

Substitute Teachers

Board Report
November 12, 2015

Substitute Teachers

▶ Challenge

- Substitute teacher shortage in Quakertown and surrounding regions

▶ Objective

- Increase substitute pool and fill rate
- Reduce need to pull teachers to cover unfilled absences
- Produce results without starting a bidding war with local districts

Brief History

- ▶ QCSD started with Source4Teachers February 2014 – Why?
 - Benefits and Pension costs (ACA impact)
 - Administrative time and costs
 - Recruiting efforts and training

- ▶ Source4Teachers charges a 29.9% mark up

- ▶ Absence/Fill Rate – 4 Year History

School Year	In-House		In-House/S4T	Contracted with S4T	
	2011/12	2012/13	2013/14	2014/15	2015/16 Sept.-Nov.
Absences (Per Diem)*	4002	4251	4211	4291	782
Absences (W/Long Term)*	4533	5253	5196	5263	1213
Fill Rate	98.70%	94.90%	87.40%	84.00%	78.00%
Substitutes	146	154	165	161	81 **

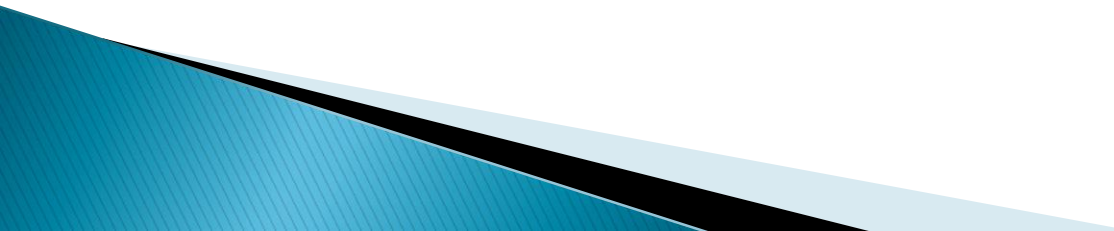
*Data is taken from QCSD HRIS System (not AESOP or SAMS)

** Number of substitutes out of 277 who have taken an assignment in Quakertown through October.

Current Status – QCSD

- ▶ Fill rates in September and October of the current school year are at a 4 year low
 - September = 82.6%
 - October = 70.7%
- ▶ Signs of improvement in November
 - 88.5% fill rate
- ▶ Buildings are filling unfilled absences by:
 - Pulling Specialists (IST/Reading)
 - Pulling from Team Time periods
 - Pulling aide support
 - Combining classes
 - Principal covering class
 - Pulling guidance counselor
 - As a last resort – Pulling teachers from prep time

Internal Vs. External Absences 2015-2016

- ▶ Internal – Absences created for internal reasons (meetings, trainings, overlap etc.)
 - ▶ External – Traditional absences (sick, personal, bereavement, etc.)
 - ▶ For the 2015/2016 school year 35% of absences were for internal reasons and 65% were for external
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Current Status – Regional/State

- ▶ According to Bucks County and other local Districts:
 - While the pay and fill rates vary, vast majority have seen a drop in fill rates this school year
 - Local rates range between \$85–\$100/day. Southern Lehigh has the highest per diem rate at \$120. Quakertown rate = \$95/day
 - No District has noticed a significant correlation between pay rate and fill rate
 - With an improving economy, less substitutes are available or willing to substitute teach. Bucks County outperforms the rest of Pennsylvania and the Nation with a 4.5% unemployment rate
- ▶ Data is supported by PDE certificates awarded.

School Year	2012/13	2013/14	2014/15
Certificates Awarded	18,590	8,697	7,180
Percent Difference		-53.00%	-17.00%
Total Decrease	-61.38%		

Daily Data

- ▶ Percent of absences and fill rates by day of the week – 13/14 school year through current school year.

