

Make
your
Mark



The mark of excellence

“Whatever your discipline, become a student of excellence in all things.”

Michael Gelb

PLANO ISD OPERATIONALIZES 2013-18 STRATEGIC PLAN



Dear Plano ISD Community:

I am proud to present to you the district's 2015 Annual Report, "Make Your Mark," providing a snapshot of the many ways our 55,000 students and 6,600 employees are making their marks as learners and leaders in the classroom and beyond.

The Plano ISD Board of Trustees has set two major goals for the district: (1) ensure continued improvement in student learning; and (2) ensure efficient use of resources. In these pages, you will see how the district has kept these goals at the forefront of realizing our mission to provide an excellent education for each student.

While remaining good stewards of tax payer dollars, with notably the second lowest tax rate in Collin County, Plano ISD and its leadership team are committed to maintaining exceptional educational programs and experiences for students and educators. This is possible through strong connections with our community in the form of highly engaged parents, dedicated classroom teachers, campus and district leaders and community partners, all of whom believe in our students and our mission.

In my first year as superintendent, I have enthusiastically learned about Plano ISD's tradition of excellence. I made it my professional mission to visit every classroom in every school, meeting great people who care deeply about the mission of serving children. In my role, I have enjoyed many opportunities to listen, learn and build relationships in our school district and in our community.

As you will find in this report, our students capture more than their fair share of local, state and national honors in academics, arts and athletics. We are inspired by these highly accomplished scholars, artists and athletes, and we are delighted that, through teamwork and partnership, we continue to offer them more choices regarding what and how they learn. It is no wonder that Plano ISD students far exceed state and national averages on college entrance exams and that our district's graduation rate ranks among the highest in the state.

On behalf of the Plano ISD Board of Trustees, our faculty and students, I thank you for taking time to read this annual report and invite each member of our school community to "make your mark" in the lives of our students as we empower them to adapt to new learning and career opportunities throughout their lives; collaborate with, and contribute to the global community; and to be disciplined and creative in their thinking.

Sincerely,

Dr. Brian T. Binggeli
Superintendent of Schools

During the fall of 2015, a systemic approach was employed to measure the district's success in meeting its goals and objectives. This has focused district efforts on strengthening its purposeful approach – effectively a "golden thread" – woven throughout the objectives of the district's strategic plan.

District administrators assigned as "goal keepers" led project teams to define outcomes related to operational expectations for each of the district's two major goals – to ensure continued improvement in student learning and to ensure efficient use of resources. Serving on project teams were district administrators, teachers, service department employees, parents, students and business and civic community leaders. Outcome indicators for each of the following operational expectations will be published on the district website at www.pisd.edu. Operational expectations are published below.



Goal: Ensure continued improvement in student learning

Operational expectations

- Maintain high expectations for all students through creative and effective instructional delivery, rigorous learning outcomes and a focus on eliminating opportunity and achievement gaps
- Foster student acquisition of 21st century skills
- Provide quality, diverse programming that maximizes choice and provides students with a personalized, well-rounded education
- Focus on responsible citizenship by developing and recognizing character traits of integrity, ethics, empathy and service and a strong appreciation for all people and cultures

Goal: Ensure efficient use of resources

Operational expectations

- Demonstrate fiscal responsibility through efficiency and mission-driven priorities
- Attract and retain highly qualified staff and focus on strengthening the capacity of all employees
- Provide students and staff with high quality, safe and productive learning environments
- Maximize community connections to strengthen, support and promote our educational mission



Plano ISD Key Communicators brainstormed outcome indicators for the strategic plan in October, 2015. The parent group meets quarterly with district leaders to help facilitate balanced and factual communication between the district and schools.



CONTENTS

1 Mission, Goals and Vision Statement	6 National Merit Semifinalists	14 Education Foundation
2 School Board and Cabinet	7 Accountability Results	18 Student Achievements
3 Community Facts	8 School & Community Engagement	22 Teachers of the Year
4 Class of 2015 Post-Secondary Readiness	10 Financial Focus	23 Faculty & Staff Achievements
	12 Bond Program	25 Future District Initiatives

Mission Statement

The mission of the Plano Independent School District is to provide an excellent education for each student.

Vision Statement

Participating in Plano ISD schools empowers students to be able to adapt to new learning opportunities throughout their lives, collaborate with, and contribute to, the global community and to be creative and disciplined in their thinking.

Principles and Premises

The principles and premises we embrace are:

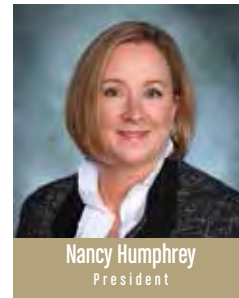
- A digital learning environment
- New learning standards
- Assessments for learning
- Accountability for learning
- Organizational transformation
- Balanced and invigorated state and local partnerships

2015 PLANO ISD BOARD OF TRUSTEES

ABOUT OUR COMMUNITY



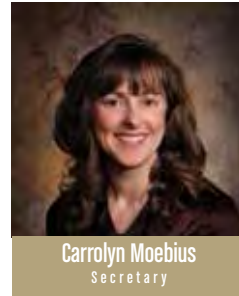
The Plano ISD Board of Trustees consists of seven members elected to serve, without compensation, for overlapping terms of four years each. Elections are conducted in May of odd numbered years. While candidates run for specific places, they do not represent specific geographical areas; rather, each represents Plano ISD at large. Following the election, the board elects a president, vice president and secretary to serve for one-year terms.



Nancy Humphrey
President



Missy Bender
Vice President



Carolyn Moebius
Secretary



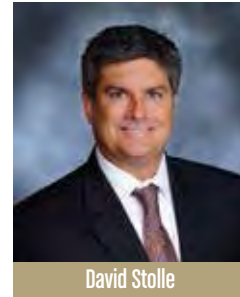
Marilyn Hinton



Tammy Richards



Dr. Yoram Solomon



David Stolle

2015 Superintendent's Cabinet

- Dr. Brian T. Binggeli, *Superintendent of Schools*
- Steve Fortenberry, *Chief Financial Officer*
- Dr. Jim Wussow, *Assistant Superintendent for Academic Services*
- Susan Modisette, *Assistant Superintendent for Campus Services*
- Dr. Kary Cooper, *Assistant Superintendent for District Services*
- Karla Oliver, *Assistant Superintendent for Government, Community and Planning Initiatives*
- Dan Armstrong, *Assistant Superintendent for Technology Services*
- Denise Gillespie, *Executive Assistant to the Superintendent and Board of Trustees*

The mark of a leader

“Leadership and learning are indispensable to each other.”

John F. Kennedy

Plano ISD serves the residents of approximately 100 square miles in southwest Collin County, Texas. This area includes 66 square miles in the City of Plano, with the balance including northern portions of the cities of Dallas and Richardson as well as parts of the cities of Allen, Carrollton, Garland, Lucas, Murphy, Parker and Wylie.

Plano at a Glance

Plano consists of an educated and diverse population, located 19 miles north of Dallas, Texas. Plano is home to a number of global companies and serves as corporate or regional headquarters for major employers like Bank of America Home Loans, HP Enterprise Services, Capital One Finance, J.C. Penney Corporation, Inc., Frito-Lay, Dell Services, Dr Pepper Snapple Group, Inc. and many more.

Total Population 277,910

Median Age 39.1

Educational Attainment of Citizenry (25 years and older)

Graduate or professional degree 21.3%
 Bachelor's degree 34.4%
 Associate's degree 6.8%

Income

Median household income \$81,571
 Per capita income \$42,413

Median Owner Occupied Home Value \$226,500

Top Employment Industries

Professional, scientific, management, administrative and waste management services 20.2%
 Educational services, health care and social assistance 19.2%
 Finance, insurance, real estate, rental and leasing 11.9%
 Retail trade 10.5%
 Arts, entertainment, recreation, accommodation and food services 9.3%
 Manufacturing 8.1%
 Information 5.0%
 Other services, except public administration 3.7%
 Construction 3.7%
 Wholesale trade 3.3%
 Transportation, warehousing and utilities 2.4%
 Public administration 1.7%
 Agriculture, forestry, fishing, hunting and mining 0.9%

*2014 inflation-adjusted dollars

Source: U.S. Census Bureau, 2014 American Community Survey (ACS) 1-Year Estimates

Plano ISD at a Glance

Schools

Grade Level	# of Campuses
Preschools	3
Elementary Schools (K-5)	44
Middle Schools (6-8)	13
High Schools (9-10)	6
Senior High Schools (11-12)	3
Academy High School (9-12)	1
Special Programs Centers (K-8 & 9-12)	2

Total Number of Schools 72

Other Programs

Plano Family Literacy	1
Head Start	1

Total Other Programs 2

Student Enrollment

Elementary (PreK-5) (includes Plano Family Literacy and Head Start)	25,587
Middle (6-8)	12,456
High (9-10)	8,546
Senior High (11-12)	8,184

Total Number of Students 54,773

Staff

Teachers	3,865
Librarians	70
Education Aides	568
Interpreters	14
Other Professionals (Instructional)	171
School Principals	72
Assistant Principals	95
Instructional Officers	8
Athletic Directors	3
Counselors	148
School Nurses	72
Educational Diagnosticians, Psychologists & Social Workers	54
Superintendent & Assistant Superintendents	7
Non-Campus Professionals	229
Auxiliary Staff	1,276

Total Number of Employees 6,652

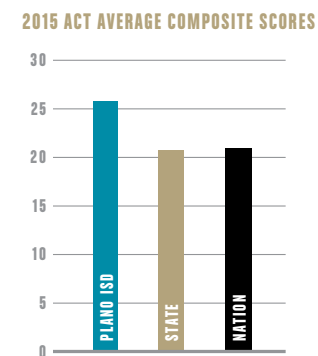
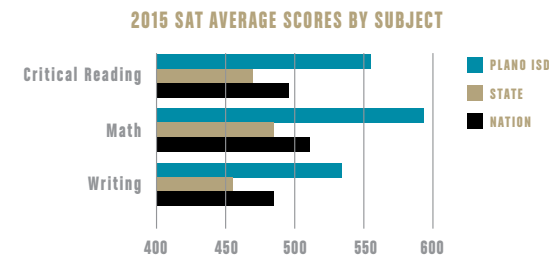
Source: Fall Public Education Information Management System (PEIMS) Submissions with full-time equivalent employees as of the last Friday in October, 2014.

