

OUR 7,000 EMPLOYEES SERVE IN  
**DIVERSITY**  
 MORE THAN 80 SCHOOLS  
 AND ADMINISTRATIVE FACILITIES  
 ACROSS 100 SQUARE MILES.



## PROFESSIONAL PRIDE

### Competitive Teacher Salaries

DEGREE	EXPERIENCE	STARTING SALARY
Bachelor's	0 Years	\$43,150
	25 Years	\$53,465
Master's	0 Years	\$45,150
	25 Years	\$55,465

### Professional Teacher Profile

Higher Education Degrees	41%
Average Years Teaching Experience	10
Teachers Highly-Qualified as defined by federal No Child Left Behind Law	99.9%

Plano ISD hired 971 new employees for the 2007-2008 school year. This includes more than 630 new teachers.

### Employee Benefits

- On-site professional development
- Master's degree program for career enhancement
- Teacher mentor program
- Bilingual stipends
- 401(a) retirement savings
- Comprehensive health program
- Employee assistance program
- An education foundation which raises funds for teacher grants and recognition



As a result of Plano ISD's cultural diversity audit conducted in Spring, 2007, the district's Diversity Steering Committee will develop and implement an action plan for the 2007-2008 school year.

In order to increase the pool of qualified substitute teachers for bilingual and special education classrooms, the district implemented additional training with emphasis on activities and strategies that address special needs of students in those specialized programs. Substitutes who successfully complete the training are eligible to receive a higher rate of pay when working in a bilingual or special education classroom.

### Team Leader Academy

Plano ISD conducted its inaugural Team Leader Academy in July, 2007, for 100 new and veteran teacher leaders. Curriculum for the five-day academy was developed by a group of highly-effective, seasoned teacher leaders in response to district initiatives to expand organizational effectiveness, promote innovation and improve professional development.

Academy teachers, representing each of the district's schools, participated in a variety of learning experiences to sharpen their leadership, communication and management skills. A special focus was the role that teacher leaders play in helping all students achieve.

Five hundred additional campus leaders will have the opportunity to attend training during the summer of 2008. "While team leaders and department heads hold crucial leadership roles, few have had any formalized training on how to be effective leaders," noted Tamira Griffin, human resources executive director. "The goal of the Team Leader Academies is to help equip them for those responsibilities."

Trained team leaders have access to an online site and post-academy meetings to share strategies and support their continued skill growth.

### Leadership Development

Quality learning in Plano ISD classrooms is directly related to promoting innovation and improving professional and organizational development. Opportunities for teachers to master a variety of instructional strategies aim to address the diverse needs of learners. Initiatives include:

- Team leader academy to train teacher leaders
- Principal training to develop first- and second-year principals
- Beginning administrator training for new assistant principals and interns
- Job fair recruitment with emphasis on selecting a highly qualified, diverse staff and on recruiting Plano ISD graduates to return to teach
- Diversity awareness training for all employees
- Targeted professional development to close the achievement gap
- Teacher-driven curricula development

**RESULTS**