<u>DOTW</u>	<u>% of Total Absences</u>	<u>Fill Rate</u>
Monday	17%	86.60%
Tuesday	18%	87.90%
Wednesday	20%	86.80%
Thursday	20%	84.80%
Friday	25%	78.90%

What We Are Doing About It

▶ Addressing Supply:

- Host a regional job fair for substitutes (December 2, 2015) Districts Invited – Palisades, Penridge, BCIU, Upper Perkiomen, Phoenixville, Brandywine Heights
- BCIU has reinstated the Guest Teacher Program
- Emergency permit aides with Bachelors degree & pulling aides with teaching certificates
- Communication to Retirees – supplement retirement with subbing
- Conduct hiring events at QCSD (5)
- Survey current sub pool (where are they subbing and why)
- Work closely with S4T to ensure recruiting efforts continue

▶ Addressing Demand:

- Analyze internal absences (self-inflicted) and reduce number of teachers being pulled for meetings/trainings
- Restrict internal professional development on Fridays

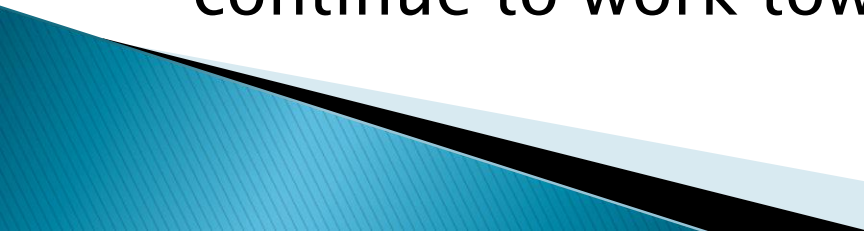
Recommended Options

- ▶ Institute longevity pay. (\$12,500 cost to district)
 - Increase the per diem rate to \$105 after subbing in the District 40 days
 - Source4Teachers has reported a 2–3% fill rate increase when offering longevity pay
 - Spring months historically see higher absence rates and lower fill rates. Longevity provides incentive to take jobs later in the school year
- ▶ Institute a Building Sub Model (\$5,800 per sub cost to district)
 - One building sub per secondary and 2 for the elementary level (5 total)
 - Building sub rate = \$120/day (consistent with LTPD rate)
 - Currently we experience on average 4.5 unfilled absences per day

Other Options

- ▶ Increase the per diem rate from \$95 to \$105 (cost to district \$50,000)
- ▶ Bucks County/Local average:
 - \$95 for per diem
 - \$105 factoring in longevity
- ▶ Increasing the rate is a short term solution and may induce a bidding war

Goals for S4T

- ▶ Recruit/Attract more substitutes
 - Demand is up and supply is down – secure larger portion of the labor market
 - ▶ Attain a 90% annual fill rate for 2015/2016
 - ▶ Maintain a fill rate of 90% or better in subsequent school years
 - ▶ Analyze data on a monthly basis with S4T and continue to work toward improvement
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Recent Articles

- ▶ <http://www.pottsmmerc.com/article/MP/20151102/NEWS/151109976>
- ▶ <http://www.timesherald.com/general-news/20151102/pennsylvania-teacher-shortage-seen-in-lack-of-substitutes>
- ▶ http://www.pennlive.com/politics/index.ssf/2015/10/retired_educators_may_be_anse.html
- ▶ http://lancasteronline.com/news/local/pa-schools-struggle-to-find-substitute-teachers-unfilled-spots-doubled/article_38ffc77c-7c07-11e5-ad8a-3302a3bbe695.html#.VjAml0Akmj8.email
- ▶ http://www.npr.org/sections/ed/2015/11/09/436588372/behind-the-shortage-of-special-ed-teachers-long-hours-crushing-paperwork?utm_campaign=storyshare&utm_source=twitter.com&utm_medium=social
- ▶ <http://pasasite.membershipsoftware.org//Files/Updates/UpdatePDF10-26-15.pdf>