Notes: Full-time instructional employees of the district are employed for 189 contract days. Campus administrators and student services employees are primarily employed for 220 days. Central administrative and non-campus professional staff members are employed for 246 days. Auxiliary staff members are employed on an hourly basis with daily hours worked ranging from 4 hours to 8 hours.

CLASS OF 2015 POST-SECONDARY READINESS & LEARNING EXPERIENCES



Plano ISD students' scores on college entrance exams far exceeded state and national averages in 2015. The incomparable performance of Plano ISD students on these exams gives them a competitive edge for college admission and success. In addition to exceptional college entrance exam scores, a significant number of Plano ISD students are challenging themselves by taking Advanced Placement courses, participating in the International Baccalaureate program and earning college credit through Collin College dual enrollment. These statistics indicate a strong dedication of Plano ISD teachers and counselors to get more students enrolled in honors and advanced courses.



Scholastic Aptitude Test (SAT) Results

- 2,621 Plano ISD seniors (68% of class) took the SAT.
- The SAT critical reading score of 556 compares to 470 at the state level and 495 for the nation's students.
- The SAT math average score was 593 for Plano ISD students and 486 and 511, respectively, for students in Texas and the nation.
- SAT writing average scores were 535 for Plano ISD students and 454 and 484 across the state and nation, respectively.
- 2,624 (68%) of Plano ISD juniors participated in the Preliminary Scholastic Aptitude Test (PSAT).

American College Test (ACT) Results

- 2,226 (58%) Plano ISD seniors took the ACT exam.
- The ACT English average score of Plano ISD students (25.2) far exceeded the average scores of students across Texas (19.8) and the nation (20.4).
- Plano ISD students scored an average 26.3 on the math exam. Statewide and nationally, students' average scores on the same exam were 21.1 and 20.8, respectively.
- Reading scores averaged 25.8 for Plano ISD students and 21.1 and 21.4, respectively, for students in Texas and the nation.
- The science reasoning average score of Plano ISD students was 25.4. Statewide and nationally, students averaged 21 and 20.9, respectively.
- The percent of ACT-tested students ready for college-level coursework as compared to ACT-tested students across Texas and the nation are as follows.
 - English composition: PISD-87%, TX-59%, US-64%
 - Algebra: PISD-80%, TX-44%, US-44%
 - Social Science: PISD-74%, TX-44%, US-43%
 - Biology: PISD-72%, TX-38%, US-37%
 - All Four Subjects: PISD-62%, TX-27%, US-26%

Advanced Placement (AP) Program

Through the Advanced Placement (AP) Program, Plano ISD has opened the door for many students to take AP and honors courses. For many of these students, 2015 was the first time to take an AP test. Plano ISD's AP program is one of the largest in the nation.

- 51% (4,033) of Plano ISD senior high school students took AP tests for college credit in 2015, and 31% (2,488) of high school students took AP tests for college credit.
- 13,856 exams were administered to students in Plano ISD high schools and senior high schools in 2015, an increase from 12,538 exams administered the previous year.
- 82% of AP test scores at the high schools and senior high schools were 3, 4 or 5, as compared to 44.4% at the state level and 55.8% at the national level.
- 172 middle school students in Plano ISD who took the AP Spanish exam had an impressive 93% passing rate.

International Baccalaureate Program

The IB World School at Plano East Senior High School is a rigorous course of study designed to meet the needs of highly motivated secondary students and to promote international understanding. Many students earning the IB diploma are awarded advanced college credit at prestigious universities around the world.

- In 2015, Plano ISD had 83 full diploma candidates in the IB program.
- 78 IB diplomas were awarded in 2015.
- IB students took 543 IB exams.

Dual Enrollment through Collin College

Since fall, 2005 Plano ISD has offered a dual enrollment program through Collin College. Fall 2014 enrollment was 929 students. Students at the three senior high schools, including students enrolled in the Plano ISD Health Sciences Academy, earned college credit through Collin College in the following courses: US History, Government, Economics, English IV and health and science courses.

Plano ISD Advanced Academics Programs

To help students invest in their future, Plano ISD is proud to provide students with a wide array of advanced academic courses, programs and competitions that appeal to varied interests, experiences and educational goals. Students learn and grow through meaningful educational challenges. Participating in one or more advanced academic opportunities allows students to explore existing talents while uncovering new interests. Advanced academic opportunities begin in the elementary years and increase in frequency at the secondary level in Plano ISD.

Plano ISD Assessment & Accountability

Plano ISD believes that assessment provides the information necessary to improve student performance and that assessment data should be analyzed for the purpose of setting priorities for instructional decision-making, allocating system resources and setting accountability goals. Plano ISD also believes that assessment data should be reported to students, parents, the community and the mandated state and federal education authorities for the purpose of building partnerships in education.



Sean Guo, Plano East Valedictorian



Marylin Cai, Plano Valedictorian



Phillip Yu, Plano West Valedictorian

The mark of a scholar

*"Knowing is not enough; we must apply.
Willing is not enough; we must do."*

Goethe

2015 NATIONAL MERIT SEMIFINALISTS



Seventy-eight seniors achieved Semifinalist standing in the 2015 National Merit Scholarship Program based on their performance on the Preliminary Scholastic Aptitude Test. These academically gifted students were among 16,000 of their peers nationwide who represent less than one percent of high school seniors. Those who advanced to Finalist standing competed for National Merit Scholarships worth more than \$33 million.

Plano East Senior High School

- Zara Louis
- Arav Arora
- Linh Diep
- Alicia D. D'Souza
- Alfarooq Y. El-Eishy
- Arianne N. Felicitas
- Sean X. Guo
- Shashank K. Kambhampati
- Udayram Kantipudi
- Shoeb A. Kazi
- Ian H. Little
- Jitesh R. Mullapudi
- Joo-Young T. Rhee
- Snigdha Sinha
- Alfred Zhong

Plano Senior High School

- Rohan Bhatt
- Serena Chen
- Ria Chhabra
- Minjeong Cho
- Jeremy Doan
- Claire Goeckner-Wald
- Jessica Hong
- Elaine Hu
- In Won Jang
- Brittany Kiattitananan
- I-Chun Lin

Plano West Senior High School

- Aditya Nelakonda
- Colin O'Day
- Chandler Richards
- Sarina Wu
- Joseph Yin
- Joshua Ying
- Netra Anand
- Wai Kit Chan
- Vanessa I. Chang
- William V. Chiang
- John A. Copley
- Victor Daescu
- Megan P. Fass
- Matthew D. Feng
- Valerie Garcia
- Allison C. Grimes
- Delaney C. Holton
- David L. Hu
- Hannah Y. Huang
- Pravar Kapoor
- Samiya Khan
- Simon S. Lee
- Neal W. Liang
- Jason Lin
- Phoebe Z. Lin

Plano East Senior High School

- Darren Loh
- Monica Lou
- Abraham P. Mansour
- Shubham Mittal
- Khadyoth S. Nanneboyina
- Anthony V. Nguyen
- Amy Ong
- Shireen Roy
- Samyukthaa Saiprakash
- Sairaj M. Sajjath
- Prachi C. Shah
- Mason J. Sheu
- Katherine Sun
- Elaine E. Tang
- Jason L. Taper
- Amanda C. Taylor
- Elizabeth W. Tian
- Jason M. Vincze
- Alexandra D. Wen
- William Xiong
- Justin Z. Yan
- Qianqian Yang
- Alan Ye
- Phillip Yu
- Catherine Y. Zhang
- Melody A. Zhang
- Victoria C. Zhou



Elizabeth Tian

Elizabeth Tian Named U.S. Presidential Scholar

Among the Class of 2015 graduates, Elizabeth Tian, Plano West Senior High School salutatorian, was named one of 141 United States Presidential Scholars by the White House Commission on Presidential Scholars. Elizabeth was selected based on her demonstrated leadership, scholarship, contribution to school and community and outstanding accomplishments in the arts, sciences, humanities and other fields of interest. U.S. Secretary of Education Arne Duncan announced the 51st class of U.S. Presidential Scholars in May, 2015. "Presidential Scholars demonstrate the accomplishments that can be made when students challenge themselves, set the highest standards and commit themselves to excellence," Duncan said. "These scholars are poised to make their mark on our nation in every field imaginable: the arts and humanities, science and technology, law and medicine, business and finance, education and government—to name a few. Their academic and artistic achievements reflect a sense of purpose that we should seek to instill in all students to prepare them for college, careers, civic responsibilities, and the challenges of today's job market."

