

Executive Summary

Prepared for Board of Trustees Meeting

January 15, 2019

ESS Substitute Partnership Update Report

Board Goal:

Teaching and Learning . . .

In pursuit of excellence, the district will:

Develop and maintain a culture where learning remains our first priority

Growth and Management . . .

In pursuit of excellence, the district will:

Recruit, employ and retain high quality teachers

Purpose of Report

On March 23, 2018, the Denton ISD school district began a collaboration with ESS/Source4Teachers to support the low fill rates for substitute coverage. The purpose of this report is to provide follow up data to communicate the progress in the district's partnership with ESS.

Objectives

- To offer a follow-up report to communicate progress related to the partnership with ESS
- To provide comparative data that shows the increase in fill rates due to the collaboration with ESS

Operational Impact

The partnership with ESS has increased substitute fill rates which has ensured a continuation of learning in classrooms across the district. The level of training and support that ESS has provided has equipped substitutes with the knowledge and understanding to serve as an effective teacher in a classroom educator's absence. Additionally, this partnership has served as a catalyst for district departments and campuses to analyze and changes processes in order to function more effectively.

Results

Fill rates have increased across the district. Classroom learning continues in the absence of the teacher of record. The district substitute pool has increased through intentional recruitment efforts, and district substitutes enjoy the many benefits of working for ESS such as weekly pay, benefits, and incentive programs.

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Other Options

N/A