

A photograph of a bright red apple with a small green stem, resting on a stack of several books. The books have various colored spines, including blue and yellow. The background is a plain, light-colored surface.

# Annual Staffing Report and Public Reporting of “Highly Qualified” Status 2013-2014

Linda R. Bass  
Assistant Superintendent  
for Human Resources  
November 11, 2013

A red apple is positioned on top of a stack of books. The apple is the central focus, with its stem pointing upwards. The books below it are stacked horizontally, with their spines visible. The background is a soft, out-of-focus light color.

# Professional Application Summary

Action	Total
Professional Applications on File	6,326
Professional Hires Processed	438
Teacher Hires Processed	388
Professional Resignations Processed	354

# Experience for Professionals Hired



Years of Experience	Frequency	Percentage
0	132	30%
1 - 5	127	29%
6 - 10	93	21%
11 - 15	55	13%
16 - 20	25	6%
21 - 25	4	.8%
26 +	2	.2%
Total	438	100%

A red apple is positioned on top of a stack of books. The apple is the central focus, with its stem pointing upwards. The books are stacked horizontally, with their spines visible. The background is a soft, out-of-focus light color.

## Degree Levels for 2013-2014 New Hires

Degree	Frequency	Percentage
Associate's Degree	4	1%
Bachelor's Degree	301	68.7%
Master's Degree	130	29.6%
Doctorate Degree	3	.7%

# Universities of Beginning Teachers 3 or More

24 Teachers	University of North Texas
14 Teachers	Texas Woman's University
14 Teachers	TAMU - College Station
12 Teachers	Texas Tech University
9 Teachers	University of Texas - Dallas
7 Teachers	Stephen F. Austin State Univ.
5 Teachers	University of Texas - Arlington
3 Teachers	Baylor University
3 Teachers	University of Texas
3 Teachers	University of Oklahoma



## Experienced Professionals Hired from Other Districts 3 or More

31	Plano ISD
17	Carrollton-Farmers Branch ISD
12	Garland ISD
11	Lewisville ISD
10	Dallas ISD
6	Coppell ISD & Irving ISD
5	Denton , Mesquite & Richardson ISDs
4	Bryan & McKinney ISDs
3	Allen & DeSoto ISDs

# Reasons for Professional Resignations

Reason	Frequency	Percentage
Different District	82	23.0%
Family/Baby	79	22.3%
Relocating/Moving	71	20.1%
Personal Reasons	38	10.7%
Other Opportunity	32	9.1%
Retirement	30	8.5%
Returning to School	8	2.3%
Health	7	2.0 %
Change in Position	6	1.7%
Deceased	1	.3%
Total	354	100.0%

# FISD Professionals Changing Districts

10	Plano ISD
9	Prosper ISD
4 each	Allen & Lewisville ISDs
3 each	Coppell & Lovejoy ISDs
2 each	Celina, Denton, Garland, McKinney, Melissa & Richardson ISDs



# Auxiliary/Substitute/Volunteer Application Summary

Action	Total
Auxiliary Hires Processed	302
Auxiliary Resignations Processed	170
Substitute Applications Processed	433
Substitutes on File	738
Certified Substitutes on File	449
Volunteer Requests Processed	15,734

# Reasons for Auxiliary Resignations

Reason	Frequency	Percentage
Pursue Other Opportunity	63	37.1
Family/Personal Reasons	52	30.6
Relocating/Moving	24	14.1
Quit Without Notice/No Show	12	7.1
Documented Release/Dismissal	9	5.3
Return to School	5	2.9
Health Issues	5	2.9
Total	170	100%

A red apple is positioned in the upper right quadrant of the slide, resting on a stack of several books. The apple is bright red with a small green stem. The books are stacked horizontally, with the top one being a light blue color. The background is a soft, out-of-focus light blue and white.

## No Child Left Behind (NCLB) Public Reporting Requirements

- District status as of September 16<sup>th</sup>
- Report to TEA by November 15<sup>th</sup>
- Public Report by December 15<sup>th</sup>
- Teachers not “Highly Qualified” must be placed on an improvement plan
- Notification letter must be sent home to parents

A red apple is positioned on top of a stack of several books. The apple is the central focus, with its stem pointing upwards. The books are stacked horizontally, with their spines visible. The background is a soft, out-of-focus light color.

# NCLB Identified “Core Academic Teachers”

- English
- Reading or Language Arts
- Mathematics
- Science
- Foreign Languages
- Civics & Government
- Economics
- Arts
- History
- Geography



# “Highly Qualified” Teacher

## Beginning Teachers

- Bachelor’s Degree
- Full State Certification
- Demonstrate Subject Competency

## Experienced Teachers

- HOUSE (High, Objective, Uniform Standard of Evaluation)
- Secondary Teachers - Academic Major or College Degree

A red apple is positioned in the center of the slide, resting on a stack of several books. The background is a soft, out-of-focus light blue and white. The text is overlaid on the upper portion of the image.

## “Highly Qualified” Paraprofessionals with Instructional Support Duties

- Two years of 48 college hours, or
- Associates Degree or higher, or
- Pass the PAKS (Paraprofessional Assessment of Knowledge and Skills)

A red apple is positioned on top of a stack of three books. The books have blue and white covers. The background is a soft, out-of-focus light color.

Percentage of  
Highly Qualified Teachers  
Annual Target 100%

2013-2014

99.9%


A red apple is positioned on top of a stack of three books. The books have blue and white covers. The background is a soft, out-of-focus light blue and white.

Percentage of Classes Taught  
by Highly Qualified Teachers  
Annual Target 100%

2013-2014


99.9%



A red apple is positioned on top of a stack of three books. The books are stacked vertically, with the top one being blue and the others being white. The background is a soft, out-of-focus light blue and white.

Percentage of Classes Taught  
by Highly Qualified Teachers  
in High-Poverty Schools  
Annual Target 100%

2013-2014 100%

A red apple is positioned on top of a stack of three books. The books have blue and white covers. The background is a soft, out-of-focus light color.

Percentage of Teachers Receiving  
Highly Qualified  
Professional Development  
Annual Target 100%

2013-2014 — 100%