DISTRICT AND STATE ACCOUNTABILITY RESULTS

Plano ISD Earns Distinction on 5th Annual AP® District Honor Roll

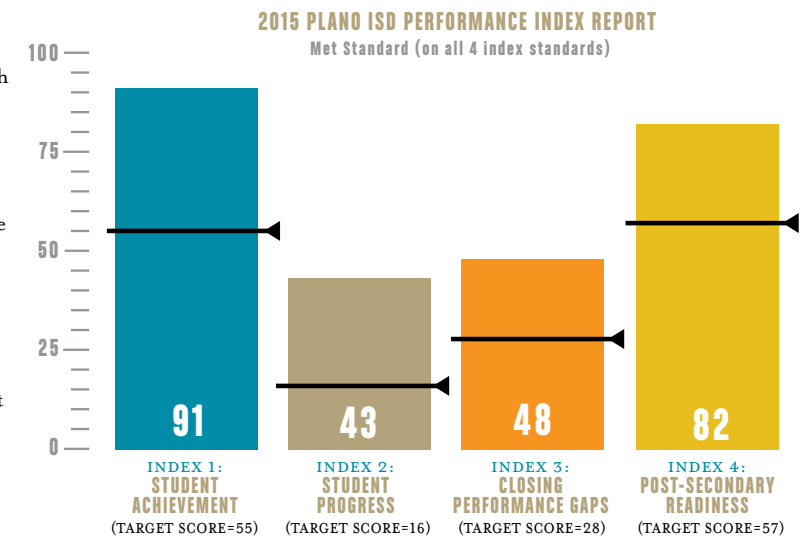
Plano ISD is among 547 school districts in the U.S. and Canada honored by the College Board with placement on the 5th Annual AP® District Honor Roll for increasing access to Advanced Placement (AP) course work while simultaneously maintaining or increasing the percentage of students earning scores of 3 or higher on AP exams. Inclusion on the honor roll is based on examination of three years of AP data, from 2012 to 2014, looking across 34 AP exams, including world language and culture. Reaching these goals indicates that the district is successfully identifying motivated, academically prepared students who are ready for the opportunity of AP.

All Plano ISD Schools 'Met Standard' on STAAR Tests

The Texas Education Agency's 2015 state accountability ratings represent the third consecutive year for an index-based approach to academic accountability. The ratings apply one of two labels to districts and campuses - "Met Standard" or "Improvement Required" - for performance on STAAR (State of Texas Assessments of Academic Readiness) exams. Students are tested in the core subject areas - reading, writing, mathematics, science and social studies. STAAR tests are administered to students in grades 3-8. At the high school level, five end-of-course (EOC) assessments replace grade-specific tests. For three consecutive years, Plano ISD and all 66 of its rated schools "Met Standard" in all applicable indices: student achievement, student progress, closing performance gaps and post-secondary readiness. District and campus scores were well above state targets, with several schools earning distinction.

2015 Community and Student Engagement Accountability System (CSEAS)

House Bill 5, passed by the Texas Legislature, requires that each school district evaluate its performance and the performance of each campus and assign ratings of exemplary, recognized, acceptable or unacceptable for both overall performance and for each individual evaluation factor. The corresponding chart illustrates Plano ISD's district and school combined ratings for the 2014-15 school year based on the Community and Student Engagement Accountability System (CSEAS). Find details about CSEAS on the district website: www.pisd.edu.



COMMUNITY ENGAGEMENT FACTORS AND RATINGS DISTRICT SUMMARY

Fine Arts	E
Wellness and Physical Education	E
Community and Parental Involvement	E
21st Century Workforce Development	E
Second Language Acquisition	E
Digital Learning Environment	E
Dropout Prevention Strategies	E
Educational Programs for Gifted and Talented Students	E
Compliant with Statutory Reporting and Policy Requirements	Y
Overall	E

The mark of a visionary

"The empires of the future are empires of the mind."

Winston Churchill

SCHOOL AND COMMUNITY ENGAGEMENT



Annual MLK Tribute Showcases Student Talent and Diversity Leadership

"Our Legacy, Loud & Clear" was the theme for Plano ISD's annual tribute to Dr. Martin Luther King, Jr., held in January, 2015. The event showcased student talent through stage and musical performances, student essay readings and awards presentations for art and diversity leadership.



(Clockwise from left) Plano ISD alumni W.T. Greer and Madison Greer sing "The Song of Freedom" written by Michael Cao, Skaggs Elementary School student, and Tate Keen, Plano Senior High School alumni; Elementary students chosen to read their award-winning original essays throughout the MLK tribute event; Dr. Myrtle Hightower, MLK event chair



Huffman Elementary Named National PTA School of Excellence

Huffman Elementary School captured the title of National PTA School of Excellence for the years 2015 through 2017. The program recognizes PTAs that support and celebrate partnerships between schools and families working collaboratively to enrich the educational experience and overall well-being for all students. PTA President Kimberly DeWeese worked closely with Principal Toni Strickland to obtain this national designation.

Huffman Elementary School PTA leaders and families attended the October, 2015 meeting of the Plano ISD Board of Trustees who recognized Huffman for its national award.

School PTAs and District PTA Council Represent 23,000-Member Strong Association

The Plano ISD Council of PTAs, comprising 70 local units with more than 23,000 members, connects local, area, state and national PTAs with school administration and the general public. The council strengthens local PTAs, develops leadership potential, promotes membership and serves the community and its children. For its excellent service, the district council captured the Texas PTA Gold Award for "Outstanding PTA Council." Numerous Plano ISD local PTAs were awarded by Texas PTA and National PTA for their websites and newsletters, family involvement, parent education, legislative action, arts education and environmental education.



Tamra Sadafsaz

Plano ISD Volunteer Finalist for Junior League of Collin County 'Excellence in Service' Award

Tamra Sadafsaz, longtime Plano ISD volunteer, was honored by the Junior League of Collin County at its "Excellence in Service" awards banquet as a finalist for 2015 Volunteer of the Year. Through her service on the Plano ISD Council of PTAs, Tamra mentors PTA presidents to help develop their leadership skills. She served as co-chair of the 2015 Plano ISD Teacher of the Year Gala and volunteer chair of the 2015 SKI Plano fundraising event for the Plano ISD Education Foundation. She has also served on the Plano ISD Alumni Association's golf tournament committee.



Plano ISD Council of PTAs' SAGE (Special and Gifted Education) Committee campus chairs host Plano Inclusive Schools Week activities across the district in which students focus on being compassionate friends and more aware of learning differences among their peers. Pictured are students at Harrington Elementary School participating in Plano Inclusive Schools Week activities.



2015-16 Student Advisors

(Front) Aisha Bawany, Kaila Tanner, Haley Plenger, Isabelle McCutcheon, Tori Van De Kop; Chloe Kersh, Chancei White and Assistant Superintendent Susan Modisette; (Back) Allison King, Assistant Superintendent Dr. Kary Cooper, Trace Girouard, Daniel Madden, Sam Bonser, Matthew Doxey, Punit Patel, Omar Enlomrosy and Superintendent of Schools Dr. Brian Binggeli.

Superintendent's Student Advisory Committee

Plano ISD Superintendent of Schools Dr. Brian Binggeli seeks advice from many school and community groups, including students. The elite team of 11th and 12th grade students who comprise the Superintendent's Student Advisory Committee meet monthly with the superintendent and his cabinet to share issues of importance to students and the school district. Students represent the three senior high schools and Plano ISD Academy High School.

Adult Literacy and Plaza Comunitaria Programs Awarded \$10,000 Grant from Mexican Consulate

The Adult Literacy and Plaza Comunitaria Programs of the Plano ISD Family Education and Guidance Services Department were awarded the 2015 IME Grant/Scholarships totaling \$10,000. The grant supports more than 300 adult learners, the hiring of eight teachers for GED and ESL classes, literacy testing for 25 adult students working at the elementary or middle school level and 25 GED candidates.



Plano ISD's Rosa-Maria Crocker, adult literacy programs coordinator, and DeLynn Brennan, executive coordinator, with Jose Octavio Tripp, consul general of Mexico, Dallas.



Brett Taylor, Holifield Science Learning Center lead instructional specialist, facilitates a trail exploration with students.

Holifield Science Learning Center Celebrates 25th Anniversary

The Holifield Science Learning Center celebrated its 25th anniversary in 2015. The center welcomes students to a 15-acre nature preserve in east Plano designated in 1975 by Plano ISD and City of Plano officials as a nature study area for Plano ISD students with hiking trails open to the public. The Jim Dunlap Living Materials Center and Outdoor Learning Center/trail system play an integral role in students' educational experiences in science education, environmental education and integrated learning activities.

Science on the Go Program Uses Mobile Learning Lab to Support Families

Science on the Go, an innovative community outreach program initiated by Hickey Elementary School, pairs the district's award-winning Mobile Learning Lab with parent and student education. The program specifically targets third through fifth grade students. The mobile lab is driven to neighborhoods of families with educational disadvantages. While students learn about science, parents learn computer and English literacy skills. Many of the district's campuses incorporate the mobile lab into outreach programs targeting specific neighborhoods to enhance relationships and learning opportunities for families.



Students learn Science on the Go with Monica Maldonado, Hickey Elementary School instructional specialist.

SUPERIOR FINANCIAL RESULTS



Plano ISD remains highly focused on all financial matters, including the best ways to maintain and upgrade facilities, technology and employee benefits and to finance our schools. The school board and district administrators endeavor to make Plano ISD's compensation and benefits plan competitive with surrounding districts while maintaining efficient use of funds. Trustees adopted the 2015-2016 employee compensation plan, which included a salary increase of 3.0% and other financial benefits for the district's more than 6,600 employees. Plano ISD also invests in employees by ensuring the district provides great opportunities for educators to grow and develop professionally.

PLANO ISD EMPLOYEE PAY RAISE HISTORY

	2011-12	2012-13	2013-14	2014-15	2015-16
Surrounding Area Average	0.0	2.0	3.0	2.8	2.9
Plano	0.0	3.0	1.0	3.5	3.0

Plano ISD Receives Top Rating for 13th Consecutive Year through School FIRST State Financial Rating System

The Texas Education Agency (TEA) converted School FIRST to a two-tier rating system of either P for Pass or F for Substandard Achievement for the 2014-15 rating year. The district achieved the maximum score of 30 on 7 indicators for a Pass rating. Linda Madon, executive director of financial services, said this rating shows that Plano ISD's schools are accountable not only for student learning, but also for achieving those results cost effectively and efficiently. The School FIRST report is based on the district's annual audit report for the fiscal year that ended June 30, 2014.

Prior to this year, the School FIRST accountability rating system assigned one of four financial accountability ratings to Texas school districts, with the highest being Superior Achievement. Plano ISD has achieved the rating of Superior Achievement since the inception of the School FIRST rating.

2015 Financial Success

- 32 consecutive years for a "Certificate of Achievement for Excellence in Financial Reporting" by the Government Finance Officers Association of the U.S. and Canada
- Highest stand-alone credit ratings (Aaa/AA+) carried by any ISD in Texas
- Balanced budget

2014-15 FINANCIAL DATA

Assessed Values:		
Residential	\$ 22,561,174,000	52.26%
Commercial/Industrial	\$ 15,716,480,000	36.41%
Rural	\$ 574,806,000	1.33%
Personal	\$ 4,318,714,000	10.00%
TOTAL ASSESSED VALUES	\$43,171,174,000	100.00%
General Fund Revenue:		
Local Funds	\$ 448,322,539	88.74%
State Funds	\$ 47,625,653	9.43%
Federal Funds	\$ 6,073,868	1.20%
Other Resources	\$ 3,165,882	0.63%
TOTAL REVENUE	\$ 505,187,942	100.00%
General Fund Expenditures:		
Salary and Benefits	\$ 361,629,322	81.12%
Other Expenses	\$ 61,287,494	13.75%
Other Uses	\$ 22,887,036	5.13%
TOTAL OPERATING COSTS	\$ 445,803,852	100.00%
Recapture Payments	\$ 46,603,711	
TIF Flow-Thru	\$ 3,377,634	
TOTAL OPERATING FUND EXPENDITURES	\$ 495,785,197	
Cost Per Pupil	\$ 9,065	

The mark of accountability

"If everyone is moving forward together, then success takes care of itself."

Henry Ford

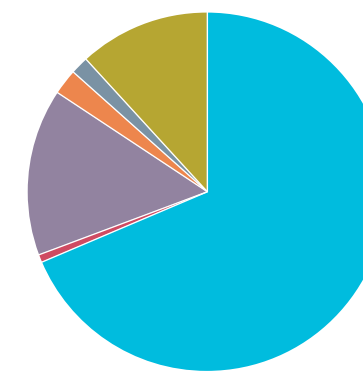
Current State Funding Litigation

Following the conclusion of the 2011 Texas legislative session, new state funding litigation was filed, and on February 4, 2013 the District Court of Travis County rendered a preliminary ruling that the current system was unconstitutional based on (1) equity, (2) adequacy and (3) establishment of a de facto statewide property tax (as in the West Orange-Cove case). Before the court entered its finding of fact and a final judgment, the 83rd Texas Legislature passed several bills that impacted the claim in the case. The Court granted a motion to reopen the evidence to consider the impact of the 2013 legislation and held another three week evidentiary hearing beginning on January 21, 2014. On August 28, 2014 Judge Dietz again ruled the Texas school finance system is unconstitutional by upholding the same three reasons as stated in the preliminary ruling. The attorney general informed attorneys in the case in September, 2014 that his office would appeal the ruling directly to the Texas Supreme Court. A year later on September 1, 2015 the state urged the Texas Supreme Court to either dismiss or remand the lawsuit. Neither action requested has taken place as of the date of this report. Experts on this case are expecting a decision to come in early 2016. If the supreme court upholds the lower court's ruling, it is anticipated that a special legislative session will be convened in 2016 to address the ruling.

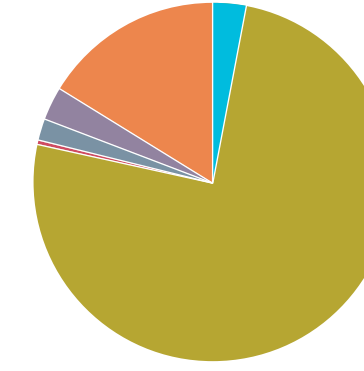
Current Tax Rates Collin County Schools

Allen	\$1.6100
Anna	\$1.6700
Blue Ridge	\$1.5715
Celina	\$1.6400
Community	\$1.6250
Farmersville	\$1.4295
Frisco	\$1.4600
Prosper	\$1.6700
Lovejoy	\$1.5600
McKinney	\$1.6700
Melissa	\$1.6700
Plano	\$1.4390
Princeton	\$1.6200
Wylie	\$1.6400

EXPENDITURES BY FUNCTION 2014-15



EXPENDITURES BY OBJECT 2014-15



INSTRUCTION	69.8%	SALARY & BENEFITS	72.9%
INSTRUCTIONAL SUPPORT	12.4%	CONTRACTED SERVICES/UTILITIES	17.7%
CO/EXTRA CURRICULAR	1.6%	SUPPLIES & MATERIALS	2.9%
GENERAL ADMINISTRATION	2.3%	OTHER OPERATING	1.8%
DISTRICT OPERATIONS	13.1%	CAPITAL OUTLAY	0.1%
OTHER COSTS	0.8%	OTHER COSTS	4.6%

FACILITY AND TECHNOLOGY BOND INITIATIVES



Plano ISD Facilities and Technology Bond Task Forces considered major bond initiatives that resulted in bond elections every four years from 1996 to 2008. Plano ISD voters passed these bond elections with an overwhelming majority in favor of revitalized schools in neighborhoods while implementing and utilizing the latest technology. Schedules for most of these initiatives are contingent upon bond sales. Construction planning is continuing; however, the interest rate and timing of improvements in the market will determine actual bond expenditures. Detailed bond project quarterly reports can be viewed on the district website at www.pisd.edu.

PROMISED	FULFILLED
New Schools/Facilities	
Schell Elementary School	Completed
Employee Child Care Center	Completed
Land Acquisition - Future School Sites	Completed
Isaacs Early Childhood School	Completed
Barron Elementary School Conversion	Completed
New Elementary School	Authorized/Unissued
Otto Middle School	Completed
McMillen High School	Completed
Major School Renovations	
Mendenhall Elementary School	Completed
Jackson Elementary School	Completed
Weatherford Elementary School	Completed
Memorial Elementary School	Completed
Brinker Elementary School	Completed
Daffron Elementary School	Completed
Hedgcoxe Elementary School	Completed
Bethany Elementary School	Completed
Mitchell Elementary School	Completed
Rasor Elementary School	Completed
Additions and Modifications	
Plano East Senior High School - Science, Kitchen/Dining	Completed
Vines High School - Fine Arts and Science	Completed
Plano West Senior High School	Completed
Haggard Middle School - Fine Arts	Completed
Plano Senior High School - Fine Arts	Completed
Forman Elementary School - Classroom Addition	Completed
Guinn Center - Classrooms, Kitchen & Serving Line	Completed
Capital Improvements - Instructional	
Science Classroom Needs	Completed
Career Education	Completed
Libraries	Ongoing
Fine Arts	Ongoing
PE Lockers	Ongoing

PROMISED	FULFILLED
Capital Improvements - Physical	
Bird Center Parking Project	Completed
Safety and Security	Ongoing
Food & Nutritional Services	Ongoing
Transportation - Buses	Completed
Energy Efficient Lighting	Ongoing
Water Conservation/Irrigation Upgrades	Ongoing
Athletic Capital Improvements	Ongoing
Districtwide Capital Projects	Ongoing
Systems and Compliance	
District wide Facility Upgrades/Replacements for Security Systems, Roofs, Flooring, HVAC, Energy Management, Fire Alarms, Fire Lane Parking	Ongoing
Curriculum and Technology	
Replacement Program	Completed
Digital Visual Presenters	Completed
PC Operating & Productivity Systems Upgrades	Completed
Digital Cameras	Completed
Web Based Enterprise Applications	Completed
Art (K-5)	Completed
Career & Technology Education (6-12)	Completed
Elementary (K-5)	Completed
Foreign Language (6-12)	Completed
Health & PE (K-12)	Completed
Learning Media Services (K-12)	Completed
Mathematics (6-12)	Completed
Science (6-12)	Completed
Special Education (K-12)	Completed
Speech (9-12)	Completed
Theatre Arts (6-12)	Completed
Communications	Completed
Food & Nutritional Services	Completed
Wireless Infrastructure Upgrade	Completed
Transportation	Completed
Additional Projects Funded With 2008 Bond Program	
Plano ISD Academy High School	
Christie Elementary School Refurbishment	
Clark Stadium Concession Renovation	
Hughston Elementary School Refurbishment	
Hunt Elementary School Classroom Addition	
Plano East Senior High School: IB World School at Plano East	
Plano East Health Sciences Academy Addition/Renovation	
Williams High School Renovations	
Williams High School: Plano ISD Health Sciences Academy	
Saigling Elementary School Refurbishment	
Schimelpfenig Middle School Vestibule Addition	
Stinson Elementary School Classroom Addition	
Clark High School Addition	
Plano West Senior High School Expansion	
Transportation Building Renovation	
Security Vestibules	



2016 FACILITIES & TECHNOLOGY TASK FORCE

The Plano ISD Board of Trustees appointed a Facilities and Technology Task Force in 2015 to study the district's needs and make recommendations to the board regarding a potential future bond election. Trustees heard an interim report from the task force in November, 2015, and further discussed the report at a special called meeting in December, 2015. The task force held a public hearing in December, 2015 to gain community input regarding proposed projects. At the time of this publication, the board is considering a 2016 bond election. Information can be found at www.pisd.edu.

The mark of progress

"Change is inevitable. Progress is a choice."

Dean Lindsay

PLANO ISD EDUCATION FOUNDATION



The Plano ISD Education Foundation raised more than \$1.7 million during the 2014-15 school year for programs and services to support quality education across the Plano school district through its annual "SKI Plano" benefit gala, Plano ISD employee campaign, community fundraising drive and gifts from corporations, foundations and individuals. Since the year 2000, the foundation has raised more than \$10 million to enhance the quality of education in Plano schools.

Foundation Breaks Record to Fund More than \$120,000 for 107 Innovative Projects through Grants to Educators Program

In November, 2014 Plano ISD Education Foundation board members, program sponsors, district staff and parent leaders personally delivered a record of \$120,000 in awards to fund 107 innovative instructional programs. Funding for the Grants to Educators program comes from the following generous sponsors: Presenting Sponsor Park Place Lexus, Huawei, Capital One, Alliance Data, Plano ISD Council of PTAs, Plano ISD Alumni Association, SKI Plano, Oncor and the Shops at Willow Bend. Since the foundation's inception, more than \$1,000,000 has been awarded to Plano ISD teachers through the Grants to Educators program.

