SFUSD Substitute Division

February, 2016 Update
Agenda

• Hiring

• Substitute Coverage

• Areas of Concerns / solutions

• Areas of Emphasis

• Executive Summary
Substitute Hiring Numbers

Teacher Substitutes:

- Since August 17th, 2015, we have hired 173 Teacher Substitutes, and have 675 active, working substitutes

Special Education Paraprofessional Substitutes:

- Since August 17th, 2015, we have hired 45 Paraprofessional Substitutes, and have 200 active substitutes
Coverage Rates for Teachers in all non-Bayview schools in 2016

Key Findings

- Higher coverage rates across each month in 2016, relative to 2015
- Slightly lower volume of absences in January, relative to 2015
Coverage Rates for Teachers Absences in the Bayview

Key Findings

• Increase in teacher absences in the Bayview due to more PD opportunities

• Coverage rates have remained similar from the 2015-2016 year
## Coverage Rates for Special Education Teachers Absences

<table>
<thead>
<tr>
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<th>2014</th>
<th>2015</th>
<th>2016</th>
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<tbody>
<tr>
<td>% Filled</td>
<td>78.5%</td>
<td>92.4%</td>
<td>77.6%</td>
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### Key Findings

- **Increase in coverage in 2016 in January, relative to both 2014 and 2015**
- **Training 60 new hire substitutes on Special Education continues to highlight the value of training**
Coverage Rates for Bilingual Teachers

Key Findings

- Increase in Bilingual teacher absences due to significantly more PD
- Coverage rates have also significantly increased in 2016, relative to both 2014 and 2015
Coverage Rates for Special Education Paraprofessionals

Key Findings

- Decrease in coverage rates relate to both 2015 and 2014
- Remains a significant area of concern
Areas of Concern

• Increased school budgets have allowed schools to request Teacher Substitutes on Special Assignment with greater frequency and volume

• No management system in place to cap/prioritized Special Assignments

• Maintain open communication channels with substitutes

Key Solutions

• Partner with OPLL, Chief Academic Office to develop, implement and measure Teacher Substitute on Special Assignment Requests management system
Management
- Hiring a new Talent Manager to oversee the Substitute and Paraprofessional Units

New Systems
- Upgrade our substitute system; will align with our current needs and issues

Job fairs & boards
- Post to regional online sites
- Send representatives to local events
- Recruit via Chinese media channels

TSA Management System
- Implement new TSA Substitute Request Management System; reduce volume of low-priority absences
Executive Summary

- Substitute teacher coverage rates have increased relative to the 2014-2015 school year, but we need to continue hiring, training and addressing our communication strategies.

- Special Education Paraprofessional coverage rates are at unacceptable levels, with steps towards improvement being discussed with thought partners.

- Infrastructure to achieve our broader goals has been established for our teacher substitutes, and partially for our paraprofessional substitutes.

- We have already started to address our Areas of Emphasis.