

Executive Summary

Prepared for Board of Trustees Meeting

April 24, 2018

Update on ESS/DISD Transition

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 summary is to provide a follow-up report to communicate the progress in the district's implementation of the ESS partnership regarding the substitute program. Since the initial presentation, the HR department has collaborated with district stakeholders and ESS to implement the transition process. ESS started the implementation process on March 19th and the "Go Live" date is April 23rd. This report will communicate the progress of this implementation.

Objectives

- To offer a follow-up report related to the ESS transition of the district's substitute program
- To inform the board about collaboration that has occurred amongst all stakeholders regarding the substitute program transition
- To highlight the success of the implementation over the past five weeks

Operational Impact

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.

Executive Summary

Prepared for Board of Trustees Meeting

April 24, 2018

Update on ESS/DISD Transition

Results

ESS began converting district talent to ESS employees on March 19, 2018. Many orientations have taken place at various locations around the district. ESS brought in Human Resource officials from surrounding states to assist with the talent conversion process. All existing DISD substitutes were required to attend a brief orientation to transition their employee files to ESS. We received positive feedback from our substitutes, and they were very excited to learn about the many benefits that they will be receiving as an ESS employee. To date, we have converted close to 90% of district substitutes. This percentage reflects the loyalty and excellence of DISD substitutes. Denton ISD officials from human resources, technology, business office, and campuses have worked tirelessly over the past few weeks to ensure a smooth transition and implementation. We are proud of this work that has required persistence and problem-solving efforts. ESS has been instrumental in this collaboration. ESS moved into their offices (located in HR) and began their work immediately. They quickly became focused on increasing our fill rates and ensuring class coverage for every teacher in the district. The district “year to date” fill rate has already increased 3.5% since ESS gained access to the AESOP system and began intentional efforts to fill each position.

Real Time Data

- 456 Hired in Applitrack (This number represents DISD converted talent)
 - 17 In Process
 - 76 In HR Audit (ready to be hired)
 - 102 Applied (Possible mix of district originals and new hires)
 - Final applications are being gathered for folks interested in transition and folks who are in jobs after “go live” date.
 - The engagement center and Monique Peck on Jamie’s team have committed to helping process these final DOs.
- All laptops are delivered to every campus so that substitutes will begin clocking into campuses.
- ESS facilitated a webinar with the secretaries and other campus users to explain the reconciliation feature and answer any outstanding questions.
- ESS has recruited another nurse candidate.
 - In total they have supplied 6 Nurse candidates that were accepted by the Head of Nursing.
- We have 2 retired principals who expressed interest in being District Trainers.
- In an effort to generate excitement, ESS is going to have a contest for the next 3 Mondays and 3 Fridays (Starting on go live date). 2 people will be randomly selected for a gift card.

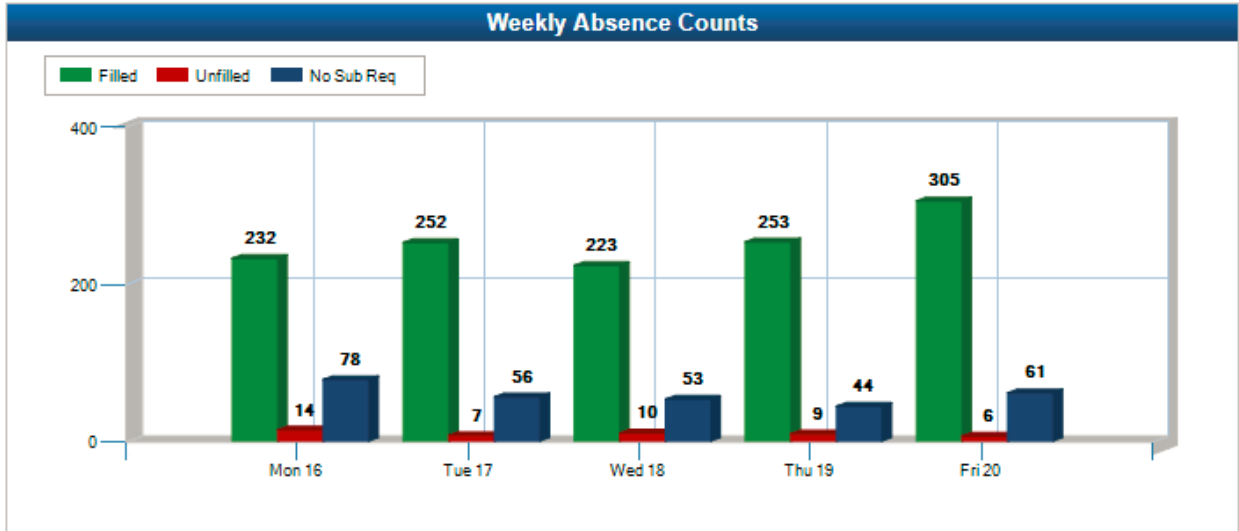
Executive Summary

Prepared for Board of Trustees Meeting

April 24, 2018

Update on ESS/DISD Transition

Weekly Statistics 4/16/2018- 4/20-2018



16	17	18	(19)	20
Total Absences/Supplementals: 324	Total Absences/Supplementals: 315	Total Absences/Supplementals: 286	Total Absences/Supplementals: 306	Total Absences/Supplementals: 371
Fill NOT Needed: 78	Fill NOT Needed: 56	Fill NOT Needed: 53	Fill NOT Needed: 44	Fill NOT Needed: 61
Fill Needed: 246	Fill Needed: 259	Fill Needed: 233	Fill Needed: 262	Fill Needed: 310
Filled: 232	Filled: 252	Filled: 223	Filled: 253	Filled: 304
UnFilled: 14	UnFilled: 7	UnFilled: 10	UnFilled: 9	UnFilled: 6
Held: 0	Held: 0	Held: 0	Held: 0	Held: 0
Fill Rate: 94%	Fill Rate: 97%	Fill Rate: 95%	Fill Rate: 96%	Fill Rate: 98%