

# Executive Summary

## Denton ISD Board of Trustees

### February 13, 2018

## The Substitute Solution: Everyday Counts Update

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### **Board Goal:**

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

### **Purpose of Report**

The purpose of this report/workshop is to provide a follow up to communicate the progress in the district's potential partnership for a solution to the district's low fill rates for substitute coverage. It is imperative for student learning to continue in the absence of the teacher, however, unfilled vacancies hinder this focus. ESS/Source 4 Teachers is committed to delivering outstanding service solutions and highly talented people that enhance our ability to improve student achievement for each child, in every classroom while supporting their employees and the communities they serve. Since the initial presentation, the HR department has collaborated with district stakeholders to discuss implementation processes.

### **Objectives**

- To offer a follow-up presentation to report progress related to a sub solution
- To inform the board about collaboration that has occurred amongst all stakeholders regarding a partnership with sub solutions
- To discuss the implementation timeline and next steps

### **Operational Impact**

The company prides itself on staying as cost neutral as possible by applying the same cost the district is currently spending on their substitute program and applying a 5% mark up to that amount. The 5% markup is applied to help offset the soft cost analysis 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 current personnel unit 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

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relationship with ESS/Source 4 Teachers will remain cost neutral. However, when the fill rates improve, and more classrooms are covered, our expenditures on substitutes will also increase.

**Results**

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 will 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, we expect the district's substitute retention to 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.