



Substitute Solutions for our Students “Every day Counts”

November 14, 2017

**DENTON ISD
SUBSTITUTE PROGRAM REVIEW**



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- Active VIP subs- 647
- Average daily working subs- 225
- Monthly VIP Orientations
- Streamlined processing
- Removed barriers for retired teachers
- Active retired teacher subs- 65 (work 2-3 days month)
- Elite VIP's
- Conference Period Coverage- Secondary
- Reactive v. Proactive Program

Absences By Campus Level

2015-2016 School Year

Campus Level	Absences	Filled	Fill Rate
Elementary Schools	17,341	16,254	93.7%
Middle Schools	7,577	7,125	94.0%
High Schools	7,595	7,106	93.6%
Other	753	654	86.9%
Total	32,266	31,139	93.6%

2016-2017 School Year

Campus Level	Absences	Filled	Fill Rate
Elementary Schools	18,787	17,221	91.6%
Middle Schools	7,830	6,566	83.8%
High Schools	8,143	7,159	87.9%
Other	813	742	91.2%
Total	35,573	31,688	89%

Our Journey to Find a Solution



The Three Non-Negotiables

1. The continuity of student achievement in the absence of teacher
2. Benefits to our substitute teachers- personally and professionally
3. Ongoing monitoring and evaluation process- How do we measure the success of the program?

Why Partner with ESS/Source4Teachers?



Mission Statement

Committed to delivering **outstanding service solutions** and **highly talented people** who enhance our clients' ability to **improve student achievement for each child**, in every classroom or within any service function we support while supporting our people and the communities they serve.

ESS (Education Solutions Services)

Exclusively Focused on K-12 School Districts

17 Years in
Business

2,500 Number of Permanent
Paraprofessionals

400+ Number of
School Districts

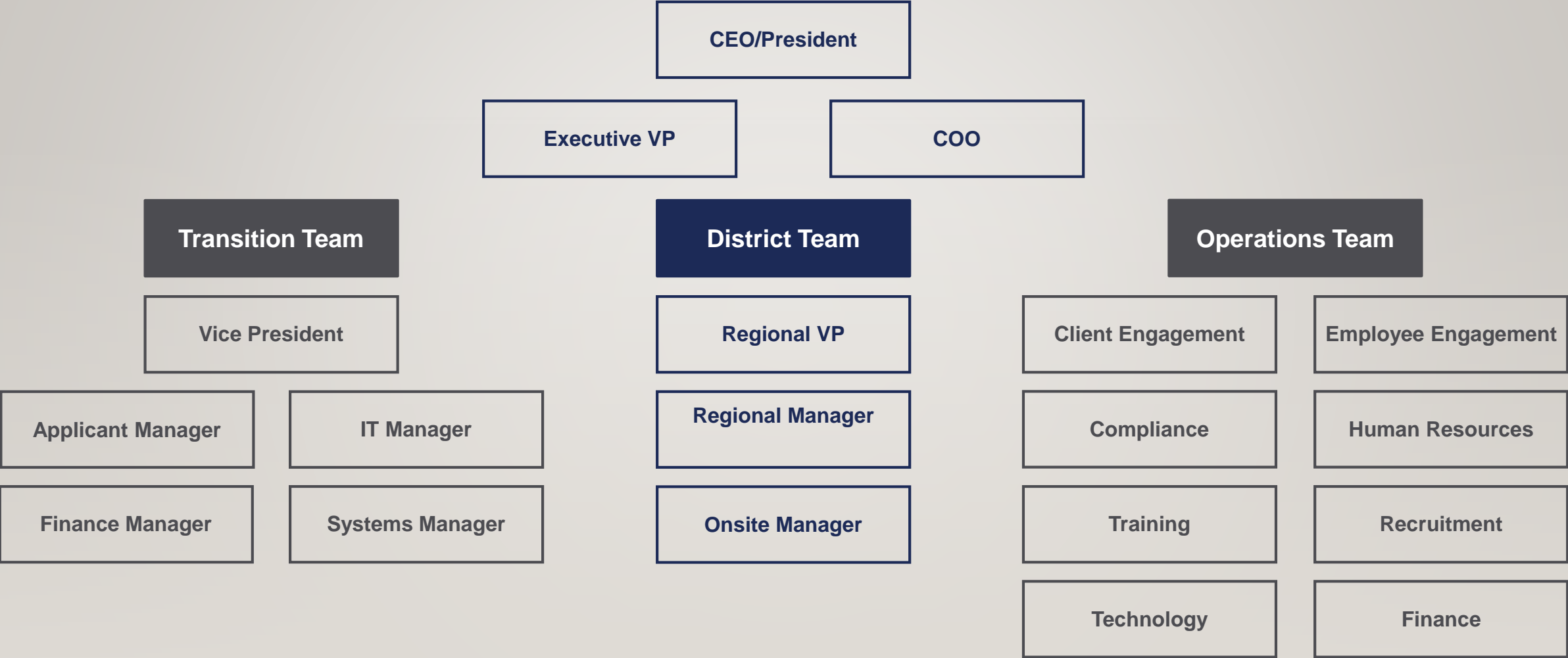
10,000 Number of Daily
Educational
Placements

40,000 Number of
Substitutes

1,500,000 Number of Students
Served Daily



Dedicated Management Team



Community Focused Recruiting Efforts

Print



Digital



Community



Denton PUBLIC LIBRARY



Colleges



District



FOCUS ON STUDENT SUCCESS

Initial In-Person and Ongoing Training

Initial Training by an Experienced Educator

Two Hour Live Training Held Locally – Modeling Classroom

Covering a Range of Topics

- Fostering Positive Student Support
- Professional Guidelines
- Teamwork
- Classroom Management
- Technology in the Workplace
- Selected District School Policy and Procedures
- Resources (Aesop, etc.)



Ongoing Training

- Module-based training; specialized training classes for each position
- Customized to meet requirements and areas of focus
- Providing prepared individuals for classrooms on a daily basis

BENEFITS TO SUBSTITUTE EMPLOYEES

Substitute Benefits

- Every Friday - payday with direct deposit
- Company will offer benefit packages to all substitutes
- Healthcare options available to substitute teachers
- Opportunity to enroll in 401(k) with a company match
- Incentive opportunities to earn more money by working challenging days/schools
- Feedback Process



Retention and Incentives

All Current Substitutes Are Offered A Position At Their Current Pay Rate

Incentive Programs

- Rewards for working on higher outage days and accepting positions at more challenging schools
- Awards - Substitute Teacher of the Month and Substitute Teacher of the Year

Employee Engagement Team

- To ensure an active and engaged substitute pool, once credentialed and trained, each substitute receives a call placing them into their first assignment
- Each substitute will be contacted following their first assignment to get necessary feedback



**ONGOING EVALUATION & MONITORING PROCESS
BI-MONTHLY, QUARTERLY, OR AS NEEDED**

Proactive Forecasting and Customized Reporting

School District Analysis

Year-to-Year Comparison

Absences and Lead-time Trends

- By school and district-wide

Day of the Week Analysis

- By school and district-wide

Assignments Filled by School Year

Placements by Certifications

Principal Quarterly Review

Fill Rate

- Daily, monthly, quarterly, yearly by position

Certification Level

Cost Comparison

Incident Report

Substitute Feedback

All reports **customized for principals and administrators**. Reports can be scheduled to be emailed by a specific time and day.

The Story Behind the Data Site Visit



QUESTIONS?
