TBD pending board approval

\$34,830,000 Robinson Major Renovation; complete August 2019

\$8,000,000 Middle School Refurbishments
Wilson; complete
Bowman; complete August 2019

\$8,940,000 Middle School Kitchen Upgrades
Wilson; complete
Bowman; in progress

\$12,000,000 Elementary School Refurbishments (6 campuses)
Barksdale, Gulledge, Haggard & Miller; complete
Haun & Skaggs; in progress

\$17,510,000 Elementary School Kitchen Upgrades (7 campuses)
Barksdale, Gulledge, Haggard & Miller; complete
Haun & Skaggs; in progress
Hughston; summer 2020 start

\$5,400,000 Food & Nutritional Services Upgrades
Rice, Renner & Vines; in progress
Serving line upgrades Thomas, Saigling, Shepard,
Andrews, Hickey & Schimelpfenig; summer 2020 start

\$1,000,000 Food & Nutritional Services Equipment
Replacement; start TBD

\$2,000,000 Sustainability Projects; start TBD

\$64,840,000 Systems and Maintenance; in progress

\$3,750,000 Capital Improvement Projects; start TBD

\$700,000 Transportation Facility Enhancements; start TBD

Fine Arts \$94,305,000

\$63,555,000 Fine Arts Center; in progress

\$5,000,000 Land Acquisition for the Fine Arts Center; purchased fall 2016

\$6,320,000 High School Art Renovations
Jasper; complete
Vines; start date summer 2019

\$430,000 High School Theater Storage (all high schools)
Shepton & Jasper; complete

Other campuses; TBD
 \$840,000 Sprung Dance Floors (all high school/senior high schools)
 Shepton; complete major renovation
 Jasper; complete refurbishment
 Plano East; complete classroom addition
 McMillen, Williams, Vines, Clark, Plano & 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; in progress
 Renner & Rice; in progress
 Frankford; TBD

Technology Upgrades \$73,935,000

\$56,100,000 Replacements; in progress
 Desktops/laptops; classroom devices;
 Infrastructure; mobile devices; special education
 Other devices, e.g., digital cameras, scanners, headphones, etc.
 \$17,835,000 New technology: elementary classroom devices; in progress
 Secondary classroom devices; Prek-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; start date TBD
 \$4,000,000 Land Acquisition for New Elementary
 School; site TBD
 \$5,000,000 Elementary Capacity Expansion
 Barksdale, two additional classrooms complete
 Gullledge, start date TBD
 \$3,695,000 Special Education 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

Early Childhood Education \$21,285,000

Early Childhood School #4
 Design complete; Not approved by board – board request further study regarding need

Buses \$9,720,000

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

\$1,230,000 Clark East Field Locker Rooms; start TBD

\$150,000 Plano East locker room renovations; start TBD

Additional Projects Funded through the 2008 Bond Program

Classroom additions to replace portables at Guinn Special Programs, Wells Elementary and Plano East Senior High are complete and portables have been removed.



Shepton High School underwent a major renovation of the existing campus using 2016 bond funding. The design consisted of approximately 28,000 square feet of addition and renovation of most of the school's existing floor plan. The renovation was completed in August 2018.

- **95.7 Graduation Rate 2018**
- **112 Plano seniors awarded semifinalist standing in the 2019 National Merit Scholarship Program**
- **22 U.S. Presidential Scholars candidates in 2019**
- **Plano ISD families represent 100 languages spoken at home and 127 countries**
- **Early childhood options available that educate kids starting at age 3**
- **Free full day prek for qualifying students**
- **Expanding prek options for 4 year olds**
- **Expended prek closed the gap for 1,200 early learners 2016-19**
- **4,149 teachers with an average of more than 11 years of experience**
- **35% of teachers hold master's degree or above\PTA nearly 24,000 members strong**
- **20,000 students enrolled in Career & Technical Education courses, preparing for life and workforce readiness across multiple disciplines, earning 2,537 certifications in 2018-2019**