

BOARD AGENDA ITEM

Board of Trustees

February 27, 2018

Consider Approval of Substitute Solutions- Partnership with ESS/Source 4 Teachers

SUMMARY:

This item requests approval of the partnership with ESS/Source 4 Teachers for the district's substitute solution. This partnership is intended to provide a solution for the district's low fill rates for substitute coverage. It is imperative that student learning continue in the absence of the teacher, however, unfilled vacancies hinder this focus. ESS/Source 4 Teachers is a company that is committed to delivering outstanding service solutions and highly talented people that enhance their client's ability to improve student achievement for each child, in every classroom while supporting their employees and the communities they serve. In partnership with ESS/administrators/teachers, the Human Resource department will ensure a smooth transition and migration of our substitute processes. In addition, HR and ESS will work collaboratively to ensure continued learning in each Denton ISD classroom in the absence of the teacher.

BOARD GOAL:

In pursuit of excellence, the district will develop and maintain a culture where learning remains our first priority.

PREVIOUS BOARD ACTION:

None

BACKGROUND INFORMATION:

Our substitute shortage continues to impact student learning and teacher workload due to the difficulty in maintaining a 100% substitute fill rate. ESS/Source 4 Teachers is a possible solution to address these issues. They provide effective screening, initial and continuing training, and focus solely on providing quality substitutes for classrooms. In partnership with Denton ISD, ESS/Source 4 Teachers is committed to maintaining a 95-100% fill rate daily. In addition to increased fill rates, the district's substitute retention will increase providing consistent learning in all classrooms. ESS/Source 4 Teachers will provide quarterly customized reports outlining the success of these mentioned focus areas. These reports will analyze absences, fill rates, certification levels, cost comparison, incident reports, substitute feedback, trends and placements by certification. In addition, these reports will be provided every three months to the board of trustees.

SIGNIFICANT ISSUES:

Our substitute shortage continues to impact student learning and teacher workload due to the difficulty in maintaining a 100% substitute fill rate.

FISCAL IMPLICATIONS:

The company prides itself in staying as cost neutral as possible by applying the same cost that the district is currently spending on their substitute program and applying a 5% mark up to that amount. The 5% markup is considered to help offset the soft cost analysis that is hard to quantify during any given year i.e. (the amount of time, energy, paperwork, and procedural processes within the district

departments and campuses that oversee the substitute day-to-day operations within the district). In addition to these soft costs, a personnel unit that is currently employed by Denton ISD will become an employee of ESS. This will have a positive impact on the operational budget. It is our belief that this relationship with ESS/Source 4 Teachers will remain cost neutral.

BENEFIT OF ACTION:

- To offer a well-vetted substitute solution designed to increase fill rates
- To ensure student learning every day even in the absence of the teacher
- To allow campus administrators to get back to the role of instructional leader as opposed to managing unfilled vacant classrooms

PROCEDURAL AND REPORTING IMPLICATIONS:

None

PUBLIC COMMENT RECEIVED:

None

ALTERNATIVES:

Continue with current sub program

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends the Board approves the partnership between Denton ISD and ESS/Source4Teachers.

STAFF PERSONS RESPONSIBLE:

Tracy Johnson, Director of Professional Personnel for Human Resources

ATTACHMENT:

None

APPROVAL:

Signature of Staff Member Proposing Recommendation: Tracy Johnson

Signature of Divisional Assistant Superintendent:

Signature of Superintendent:
