

Annual Staffing Report and Public Reporting of “Highly Qualified” Status 2014-2015

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for Human Resources
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Processing Summary

| Action | Total |
|---------------------------|--------|
| Professional Hires | 753 |
| Teacher Hires | 635 |
| Professional Resignations | 424 |
| Auxiliary Hires | 503 |
| Auxiliary Resignations | 171 |
| Substitute Applications | 911 |
| Volunteer Requests | 18,280 |



New Hires

- ❖ Professional
- ❖ Auxiliary

Experience of Professional Hires

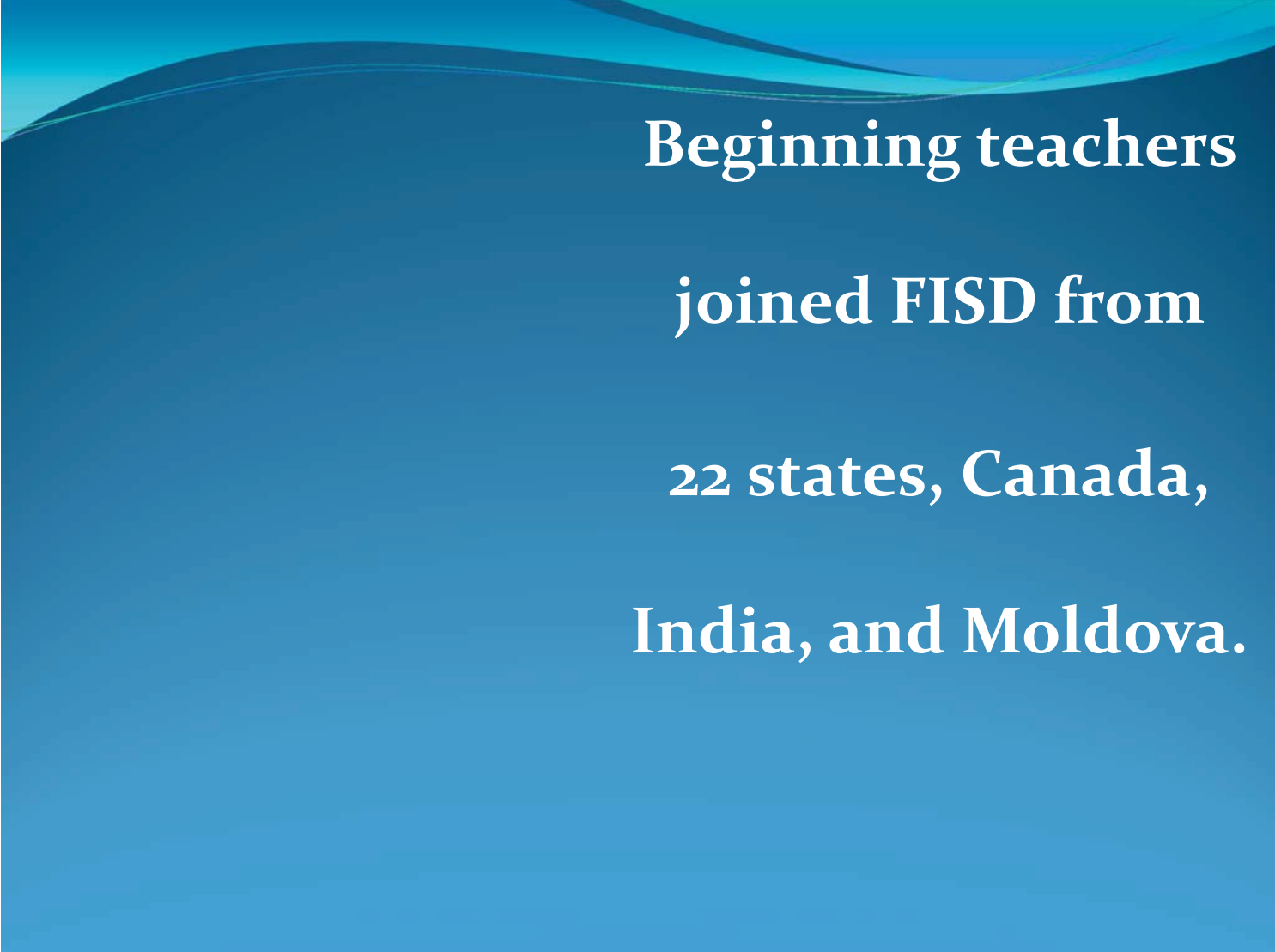
| Years of Experience | Number Hired | Percentage |
|---------------------|--------------|------------|
| 0 | 194 | 26% |
| 1 - 5 | 207 | 28% |
| 6 - 10 | 174 | 23% |
| 11 - 15 | 99 | 13% |
| 16 - 20 | 47 | 6% |
| 21 - 25 | 22 | 3% |
| 26 + | 10 | 1% |
| Total | 753 | 100% |

