

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 white. The background is a plain, light-colored surface.

Annual Staffing Report and Public Reporting of “Highly Qualified” Status 2012-2013

Linda R. Bass
Assistant Superintendent
for Human Resources
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A red apple is positioned in the upper right quadrant of the slide. The background is a soft-focus image of a white surface, possibly a desk, with a book visible in the lower right corner. The title 'Professional Application Summary' is centered over the apple and the background.

Professional Application Summary

Action	Total
Professional Applications on File	4,958
Professional Hires Processed	509
Teacher Hires Processed	459
Professional Resignations Processed	310

Experience for Professionals Hired



Years of Experience	Frequency	Percentage
0	165	33%
1 - 5	139	27%
6 - 10	108	21%
11 - 15	68	13%
16 - 20	10	2%
21 - 25	10	2%
26 +	9	2%
Total	509	100%

A red apple is positioned in the upper right quadrant of the image, partially overlapping the title text. Below the apple, a stack of books is visible, with the top book having a light blue cover. The background is a soft, out-of-focus light blue and white.

Degree Levels for 2012-2013 New Hires

Degree	Frequency	Percentage
Bachelor	357	70%
Masters	146	29%
Doctorate	6	1%

Universities of Beginning Teachers 4 or More

35 Teachers

University of North Texas

18 Teachers

Texas Woman's University

17 Teachers

Texas Tech University

13 Teachers

Texas A&M - College Station

10 Teachers

University of Texas - Dallas

7 Teachers

Baylor University

4 Teachers

University of Texas

4 Teachers

Stephen F. Austin State
University

A red apple is the central focus, resting on a light-colored wooden surface. In the background, a stack of books is visible, with a blue spine prominent. The scene is brightly lit, creating soft shadows and highlights on the apple's skin and the wood.

Experienced Professionals Hired from Other Districts 4 or More

32	Plano ISD
26	Carrollton-Farmers Branch ISD
20	McKinney ISD
19	Lewisville ISD
11	Garland ISD & Irving ISD
9	Richardson ISD
7	Dallas ISD & Little Elm ISD
6	Prosper ISD
5	Coppell ISD
4	Wylie ISD



Reasons for Professional Resignations

Reason	Frequency	Percentage
Moving	84	27.1
Family/Baby	67	21.6
Different District	55	17.7
Personal Reasons	30	9.7
Other Opportunity	23	7.4
Retirement	21	6.8
Other Reasons	11	3.6
No Longer Coaching	10	3.2
Health	9	2.9
Total	310	100.0%



FISD Professionals Changing Districts

13	McKinney ISD
7	Prosper ISD
4 each	Coppell ISD, Plano ISD, Private
3 each	Lewisville ISD, Denton ISD,
2 each	Garland, Highland Park, Lovejoy, Richardson, and Keller ISD ISDs
1 each	Anna, Aubrey, Birdville, Celina, Dallas, Denison, and Lindsay ISDs

A photograph of a single, ripe red apple with a small green stem, resting on a light-colored wooden surface. The apple is the central focus of the background image.

Auxiliary/Substitute/Volunteer Application Summary

Action	Total
Auxiliary Hires Processed	366
Auxiliary Resignations Processed	236
Substitute Applications Processed	221
Substitutes on File	625
Certified Substitutes on File	573
Volunteer Requests Processed	12,158

Reasons for Auxiliary Resignations

Reason	Frequency	Percentage
No Reason Given	28	12
Pursue Other Opportunity	50	21
Family/Personal Reasons	52	22
Return To School	51	22
Quit Without Notice/No Show	8	3
Moving	19	8
Documented Release/Dismissal	13	6
Health Issues	15	6
Total	236	100%

A red apple is positioned in the upper right quadrant of the slide, resting on a stack of books. The apple is the central focus of the background image, which is a soft-focus photograph. The books are stacked horizontally, with the top one being a light blue color. The background is a light, neutral tone.

No Child Left Behind (NCLB) Public Reporting Requirements

- District status as of September 17th
- Report to TEA by November 15th
- Public Report by December 15th
- Teachers not “Highly Qualified” must be placed on an improvement plan
- Notification letter must be sent home to parents

A red apple is positioned in the upper right quadrant of the slide, partially overlapping the title text. Below the apple, a stack of several books is visible, with their spines and pages creating a sense of depth. The background is a soft, light-colored gradient.

NCLB Identified “Core Academic Teachers”

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

A red apple is the central focus, resting on a wooden surface. In the background, a stack of books is visible, with a yellow book on top. The scene is brightly lit, creating soft shadows and highlights on the apple's skin and the books.

“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 with a green stem sits on top of a stack of several books. The background is a soft, out-of-focus light blue and white.

“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 blue and white.

Percentage of
Highly Qualified Teachers
Annual Target 100%

2012-2013


99.9%

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

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

2012-2013

99.9%

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 the top book having a blue cover. 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%

2012-2013 100%

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

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

2012-2013 — 100%