The Plano ISD Education Foundation Grant Patrol surprised Barron Elementary School Counselor Pamela Maltzberger and students with the news of her award-winning grant in November 2014.



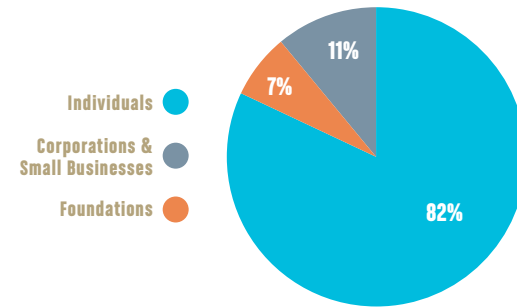
Toyota Million Dollar Sponsor of Academy Programs of Plano



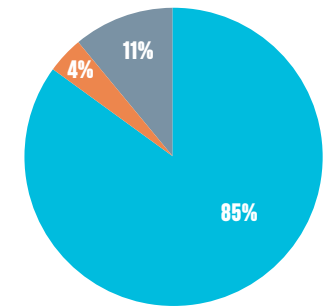
principal; Michael Rouse, Toyota's vice president of diversity, philanthropy and community affairs and foundation president; Javier Moreno, Toyota's manager of external affairs and communications; and Marta Lilly, Plano ISD Education Foundation administrative assistant.

In May, 2014 at the Plano ISD Board of Trustees meeting, Toyota Foundation was recognized as a major donor for the Academy Programs of Plano with a generous gift of \$1,000,000 to Academy High School. Pictured are Harvey Fishero, 2014-15 Plano ISD Education Foundation president; Karla Oliver, assistant superintendent for government, community and planning initiatives; Rebecca Egelston Caso, immediate past-president of the foundation; Jeanine Alpert, foundation executive director; Lynn Ojeda, Plano ISD Academy High School

Contributions to the Plano ISD Education Foundation



Programs Supported by the Plano ISD Education Foundation



- Enhance Instruction & Curriculum
- Achievement Gap, Career & College Readiness
- Teacher Retention & Recruitment

Employee Giving Campaign Raises \$104,000 to Support Foundation

In November, 2014 Plano ISD employees once again gave generously during the "61 Thousand Reasons to Give" annual employee giving campaign to benefit students and teachers through enrichment programs including 5th grade camp, educator grants and STEM instruction through the Plano ISD Education Foundation. One-hundred percent of schools and departments participated in the campaign with 2,425 employees contributing a total of \$104,000. Those who donated more than \$100 received an "I love Plano ISD" yard sign.

Ongoing Support for Plano ISD Health Sciences Academy

Texas Health Presbyterian Hospital in Plano, Baylor Scott & White Medical Center in Plano, The HEART Hospital Baylor Plano and Methodist Richardson Medical Center are among the founding, generous community sponsors of the Plano ISD Health Sciences Academy. All of these hospitals offer their expertise and provide medical field opportunities and exposure that is priceless to the academy's 188 students.



Fifth Grade Outdoor Learning Programs Supported by Foundation

Fifth graders in Plano ISD have been attending outdoor learning camp for 40 years. This tuition based program takes place in the fall each year with approximately 4,000 students participating. Students spend three days immersed in hands-on science learning and application which is integrated into their curriculum all year long. Tuition assistance is offered to students in need. This year, the foundation helped 281 students attend camp.



(Above) The employee giving campaign helps support programs for students, faculty and staff, including Plano Family Literacy School. Pictured at the literacy school's 2015 graduation ceremony are a few of the students served.

(Left) Students and staff are pictured during a lesson at the outdoor learning camp.

The mark of a legacy

"It is up to us to live up to the legacy that was left for us and to leave a legacy that is worthy of our children and of future generations."

Christine Gregoire

PLANO ISD EDUCATION FOUNDATION

SKI Plano 2015 Fundraising Event Huge Success

The Plano ISD Education Foundation's January, 2015 fundraising gala SKI (Supporting Kids in) Plano was a huge success. Hundreds of guests enjoyed live and silent auctions, dinner, dancing and meeting guest emcee Kyle Bosworth, NFL free agent, former Dallas Cowboy and Plano West Senior High School alumnus. Nearly \$200,000 was raised in proceeds that benefit and support programs of the Foundation for the 55,000 students of Plano ISD. 📺



Grant winners David Carroll, Eric McDaniels and Nona Gill were supported at the TI reception by Dr. Yoram Solomon, trustee; Dr. Brian Binggeli, superintendent; Bill McLaughlin, Shepton principal; Carl Herrmann, PWSH associate principal; Nancy Humphrey, board president; Chris Bragg, Plano ISD Education Foundation president elect; Shurandia Holden, Frankford principal; and Marilyn Hinton, trustee.

2015 Texas Instruments Foundation Innovations in STEM Teaching Awards Granted to Plano ISD Educators

The Texas Instruments (TI) Foundation presented its Innovations in STEM Teaching Awards to 18 area teachers, including three teachers from Plano ISD during a September, 2015 ceremony held at TI's Dallas headquarters. The awards program honors local secondary teachers who consistently demonstrate quality instruction and build student achievement in the STEM (science, technology, engineering and math) subjects.

Honored from Plano ISD were educators David Carroll, Plano West Senior High School; Eric McDaniels, Frankford Middle School; and Nona Gill, Shepton High School. These three winners were also honored at the May, 2015 meeting of the Plano ISD Board of Trustees. Each honoree received a \$10,000 award of which \$5,000 was directly awarded to the teacher. The other \$5,000 is to be used at his or her discretion for professional development or instructional technology. Additional Plano ISD finalists for the 2015 awards were Lisa Arriaga, Robinson Middle School; Maysaa Enaya, McMillen High School; and Casie Gall, Clark High School.

The grants are awarded through the independent foundations that support each district including the Plano ISD Education Foundation.



Plano ISD Alumni Association Hosts 2nd Annual Golf Tournament and 50th Alumni Tailgate

For the sixth consecutive year, the Plano ISD Education Foundation in collaboration with the Plano ISD Alumni Association brought together Plano ISD alumni to support the school district. In October, 2015 the Alumni Association held a tailgate to honor the 1965 State Championship Football Team at their 50th reunion and the 40th reunion of 1975 graduates at Clark Stadium during Plano Senior High School's homecoming game. 📺



The Plano ISD Alumni Association hosted its second annual golf tournament in March, 2015 at Gleneagles Country Club. More than 90 players participated with proceeds benefiting Plano ISD students and teachers through the Plano ISD Education Foundation.

Jennifer Jamieson Honored among Top 10 Women of Collin County

Jennifer Jamieson was honored among the Top 10 Women of Collin County, a recognition program sponsored by Neiman Marcus, for her active role in making Plano a better place. Jennifer currently serves on the Foundation Board of Directors and was chair of the 2015 SKI Plano event. She is an alumna of Plano Senior High School and Leadership Plano. She currently serves on the Women's Auxiliary to Children's Medical Center, the Legacy Chapter Board of Directors and is an active member of PTA. Under her leadership, SKI Plano has become among the top fundraising galas in Collin County.



2014-15 PLANO ISD EDUCATION FOUNDATION BOARD OF DIRECTORS

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Jaime Beringer, *President Elect*
Jean Callison, *Secretary*
David Doyle, *Treasurer*
Rebecca Egelston Caso, *Immediate Past President*

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Melissa Chung
Rodney Davenport
Mary Jo Dean
Joe Dwyer
Marshall Jackson
Babita Jain
Jennifer Jamieson
Marshall V. Johnson
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Joa Muns
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Kandi Sigona
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Steve Fortenberry, *Interim Superintendent (Spring 2015)*
Karla Oliver, *Assistant Superintendent for Government, Community and Planning Initiatives*
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Amy Nelson, *Plano ISD Council of PTAs Representative*

BOARD OF HONOR
The Late Jim Boswell
Sharon Goldblatt
Rutledge Haggard
Rebecca Morris
Joan Slater
John Wroten

2014-2015 DONOR HONOR ROLL

Valedictorian \$50,000 - \$100,000+
Alliance Data
Capital One
Methodist Richardson Medical Center
Plano ISD Employees
Texas Health Presbyterian Hospital of Plano
The HEART HOSPITAL Baylor Plano & Baylor Regional Medical Center at Plano
Toyota North America
United Way of Metropolitan Dallas
Salutatorian \$20,000 - \$49,999
Bank of America
Barbara Bush Foundation

Gay, McCall, Isaacks & Roberts P.C.
Mr. and Mrs. Ed Heffernan
Huawei Technologies
Kathy and Greg Nelson
Park Place Lexus Plano
Plano Rotary Club
Southwest Airlines
Texas Instruments Foundation
Distinguished Achievement \$10,000 - \$19,999
Communities Foundation of Texas
DCS Global
Ebby Halliday Realtors®

Flextronics Foundation
InTouch Credit Union
With Honors \$5,000 - \$9,999
Abernathy, Roeder, Boyd & Hullett P.C.
Advocare International
AEGON Direct Marketing Services Inc.
ATMOS Energy
Metroplex Technology Business Council
James and Betty Muns Foundation
Texas Legacy Bank
The Shops at Willow Bend
Transamerica Life & Protection



STUDENT ACHIEVEMENTS



Hundreds of Plano ISD students captured awards during the 2014-15 school year. Several of their significant honors are featured in this report.

