

# Professional Staffing Report

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for Human Resources

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# Recruiting Efforts 2008-2009

October 2008	Texas A&M – College Station and Dallas ISD Job Fair
November 2008	Grambling State University, TWU, and UNT
February 2009	Baylor University
March 2009	Texas Christian, UT-Dallas, Texas Tech, West Texas A&M, and Texas A&M College Station
April 2009	Texas State University, Oklahoma State University, TWU, UNT, University of Oklahoma, Prairie View A&M, Texas A&M – Commerce, UT Austin, Texas A&M Kingsville, Texas A&M Corpus Christi, Stephen F. Austin, Louisiana Tech, Grambling, and Michigan State University
May 2009	North Central Texas Association of School Personnel Administrators

# Student Teachers

University	No. of Student Teachers
University of North Texas	54
University of Texas – Dallas	16
Texas Woman’s University	15
Texas A&M – College Station	13
Texas Tech	12
Stephen F. Austin State University	10
Collin County Community College	9
Texas Christian University	2
Texas A&M - Commerce	2
Austin College, Midwestern State University, Baylor University	1 each



# Experience Levels for 2009-2010 New Hires

Years of Experience	Number of Professionals Hired	Percentage
0	175	30%
1 - 5	223	39%
6 - 10	95	17%
11 - 15	45	8%
16 - 20	26	4%
21 - 25	8	1%
26 +	7	1%
<b>Total</b>	<b>579</b>	<b>100 %</b>

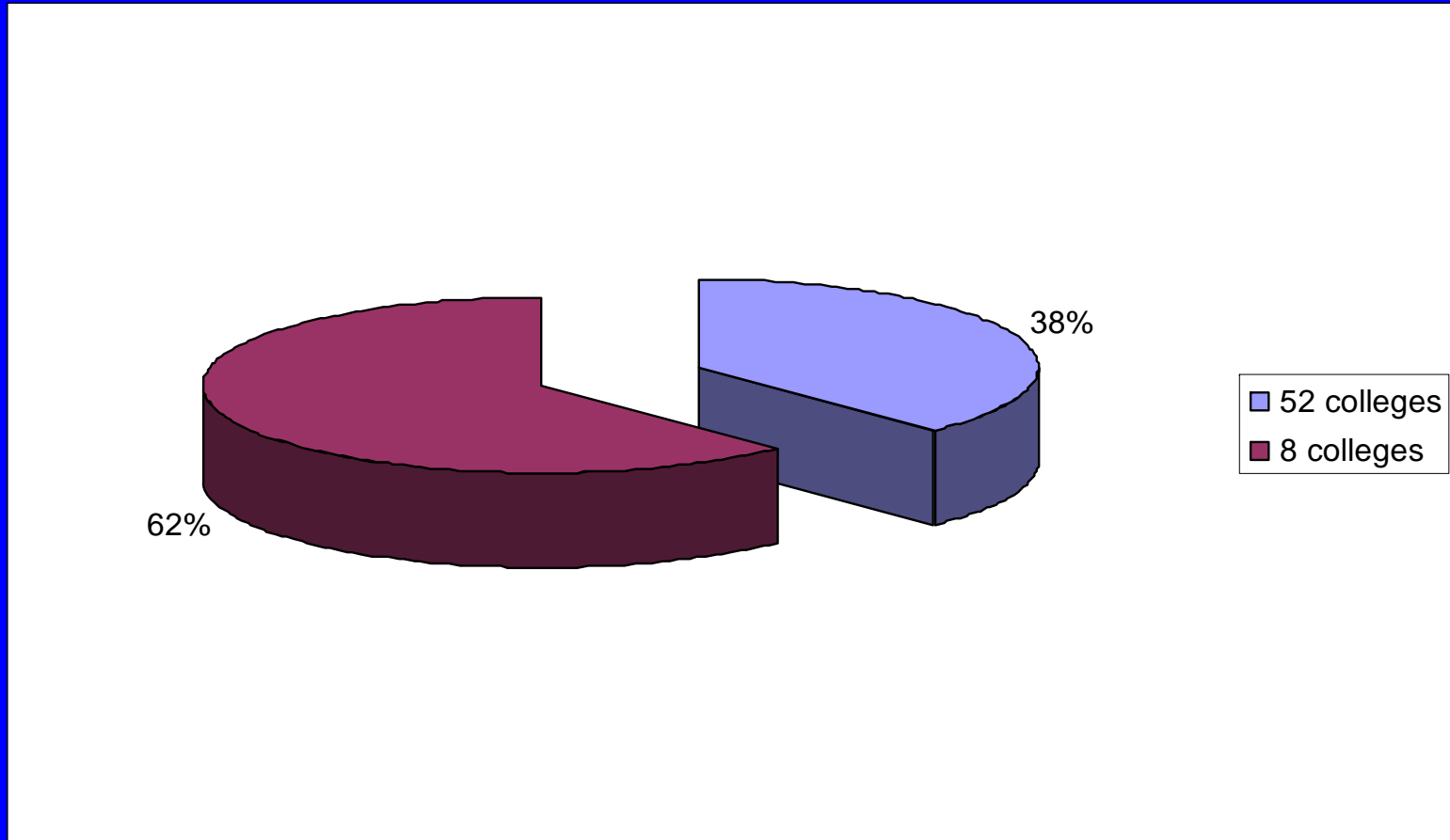
413 Professionals were classroom teachers  
 Beginning Professionals – 30%  
 Experienced Professionals – 70%

