

Executive Summary

Prepared for Board of Trustees Meeting

February 25, 2020

Substitute Update Report

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 is to provide a follow up to communicate the progress in the district's partnership with ESS Company to address the district's low fill rates for substitute coverage. As noted earlier, it is imperative that student learning continues in the absence of the teacher, however, at times the district has experienced a history of unfilled vacancies which tends to hinder this focus. In 2018, the district partnered with ESS, a company that is committed to delivering outstanding service solutions and highly talented substitutes to enhance school district's ability to adequately bridge the gap within the classroom in the absence of the teacher of record. The HR department has been monitoring the ESS substitute process for the past year and a half. This report will provide a review of the progress, challenges, and any recommendations.

Objectives

- To offer a follow-up to the monitoring of the ESS sub program
- To inform the Board about the advances and challenges regarding our partnership with ESS sub solutions
- To provide a recommendation for a sub rate increase and any next steps to continue the continuity of student learning in the absence of the teacher

Operational Impact

The ESS company prides itself in staying as cost neutral as possible by continuing to apply the same cost that the district is currently spending on their substitute program with a percentage adjusted markup to that amount. The recommendation will ask that there be a slight adjustment to our current substitute pay rates so that we remain competitive with our comparable market districts.

Results

Our substitute shortage continues to impact student learning and teacher workload due to the difficulty in maintaining a 100% substitute fill rate. Our partnership with ESS is continuing to address this issue. We have reached a level where we can now analyze, review, and act on data from the quarterly customized reports. The analysis will allow for opportunity for conversation and collaboration with campus and district administrators regarding the challenges and success of campuses within specific focus areas to provide problem solving solutions to absenteeism. In partnership with Denton ISD, ESS is committed to maintaining a 95-100% daily fill rate. It is hoped that in addition to increased fill rates, the district's substitute retention rates will continue to increase, thus providing consistent learning in all classrooms.