

**BOARD AGENDA ITEM**  
**Board of Trustees Meeting December 12, 2017**

The Substitute Solution: Everyday Counts  
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.

**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:**

The district's substitute shortage continues to impact student learning due to the district's inability to maintain 100% substitute fill rate. ESS/Source 4 Teachers is a proven leader in the field of substitute solutions. 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 having 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.

**SIGNIFICANT ISSUES:**

The district's substitute shortage continues to impact student learning due to the district's inability to maintain 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).

**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:

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Signature of Superintendent:

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