Degree Levels for 2009-2010 New Hires  
 Bachelor's Degree – 442 (77%)  
 Master's Degree – 135 (23%)  
 Doctorate Degree – 2

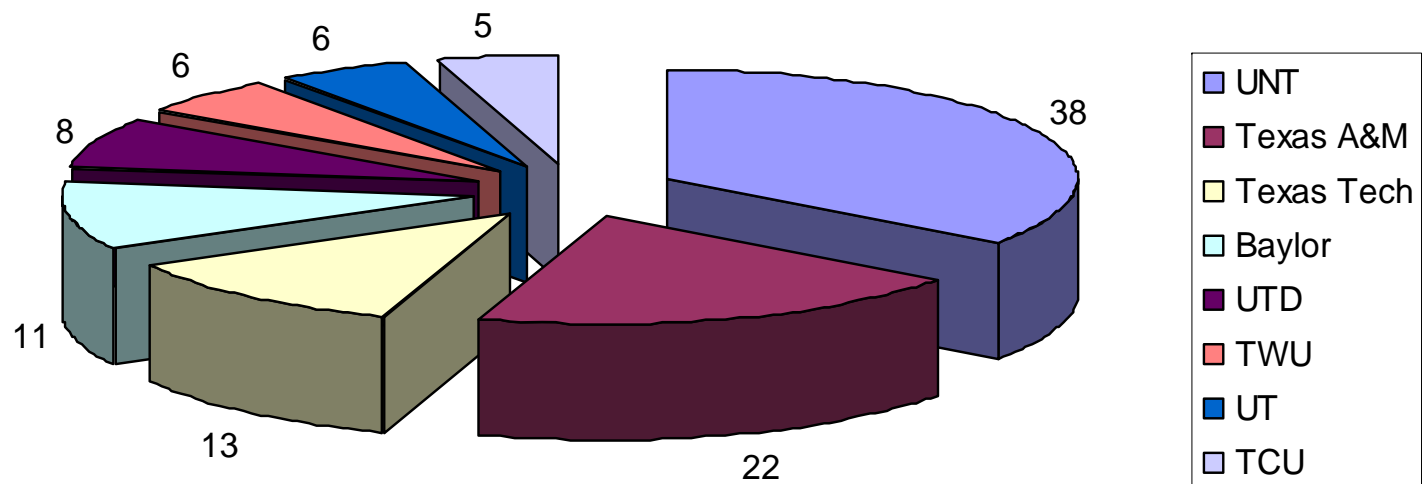


# 2009 New Teachers

Source of 175 new teachers dominated by 8 colleges



# 2009 New Teachers Breakout of top 8 colleges



# **Experienced Professionals Hired from Other Districts (3 or more)**

<b>Plano ISD</b>	<b>23</b>
<b>Carrollton-Farmers Branch ISD</b>	<b>12</b>
<b>Allen ISD</b>	<b>7</b>
<b>Richardson ISD</b>	<b>7</b>
<b>Garland ISD</b>	<b>6</b>
<b>Lewisville ISD</b>	<b>6</b>
<b>Mesquite ISD</b>	<b>4</b>
<b>Wylie ISD</b>	<b>4</b>
<b>El Paso ISD</b>	<b>3</b>
<b>McKinney ISD</b>	<b>3</b>
<b>Melissa ISD</b>	<b>3</b>
<b>Sweetwater ISD</b>	<b>3</b>



# Professionals By Ethnicity

Ethnicity	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
African American	9	5	5	17	21	18	29	25
Hispanic	7	16	15	16	21	25	21	25
American Indian	4	-	2	2	4	1	4	5
Asian	-	2	3	1	2	11	4	6
Total	20	23	25	36	48	55	58	61





# How Professional Personnel First Heard About Frisco ISD

Response	Number
Live in Frisco	35
Friends/Relatives	16
FISD Employee	31
Website	11
Former FISD employee, FISD substitute teacher, or student teacher	25
Reputation of FISD	13
FISD Graduate	3



# Reasons for Professional Resignations

Reason	No. of Resignations
Relocating/moving	53
Stay home with family/baby	62
Personal reasons	41
Change of school districts	20
Opportunity outside education	1
Retirement	14
Work closer to home	5



# Three-Year Professional Resignations by Reason Comparison

Reason	'06-'07	% *	'07-'08	% *	'08-'09	% *
Stay home with family/baby	63	3.0	53	2.1	62	2.3
Relocating/moving	73	3.4	69	2.8	53	2.2
Opportunity outside education	38	1.8	22	.8	11	.5
Change of school districts	27	1.2	27	1.1	20	.8
Personal reasons	30	1.4	25	1.0	41	1.7
Work closer to home	7	.3	6	.2	5	.2
Retirement	9	.4	16	.6	14	.6
Return to college	0	0	5	.2	0	0
<b>Total</b>	<b>247</b>	<b>11.5%</b>	<b>223</b>	<b>8.8%</b>	<b>206</b>	<b>8.5%</b>

\* Percent of total professional personnel



# Three-Year Comparison Professionals Changing Districts

School Year	Number of Teachers
2006-2007	27
2007-2008	27
2008-2009	20



# Professionals Changing Districts By Districts