Intel International Science & Engineering Fair

Sixteen Plano ISD students attended the 2015 Intel International Science and Engineering Fair. Approximately 1,700 high school students from more than 75 countries, regions and territories were awarded the opportunity to showcase their independent research and compete for approximately \$4 million in prizes at the competition. Plano ISD students brought home a dozen top awards, including second place earned by Nicky Wojtania, Jasper High School; Vivianne Tu and Claire Goeckner-Wald, Plano Senior High School; and Dara Li and Anoop Vemulapalli, Plano West Senior High School.



Sixteen Plano ISD students competed at the Intel International Science Fair, earning a dozen awards.

I-SWEEP Olympiad

Sixteen Plano ISD students were invited to attend the 2015 International Sustainable World Energy, Engineering, and Environmental Project Symposium (ISWEEP). Students from 67 countries brought 427 projects to the competition. Among the 13 awards earned by Plano ISD students were top gold awards earned by students from Plano East Senior High School: Arjun Nenta, Nipun Ramakrishnan and Swapnav Deka (University of Texas Scholarship Award) and Plano Senior High School: Sujana Nelakanti and Sakina Plumber (Consumer Energy Alliance Award).

Intel Science Talent Search Semifinalists

Five Plano ISD senior high school students captured semifinalist standing in the Intel Science Talent Search, the nation's most prestigious pre-college science competition. Each semifinalist received a \$1,000 award from the Intel Foundation with an additional \$1,000 going to his or her school. Congratulations to Plano Senior High School's Ria Chhabra and Ahneesh Jayant Mohanty; Plano West Senior High School's Raj Munavar Sajjath and Phillip Yu; and Plano East Senior High School's Alicia D'Souza.

Siemens Competition in Math, Science & Technology

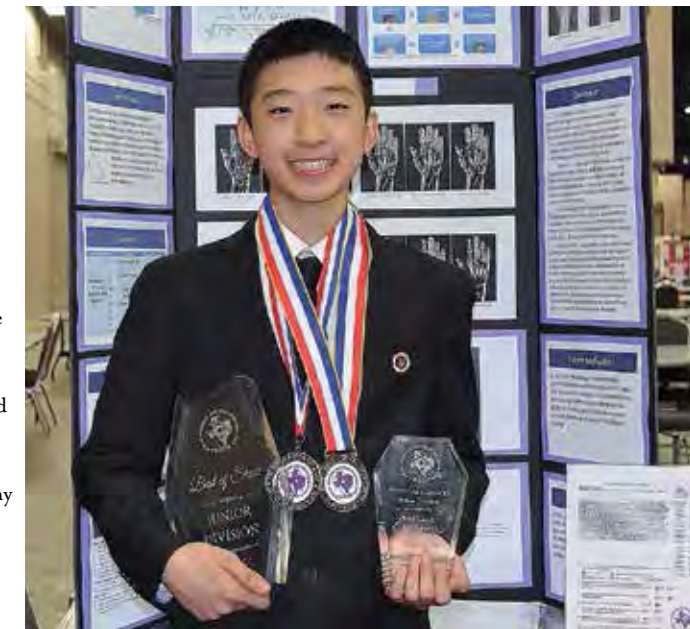
Four Plano ISD students captured semifinalist standing in the prestigious Siemens Competition in Math, Science and Technology. The premiere science research competition for high school students seeks to promote excellence by encouraging students to undertake individual or team research projects. Congratulations to Max Bu, Plano West Senior High School; Sujana Nelakanti and Patrick Yu, Plano Senior High School; and Sakina Plumber, Plano East Senior High School.

Texas Delegate to National Youth Science Camp

Arav Arora, Plano East Senior High School senior, was one of two Texas students selected to represent the state as delegates to the 2015 National Youth Science Camp. One of the nation's premier programs in secondary science education, the camp provided a summer forum in West Virginia where delegates representing each state exchanged ideas with leading scientists and other professionals from academic and corporate worlds.

National Broadcom MASTERS® Award Winner

David Yue, Jasper High School freshman, earned a team award for collaborative work with others and a first place math award for his research of 3-D x-ray reconstruction processing and its application to cancer prevention at the fifth annual Broadcom MASTERS® (Math, Applied Science, Technology and Engineering Rising Star) national competition. David and his classmate Natasha Chugh were named finalists while eighth graders at Rice Middle School in the STEM (Science, Technology, Engineering and Math) competition and took their research projects to the national event. Semifinalists from Plano ISD were Natasha Chugh, Anthony Mellone, Kavya Muralidhar and David Yue, Rice Middle School; Andrew Goodman, Wilson Middle School; and Ritik Patnaik, Hendrick Middle School.



David Yue is pictured at the 2015 ExxonMobil Texas Science & Engineering Fair with junior division grand prize and best in show awards for his research of 3-D x-ray reconstruction processing and its application to cancer prevention. He also won two national awards with his research at the Broadcom MASTERS® competition.

Students Excel at Regional, State & National STEM Competitions

Plano ISD students excelled at the following 2015 regional, state and national STEM (Science, Technology, Engineering and Math) competitions.

- National Junior Science and Engineering Symposium – 2nd place award/\$8,000 scholarship
- ExxonMobil State Science & Engineering Fair – 1st place grand prize award, 2 first place awards, 9 additional awards
- Texas Junior Academy of Sciences – 3 first place grand prize awards; 6 first place awards advanced to American Junior Academy of Sciences
- Texas Middle School MATHCOUNTS – State 3rd and 4th place teams; Advanced 5 teams to state
- Secondary Regional Science Fair – Advanced 9 senior division grand prize and grand prize runner up awards to international fair; 2 grand prize, first place awards; Advanced 23 junior division and 43 senior division projects to ExxonMobil State Science & Engineering Fair
- Elementary Regional Science Fair – 4 grand prize awards (sweep); 19 first place awards, 18 second place awards; 13 third place awards; 3 honorable mentions; Entered 100 projects; 3,500 Plano ISD students participated in school fairs to advance to regional fair

Career & Technical Education Students Earn Certifications and Awards

A total of 1,713 industry certifications were received by Plano ISD Career & Technical Education (CTE) students during the 2014-15 school year.

211 CTE career preparation students participated in training and working through business partnerships in the area. Another 415 participated in practicum and internships in the areas of health science, animal science, teaching, culinary and floral design.

131 Plano ISD CTE students advanced to state level competitions following success at area and regional events. Nineteen students advanced to national/international level competitions in their various organizations, which

promote proficiencies in such fields as business, technology, programming, culinary arts, marketing, agricultural science, health science, auto tech and criminal justice.

CTE students logged over 4,000 hours in community service projects.



HP CodeWars fourth place novice teammates from Plano Senior High School are Casey Hopper, Nikhil Pandeti and Jeremy Doan with teacher Cynthia Gallatin.



Plano East Senior High School student Maddy Reed won first place in customer service in the SkillsUSA state contest and competed at nationals. She is pictured with teacher Lois Conwell.

ACADEMIC & EXTRACURRICULAR AWARDS



Speech & Debate Honors and Champions

Plano Senior High School teammates won the first place sweepstakes award at the state speech tournament.

3rd place award for group performance and two 4th place awards for group exhibit and documentary, respectively.

Student Councils of Excellence

Four Plano ISD elementary schools were among 104 Texas campuses to earn 2015 Student Council of Excellence awards sponsored by the National Association of Elementary School Principals. Hedgcoxe, Hughston, Rasor and Skaggs student councils were awarded based on community service, student leadership, citizenship and school spirit.

Eighty-five Students Named All-State Musicians

The Texas Music Educators Association (TMEA) announced the selection of 85 Plano ISD students for positions in 2015 coveted all-state music groups. These students spent three days of intensive rehearsals with outstanding guest conductors and performed in concert before the TMEA convention membership in San Antonio.

Rice Middle School Band Earns Sudler Cup

The John Philip Sousa Foundation named the Rice Middle School Band, directed by Jason Tucker, Amber Garduno and David Lipe, as a recipient of the national 2015 Sudler Cup. The award identifies, recognizes and honors the most selective middle school concert band programs for demonstrating significantly high standards of excellence in concert activities over a period of several years. An engraved silver cup was presented to the staff and students by members of the John Philip Sousa Foundation.

Choral Excellence Award

Plano West Senior High School Choir Director Kathy Hackett received the 2014 Choral Excellence Award from the Texas Choral Directors Association. The award was presented in recognition of her distinguished career directing choirs that have performed at the highest levels of artistry. Choirs under Mrs. Hackett's direction have performed by invitation for the Texas Music Educators Association and American Choral Directors Association on multiple occasions.

Honor Orchestras

Texas Music Educators Association (TMEA) announced the selection of the Plano Senior High School Full Orchestra, directed by Brian Coatney, Tara Cesario and Jeremy Kondrat, as High School Honor Full Orchestra. In the string orchestra competition, the Jasper High School Chamber Orchestra, under the direction of Ryan Ross, was named first runner up and the Plano West Senior High School Chamber Orchestra, directed by Jo Wallace-Abbie, placed third. In the middle school division, Rice Middle School Orchestras earned second place (full orchestra) and fifth place (string orchestra).

Band and Orchestra Mark of Excellence Awards

Nine Plano ISD ensembles were selected from a field of 224 entries from 35 states for distinction in five categories of competition in 2014 Mark of Excellence Awards, based on performance recordings. The top quarter in each category were selected as national winners and the second quarter receive commended honors.

National Winners

- Plano East Senior High School Wind Ensemble
- Plano East Senior High School Chamber Orchestra
- Plano West Senior High School Chamber Orchestra
- Murphy Middle School Chamber Orchestra

Commended Honors

- Clark High School Chamber Orchestra
- Jasper High School Wind Ensemble
- Rice Middle School Wind Ensemble
- Robinson Middle School Wind Ensemble

Geography Poster Contest State Awards Sweep

Plano ISD elementary school students swept the eight top awards in the Texas Alliance for Geographic Education's Geography Awareness Poster Contest, "The Geography of Food."

Collin County Spelling Bee Sweep

Plano ISD students swept the top three awards at the 2015 Collin County Spelling Bee, with Nairit Sarkar of Skaggs Elementary School winning the championship and advancing to the Dallas Morning News Regional Spelling Bee.