Degree Levels for Professional New Hires


| Degree | Frequency | Percentage |
|--------------------|-----------|------------|
| Associate's Degree | 4 | <1% |
| Bachelor's Degree | 483 | 64% |
| Master's Degree | 258 | 34% |
| Doctorate Degree | 8 | 1% |
| Total | 753 | 100% |

Top 10 Universities of Beginning Teachers

| | |
|-------------|-------------------------------|
| 29 Teachers | University of North Texas |
| 19 Teachers | Texas Tech University |
| 8 Teachers | Stephen F. Austin University |
| 8 Teachers | Texas A&M at College Station |
| 8 Teachers | University of Texas at Dallas |
| 7 Teachers | Texas A&M at Commerce |
| 7 Teachers | Texas Woman's University |
| 7 Teachers | University of Texas at Austin |
| 6 Teachers | University of Oklahoma |
| 5 Teachers | Midwestern State University |

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**Beginning teachers
joined FISD from
22 states, Canada,
India, and Moldova.**



Experienced Professionals Hired from Other Districts (Five or More)

- 47 Plano ISD
- 28 Richardson ISD
- 27 Carrollton-Farmers Branch ISD
- 22 Lewisville ISD
- 18 Dallas ISD
- 15 Garland ISD
- 13 Little Elm and McKinney ISDs
- 9 Irving ISD
- 7 Denton and Wylie ISDs
- 5 Mesquite and Birdville ISDs



Growing Our Own

- ❖ 50 Frisco ISD student teachers were hired as teachers.
- ❖ 97 Substitute teachers accepted teaching positions.
- ❖ 35 Auxiliary staff members became teachers.
- ❖ 19 Teachers received promotions to Assistant Principal.
- ❖ 14 Associate or Assistant Principals became Principals.



Resignations

- ❖ Professional
- ❖ Auxiliary

Reasons for Professional Resignations

| Reason | Frequency | Reason | Frequency |
|-----------------------|-----------|---------------------|-----------|
| Other District | 98 | Returning to School | 5 |
| Relocating | 87 | Health | 10 |
| Family Reasons | 70 | Position Change | 10 |
| Personal Reasons | 58 | Deceased | 4 |
| Job Outside Education | 42 | Other | 5 |
| Retirement | 35 | Total | 424 |



FISD professionals moved to the following districts:

- 12 Prosper ISD
- 7 Coppell ISD
Plano ISD
- 6 Highland Park ISD
- 5 McKinney ISD
Richardson ISD
- 4 Carrollton-Farmers Branch ISD
Celina ISD
- 3 Anna, Garland, Lewisville,
and Tom Bean ISDs



**Top
Reasons
for
Auxiliary
Resignations**

- ❖ Family/Personal Reasons
- ❖ Other Opportunity
- ❖ Relocating
- ❖ Retirement

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**2014-2015
No Child Left Behind (NCLB)
Public Reporting**



NCLB Reporting Requirements

- District status as of September 16th
- Report to TEA by November 17th
- Public Report by December 15th
- Title I, Part A Principal Attestation
- Parent notification letter regarding a teacher who is not highly qualified.



“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

NCLB “Core Academic Subjects”



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

“Highly Qualified” Paraprofessionals with Instructional Duties

- ✓ High school diploma or equivalent and
- ✓ Two years or 48 college hours, or
- ✓ Associate’s Degree or higher, or
- ✓ Pass the PAKS (Paraprofessional Assessment of Knowledge and Skills) to demonstrate knowledge of and the ability to assist in instructing.



NCLB Reporting

Percentage of
Highly Qualified Teachers
Annual Target: 100%

2014-2015

99.9%



NCLB Reporting

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

2014-2015

99.9%



NCLB Reporting

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

2014-2015

100%



NCLB Reporting

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

2014-2015

100%



NCLB Reporting

Percentage of
Highly Qualified Paraprofessionals
with Instructional Duties
Annual Target: 100%

2014-2015

100%