

A photograph of a bright red apple with a 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 2011-2012

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Assistant Superintendent
for Human Resources
November 14, 2011



Professional Application Summary

Action	Total
Professional Applications on File	4,191
Professional Hires Processed	236
Teacher Hires Processed	218
Professional Resignations Processed	226

Recruiting Efforts

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.

November 1	TWU/UNT
November 18	Texas A&M
March 22	Texas Tech
March 28	Texas A&M
March 30	UTD
April 6	Texas A&M-C
April 8	TWU/UNT
May 6	Region 10

Student Teachers 2010-2011

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

24	Texas Tech
24	UNT - Professional Development School
20	Region 10
17	Collin College
16	Texas Woman's University
14	University of North Texas
12	University of Texas - Dallas
8	Texas A&M University

33 student teachers from other universities

Experience for Professionals Hired



Years of Experience	Frequency	Percentage
0	105	44%
1 - 5	57	24%
6 - 10	42	18%
11 - 15	20	8%
16 - 20	4	2%
21 - 25	4	2%
26 +	4	2%
Total	236	100%

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

Degree Levels for 2010-2011 New Hires

Degree	Frequency	Percentage
Associate	2	1%
Bachelor	178	75.5%
Masters	55	23%
Doctorate	1	.5%

Universities of Beginning Teachers 4 or More

19 Teachers

University of North Texas

10 Teachers

Texas Tech University

7 Teachers

Texas A&M - College Station

7 Teachers

University of Texas - Dallas

6 Teachers

Baylor University

6 Teachers

Texas Woman's University

4 Teachers

Oklahoma State University

4 Teachers

Southern Methodist University

4 Teachers

Texas A&M University-Commerce

4 Teachers

Texas State University

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Experienced Professionals Hired from Other Districts 3 or More

10	Plano ISD
9	Carrollton-Farmers Branch ISD
4	Denton ISD
4	Little Elm ISD
4	McKinney ISD
3	Dallas ISD
3	Garland ISD
3	Lovejoy ISD
3	Richardson ISD

Reasons for Professional Resignations

Reason	Frequency	Percentage
Family/Baby	65	28.8
Moving	45	19.9
Different District	29	12.8
Personal Reasons	19	8.4
Other Opportunity	26	11.5
Retirement	22	9.8
Other Reasons	18	8.0
Health	2	.8
Total	226	100.0

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FISD Professionals Changing Districts

3	Celina ISD
2	Lubbock ISD
2	Plano ISD
2	Richardson ISD
2	Prosper ISD
18	Other Districts



Auxiliary/Substitute/Volunteer Application Summary

Action	Total
Auxiliary Hires Processed	340
Auxiliary Resignations Processed	228
Substitute Applications Processed	143
Substitutes on File	677
Certified Substitutes on File	542
Volunteer Requests Processed	14,937

Reasons for Auxiliary Resignations

Reason	Frequency	Percentage
No Reason Given	63	27.7
Pursue Other Opportunity	23	10.0
Family/Personal Reasons	46	20.1
Return To School	6	2.7
Quit Without Notice/No Show	21	9.2
Moving	27	11.9
Documented Release/Dismissal	23	10.0
Health Issues	19	8.4
Total	228	100.0

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No Child Left Behind (NCLB) Public Reporting Requirements

- District status as of September 15th
- Report to TEA by November 1st
- Public Report by December 15th
- Teachers not “Highly Qualified” must be placed on an improvement plan
- Notification letter must be sent home to parents

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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.

“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

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“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)

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Percentage of Highly Qualified Teachers

2009-2010	99.9%
2010-2011	99.9%
2011-2012	99.9%

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


Percentage of Classes Taught by Highly Qualified Teachers

2009-2010	99.9%
2010-2011	99.9%
2011-2012	99.9%

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Percentage of Classes Taught by Highly Qualified Teachers in High-Poverty Schools

2009-2010	100.0 %
2010-2011	100.0%
2011-2012	100.0%

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Percentage of Teachers Receiving Highly Quality Professional Development

2009-2010	100.0%
2010-2011	100.0%
2011-2012	100.0%