Dallas Area and State History Day Competitions

Ten students from Plano East Senior High School, presenting in three separate teams at the State History Fair, captured one 3rd place award for group performance and two 4th place awards for group exhibit and documentary, respectively.

FINE ARTS AWARDS



2015 UIL Class 6A Boys State Basketball Champions - Plano West Senior High School Wolves

Texas State Capitol Art Exhibit

Artworks by seven Plano ISD students were selected for the 2015 State Youth Art Month Capitol Exhibit. The following students were awarded: Shenai Chan, Robinson Middle School; Susie Chang, Skaggs Elementary School; Faith Edge, Haun Elementary School; Ruth Kwan, Plano Senior High School; Hyeon Doh Lee, Plano West Senior High School; Danna Shrem, Mitchell Elementary School; and Chloe Vogt, Plano West Senior High School.



"Self Portrait" by Shenai Chan

DMA Young Masters Exhibition

Twenty-five works of art by Plano ISD students were included in the 2015 Young Masters Exhibit which were displayed at the Dallas Museum of Art. Students earned nine awards in the areas of original two- or three-dimensional art, original essay in response to art in the museum's permanent collection and original music composition.

VASE Art Competitions

The Region 10 VASE (Visual Arts Scholastic Event) contest, held at a Plano ISD high school, attracted 1,656 artworks submitted by students in several school districts: 750 works were original creations by Plano ISD students in grades 9-12. Judges selected 113 works to advance to the State VASE contest. Of the 113 selected works, 63 were by Plano ISD students. At State VASE, 1,026 students earned a "4" rating and 177 artworks were selected as Gold Seal winners, including 10 works by Plano ISD students.

Dallas Summer Musicals High School Musical Theatre Awards

Plano Senior High School and Plano West Senior High School theater departments earned 13 nominations for excellence in musical theater production in the Dallas Summer Musicals Fourth Annual High School Musical Theatre Awards competition. The two senior highs and Shepton High School participated in the competition. Plano West won awards for "Best Direction" (Grant Goble and Norval Sykes), "Best Lighting Design" and "Best Actor" (Chris Clark). Chris was honored with an all-expense paid trip to the National High School Musical Theatre Awards - Jimmy Awards - in New York City.

UIL One-Act Play Competitions

Plano ISD's three senior high schools competed in the 2015 University Interscholastic League's One-Act Play competition. Plano ISD had two advancing plays, best actor Seun Williams, Plano East Senior High School, three of the eight all-star casts and four of the eight honorable mention all-star cast awards. Plano East and Plano West senior high schools advanced to the district contest.



Seun Williams

Six Plano ISD middle schools competed to a full house in the UIL One-Act Play contest in March, 2015. Robinson and Renner middle schools captured first place awards during "A" and "B" competitions, respectively.

PTA Reflections Competition

Nearly 300 students were awarded in the Plano ISD Council of PTAs' 2015 Reflections program. "The World Would Be A Better Place If..." was the contest theme, which generated 1,826 participants across the district, including 534 submissions to the council. The council submitted 21 local entries to the Texas PTA Reflections Program, where 16 were awarded and one advanced to National PTA.

Luciana Schement, Plano ISD's first state champion girls wrestler, is pictured with her Coach Eric Semifero.

2014-15 Varsity Athletic Achievements

Baseball Plano 4th in district 6-6A, advanced to bi-district playoffs

Basketball (boys) Plano West won 6A state title; (girls) Plano West advanced to final round of regionals; Plano advanced to regional quarterfinals

Cross Country (boys) Plano East advanced one athlete to regionals; Plano West advanced one athlete to state

Football Plano West advanced to area round in 6A Division I playoffs; Plano named 4th in District 6-6A and 6A Division II bi-district finalist

Golf (boys) Plano West 2nd place in district, 2nd at regionals, 3rd at state; Plano advanced one athlete medalist to regionals; (girls) Plano West teams 2nd place in district, advanced to regionals, one medalist to state; Plano East advanced one medalist to regionals and one to state

Soccer (boys and girls) Plano West 2nd place in district, advanced to area

Softball Plano 4th in district, bi-district finalist; Plano West 3rd in district, bi-district finalist

Swimming Three senior high school teams qualified athletes for regional meet; Plano advanced 13 athletes to state, won bronze in boys 200 medley relay; Plano West advanced one athlete to state

Team Tennis Plano West state semifinalist; Spring Tennis Plano advanced one boy to regionals; Plano West advanced a girls doubles team and a mixed doubles team to state

Track Plano advanced 7 girls to regionals, 2 boys to state; Plano East advanced 7 girls and 2 boys to state; Plano West advanced 10 girls and 11 boys to regionals

Volleyball Plano won 4th in district, advanced to bi-district

Wrestling Three senior high school teams qualified athletes (25 boys and 7 girls) to regional meet; Plano East's Luciana Schement won the gold medal at state (119 lbs.) making her the first state champion girls wrestler for Plano ISD.



2015 PLANO ISD TEACHERS OF THE YEAR

FACULTY & STAFF ACHIEVEMENTS



Plano ISD's 2015 Elementary and Secondary Teachers of the Year, Lilli Wisler of Barron Elementary School and Jennifer Denton of Wilson Middle School, captured the 2015 Plano ISD Elementary and Secondary Teacher of the Year titles, respectively, at the May, 2015 Plano ISD Teacher of the Year Gala held at Plano Centre. In addition to Lilli and Jennifer, eight educators were named "Excellence in Teaching Award" winners, and all 72 nominees were recognized at the event, which was attended by 1,200 educators, PTA and community leaders and gala sponsors. 📷

The mark of a teacher

"Each person must live their life as a model for others."

Rosa Parks



Lilli Wisler, Elementary Teacher of the Year 📷

Lilli Wisler serves as intervention/instructional specialist and team leader for fifth grade at Barron Elementary School. She is responsible for Tier 2 and 3 services for reading and math for the fifth grade students at Barron, as well as modeling lessons for the teachers. Ms. Wisler attended Plano ISD schools from kindergarten through 12th grade. She became a Plano ISD teacher in 2008 at Hughston Elementary School where she taught fifth grade for four years. She is now in her fourth year as a teacher at Barron Elementary. Ms. Wisler graduated from Plano West Senior High School in 2004. She graduated with honors, earning a bachelor's degree in education from the University of Texas at Dallas. According to Ms. Wisler, "Teaching isn't about lessons. Teaching isn't about subjects. Teaching is about inspiring. Teaching is about creating passion. I strive to instill passion in my students in order to reinvigorate their love of learning. Passion shouldn't just exist within the students. If a teacher isn't excited about what he/she is teaching, the students won't be excited about what they are learning."



Jennifer Denton, Secondary Teacher of the Year 📷

Jennifer Denton is an academic specialist and dyslexia therapist at Wilson Middle School. As academic specialist, she is responsible for working with parents and teachers in developing and implementing plans for students who are in the district's Campus Monitoring and Intervention Team program. As a dyslexia therapist, she serves students identified with dyslexia through the Take Flight program, a two year multisensory reading program. Ms. Denton joined Plano ISD in 1995 and has been at Wilson Middle School since. She first served as a resource math teacher, co-teacher and 8th grade strategist in the special education department. Ms. Denton graduated from Purdue University, West Lafayette, IN with a bachelor's degree in special education. Ms. Denton believes that, "An intense love for what you do and the students you teach are simple concepts. However, they are the most important qualities of a great teacher. We are the profession that begins all others. We set the stage for student success. What we do is important. What we impart is essential."

Plano ISD employees captured numerous awards and honors and served in leadership positions within their professional organizations during the 2014-15 school year. Some of their accomplishments are featured.

2015 Top Texas Teachers

Greg Shields, Plano Senior High School, captured the 2015 Texas Spanish Teacher of the Year title. Rebecca Grant, Haggard Middle School, was among 10 state finalists for 2015 Presidential Awards for Excellence in Mathematics and Science Teaching. Ben Pirillo, Hughston Elementary School, was named 2015 Physical Education Teacher of the Year for the Texas Association for Health, Physical Education, Recreation and Dance. Ben went on to win SHAPE America Southern District Elementary Physical Education Teacher of the Year. The southern district encompasses 12 states.



Greg Shields (left), Rebecca Grant and Ben Pirillo



Superintendent's Service Award Winners Honored at Annual Employee Banquet 📷

Winners of the 2015 Superintendent's Service Award were announced at the 50th Annual Plano ISD Service and Retirement Banquet held at Southfork Ranch. These outstanding employees were selected from among 36 fellow nominees for the award, which is designed to honor support staff members who go above and beyond the call of duty as they perform their job responsibilities. Also honored at the banquet were 50 retiring employees and hundreds of employees who earned service pins for 15, 20, 25, 30, 35 and 40 years of service to Plano schools.

2015 Superintendent's Service Award winners Hilda Salas, Parent Liaison, Bowman Middle School; Delia Rosa, Office Manager, Barron Elementary School; Interim Superintendent Steve Fortenberry; Patricia Carbajal, Bilingual Assistant, Mendenhall Elementary; and Adele Ford, Special Education Paraprofessional, Plano West Senior High School

National Foreign Language Supervisor of the Year

For the past decade, Greta Lundgaard has focused on improving the curriculum, instruction and assessment for Plano ISD's LOTE (Language Other Than English) program. "The dedication and success Greta has experienced in Plano is awe inspiring," said a peer who nominated her for National Foreign Language Supervisor of the Year - an award that she proudly accepted in November, 2014.



Greta Lundgaard, LOTE coordinator

Plano ISD Diversity Leadership Awards

Nominees and winners of Plano ISD Diversity Leadership Awards were recognized at Plano ISD's 2015 MLK Tribute event. Winners were announced by Diane Hodge, chair of Plano ISD's Diversity Advisory Committee, and Autry Daniel, Plano ISD human resources department. The award recognizes groups and individuals whose actions honor the work and ideals of Dr. Martin Luther King, Jr. Employees who captured community impact awards were Gerardo Luna, Williams High School social studies teacher, and Bowman Middle School Diversity Program Committee members Dan Zock, Judith Alfaro and Charlotte Salmon.

