

Carrying the Load: Staff



Staff Statistics*

Total staff (full-time equivalent) . . .	6,513.6	Teachers:	
Teachers	3,423.4	with bachelor's degrees	76.8%
Professional support personnel	476.4	with master's degrees	22.3%
Administrators (campus & central)	195.7	with doctorates	0.6%
Educational aides	510.5	with no degree	0.3%
Support staff	1,907.6	beginning	6.7%
White	74.0%	with 1-5 years experience	28.3%
Hispanic	18.5%	with 6-10 years experience	22.5%
African-American	5.3%	with 11-20 years experience	25.9%
Asian/Other	2.2%	with more than 20 years experience	16.5%
Male	17.4%	Average teaching experience	10.8 years
Female	82.6%	Average experience with Katy ISD	5.7 years
		Average students per teacher	15.0
		Average teacher salary	\$47,650

* Source: 2006-07 Public Education Information Management System (PEIMS) data

Island import

The search for high-quality teachers led recruiters to 57 destinations, 33 colleges, 11 states . . . and on one hop across the Caribbean. The human resource department's inaugural trip to Puerto Rico resulted in a guest appearance on a local television news show for one of the recruiters and a new elementary English as a Second Language (ESL) teacher for Katy ISD. The district intends to develop the new relationship with the University of Puerto Rico and seek more bilingual applicants from this US territory. Stateside, recruiters visited Alabama, California, Colorado, Iowa, Kansas, Louisiana, Michigan, Nebraska, Utah and Wisconsin, as well as 19 college campuses and 4 teacher fairs in Texas.

Sub-stantial effort

The 5th annual Sub Academy in August offered more than 800 substitutes a chance to sharpen their skills in a variety of areas, including legal and ethical issues in the classroom, the Katy Management of Automated Curriculum (KMAC) system, instructional strategies, bilingual instruction, special education, substitute expectations, classroom management, as well as obtaining an alternative teacher's certificate and customer service for paraprofessionals. The program, initiated in 2001, aims at retaining talented, experienced substitutes and recruiting new ones, with the goal of a 100 percent "daily fill rate." In 2006-07, the district's substitute office fielded 66,244 requests for substitutes with a fill rate of 97.04 percent.

Mary Tawney of Katy Jr. High and Theresa Fallwell of Schmalz Elementary were honored as the **2007 district Teachers of the Year**.

Kenn Zolltheis, a 5th grade teacher at Rhoads Elementary, and Sarah Bond, an eighth grade Language Arts teacher at McDonald Junior High, were selected as Katy ISD's **Outstanding First-Year Teachers for 2007**.

Olga Dittrich of Franz Elementary was 2007's **Bilingual Teacher of the Year**.

Nancy Stiles, coordinator of Katy ISD's Safe and Drug-Free Schools and Communities, was named the **2007 Student Assistance Program Professional of the Year** by the Texas Association of Student Assistance Professionals.

Mona Macias, 5th grade teacher at Katy Elementary, was elected to the **Global Association of Teachers of Economics Advisory Board**.

Bob Bryant, executive director of fine arts, was named a **2006 Distinguished Educator** by the Texas Tech University College of Visual and Performing Arts.

Dora Daniluk, math teacher at Mayde Creek High School, was one of 10 honorees to receive this year's **Outstanding High School Teacher** award from the University of Texas Exes and the UT College of Education.



1532 applicants from as far away as Iowa, Michigan and Colorado vied for an opportunity to be "number one" at the annual teacher job fair in April. Katy hired approximately 700 new teachers to start 2007-2008, a number that included additional positions to handle growth, staffing for 2 new campuses and filling routine vacancies.