CREST State Counseling Award Winners

Four schools earned 2014 CREST (Counselors Reinforcing Excellence for Students in Texas) awards from the Texas School Counseling Association. Congratulations to Beaty Early Childhood School - Jan Hughes, counselor; Haun Elementary School - Marjorie Edge, counselor; Hightower Elementary School - Aubrey Nell, counselor; and Hendrick Middle School - Sally Villani, Victoria Hines and Denise Menard, counselors.

Purchasing Director Awarded by Texas School Business Officials as Finalist for Commitment to Excellence Award

Raymond Weaver, director of purchasing services, was recognized as a finalist for the 2015 Texas Association of School Business Officials (TASBO) Commitment to Excellence Award. The award is the highest individual honor that TASBO presents and recognizes members who best distinguish themselves within their profession, community and TASBO. Mr. Weaver has been active in the organization for 14 years, having served as president of the North Texas Purchasing and Supply Management affiliate for two years, 2011 to 2013. TASBO evaluates each award nominee's past accomplishments, volunteerism, leadership and contributions at the district level, including impact on student achievement.



Raymond Weaver is pictured (center) with colleagues in the Plano ISD purchasing department.

FACULTY & STAFF ACHIEVEMENTS

More Faculty and Staff Honors and Leadership

- Paul Weaver, assistant executive director of guidance and family education services, was presented the 2015 Martha H. Salmon Leadership Award at the College Board's Southwestern Regional Forum.
- Laura Mullen, Murphy Middle School eighth grade English department chair, was named as the Middle School Teacher of Excellence by the North Texas Council of Teachers of English Language Arts.
- Art Specialists Rebecca Bailey, Rasor Elementary, and Christine Miller, Williams High School, received Outstanding Art Educator awards from the Texas Art Education Association.
- Colin McGrane, Plano East Senior High School art specialist, received the Outstanding National Art Honor Society Sponsor Award from the Texas Art Education Association.
- Hillary Leverton, Stinson Elementary School music specialist and honor choir director, was awarded the Sue Bancroft Teacher of the Year Award at the North Texas Metroplex Children's Choir Concert.
- Michelle Hahn received certification as a Texas School Business Specialist through the Texas Association of School Business Officials organization.
- Lilly Jensby and Jessica Malloy, Christie Elementary School teachers, were among 20 educators from across the country selected to serve as teacher advisors to Pitsco Education to provide feedback on classroom activities, products and innovative concepts in education.
- Ryan Steele, Christie Elementary School principal, authored an article entitled "The Journey from Library to Learning Commons" that was published in the February, 2015 "Teacher Librarian" magazine.
- Judie Grace RN, Carlisle Elementary School nurse, serves as president of the Texas School Nurse Organization for Region 10.
- Music Specialists Brenda Keen, Hightower Elementary, and Kristin Moore, Brinker Elementary, served as president of the Southern Division of the Organization of American Kodály Educators and secretary for Kodály Educators of Texas, respectively.
- Kathy Kuddes, Plano ISD director of fine arts, serves as president of the Texas Music Administrators Conference.
- Gregory Arp, Plano ISD speech and theatre coordinator, served as Texas Educational Theatre Association Convention programming chair and is a founding member of the Texas Theatre Administrators Conference.
- Cheri Izbicki, Pearson Early Childhood School principal, was honored as 2015 Administrator of the Year at the national Frog Street Splash early childhood conference for sharing the joy of learning and involvement with teachers, staff, students, and parents on campus.

Plano ISD Head Start: 'Changing Lives Since 1965'

The 50th anniversary of Head Start was celebrated nationally and in Plano ISD in 2015. During the last five decades, Plano ISD's program has impacted more than 4,500 students and their families. Head Start is a federally-funded child development program designed to provide comprehensive services to preschool children (ages 3 and 4) from low-income families. During the May, 2008 federal triennial review, Plano ISD Head Start was awarded a gold certificate for 100% compliance of the federal performance standards.



Plano ISD Head Start pioneer Dr. Geraldine Haggard (seated) with Head Start ESL Teacher Heather Bowen and daughter Mary Haggard Peterson at Plano ISD's Head Start 50th anniversary celebration.

Head Start students, faculty and staff 50th anniversary photo



2015-16 DISTRICT INITIATIVES

Looking ahead, the Plano ISD Board of Trustees adopted the following initiatives for the 2015-16 school year.

Initiative: Better operationalize our Strategic Plan and develop a longitudinal approach to measuring our success.

While our Strategic Plan outlines commendable and important goals for student learning and efficient use of resources, there is limited systemic connection between these goals and important district and school planning and improvement efforts. Additionally, there has been limited capture and reporting of outcome metrics to help us measure and report our success at attaining more critical aspects of each goal.

Action Items

- Develop new operational expectations to help focus and drive planning and action
- Create an inclusive process to develop qualitative and quantitative outcome indicators that will allow us to measure longitudinal success
- Involve advisory groups and other internal and external stakeholder leaders in the development of outcome indicators
- Connect operational expectations and desired outcomes to important district, school and individual planning and improvement efforts
- Utilize outcome measures in strategic communication efforts related to school and district effectiveness

Initiative: Identify and evaluate current communication efforts at the district and campus levels while researching methods to further engage external and internal audiences.

In a sincere effort to maintain and enhance quality communications to the Plano ISD communities, the district will inventory known methods of outreach and seek additional opportunities to engage audiences. The district acknowledges that new technologies and tools exist to further extend efforts to communicate.

Action Items

- Create an inventory of outreach or engagement efforts to internal and external audiences which communicate district news and information
- Evaluate the effectiveness of district communication tools and investigate innovative ways to enhance existing methods or emerge new systems to best reach audiences
- Collaborate with multiple audiences to learn their preferences in regard to meaningful communication from and with the district
- Identify ways to mobilize and best utilize the district's web presence for all users
- Seek appropriate training to support existing and newly emergent tools as communication professionals

Initiative: Development and preparation for implementation of the new teacher appraisal instrument T-TESS (Teacher Evaluation and Support System)

The Texas Education Agency's approved instrument for evaluating teachers, the Professional Development and Appraisal System (PDAS), is currently used by nearly 90% of local Texas school districts and has been in place since 1997. As research has routinely emphasized, the number one in-school factor for increasing student achievement is the effectiveness of the teacher. In acknowledging the critical roles teachers play in student achievement, and based on feedback from teachers in the field, TEA has revisited the approved evaluation instrument and during the 2015-16 school year is completing the pilot process of the new approved evaluation system, the Teacher Evaluation and Support System (T-TESS). The framework of T-TESS is built around four major domains; Planning, Instruction, Learning Environment and Professional Practices and Responsibilities.

Action Items

Working within the framework of T-TESS, and in order to build teacher capacity, components to be considered for the 2016-17 implementations include:

- Creation of a meaningful rubric connected to the goal-setting aspect of T-TESS that better represents its importance in the appraisal framework
- Collaboration with PISD groups; teacher leaders, campus administrators, curriculum/instruction staff, assessment/accountability staff
- Provide consistent and informative communication leading up to the implementation
- Provide timely training to T-TESS appraisers
- Provide a process that guides teachers to create meaningful and focused goals
- Begin to identify and create Student Learning Outcomes (SLOs) in preparation of the Value-Added/Student Growth components of the T-TESS appraisal instrument to be implemented in the 2017-18 school year

Initiative: Focused Learner Supports

The number of Plano ISD students considered low socio-economic status (SES) continues to grow and is approaching thirty percent of our population. Additionally, Plano ISD continues to grow in demographic diversity. Title funds to support additional staff, programming and services are devoted mainly to the elementary level. While need has increased, Title funding has not kept pace. As we strive to more fully meet the needs of all our learners, it has become increasingly clear that existing programming has limitations. This analysis of limitations led us to identify several areas of expanded programming and investigation for the 2015-16 school year.

Action Items

- BLAST Jr. (Otto MS) and BLAST (Shepton HS): This strengths-based growth mindset peer-tutoring program will focus on the students who do not qualify for AVID. Current programming and supports have not allowed these students to reach their full potential.
- Continue to support and expand the district AVID program
- Equal Opportunity Schools (district-wide 9-12): We have a participation gap in advanced courses with our Hispanic, African American and low SES students. Current efforts alone have not narrowed this gap sufficiently. Our intent is to partner with an outside agency that will examine our processes, procedures, and mindsets in an effort to close our participation gap. The identified agency has a strong track record of success with this work in other school districts.
- Engage community stakeholders in support of opportunity and achievement efforts
- Research expanded early childhood programming for 4 (and 3) year olds
- We have an increasing need for quality full-day early childhood programming for our low SES student. Our data supports that these programs make a significant difference in kindergarten readiness.
- Explore opportunities with the PISD Education Foundation such as a teacher store, scholarship programs, and other focused efforts to support students striving to overcome challenges
- Provide enhanced monitoring and support for School Improvement Plan teams and initiatives at elementary schools that fall below 80% of their students meeting the index one target

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2015 ANNUAL REPORT



Plano ISD Captures 32nd Annual Certificate of Achievement for Excellence in Financial Reporting

Plano ISD has made its mark for 32 consecutive years by earning the Certificate of Achievement for Excellence in Financial Reporting from the Government and Financial Officers Association of the United States and Canada. Financial Services Executive Director Linda Madon has served in the school district's financial department all of those years. Achievement of this award is possible through the effort of Plano ISD's entire financial services department. Find more examples throughout this report of how Plano ISD students, faculty, staff and partners have made their mark on our school community.

Plano ISD financial services teammates Kathy Waskow, director of construction and special revenue; Linda Madon, executive director; and Christie Tate, director of accounting and budget.