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# **Montgomery County Schools Substitute and Permanent Support Staffing Services**

Presentation and Q&A – October 7, 2019

# Services Offered

## Substitute Teachers and Support Staff

- ✓ Reduced Absences
- ✓ Cost Neutral to Minimal Cost



## Permanent Staff Services (PSS).

- Teacher Assistants / Bus Drivers
- Retired Teachers
- Food Service, Custodians, Nurses, Many More
  - ✓ Offers significant savings, pay raise to staff
  - ✓ Natural vacancies and Opt-in



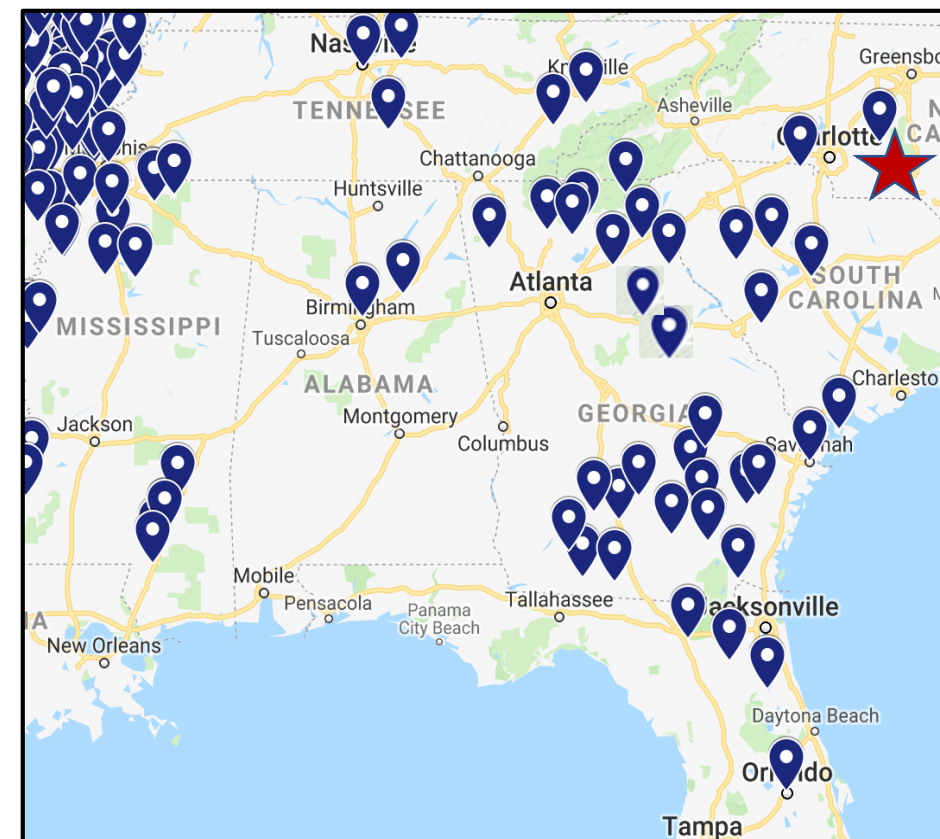
- ✓ A Comprehensive, turnkey program from recruiting, to discipline, to performance management



REPRESENTS GROWTH  
FROM JULY 2015 TO  
PRESENT IN THE  
SOUTHEAST.



Montgomery Co. Location



19-year history,  
currently supporting...

- 760+ school division partners
- 26 states
- 2,500,000 students
- 70,000 substitutes & permanent staff

**Over 50 School District Partners Close to MCS**





# Program Components

- **Transition:** Flawless Launch of Staffing Solutions - **100% of MCS Endorsed Staff Hired**
  - ✓ ESS Benefits to Substitute Staff, Paid Weekly, Bonuses, Recognition, Work Rewards
- **Recruiting:** Connecting with Community
- **Metrics:** Client Feedback, Trending, Strategy Based Reporting
- **Training:** NC Educator, Module Based, Mentorship Driven
- **Engagement:** Incentives, Benefits, Dedicated Manager, Communication, and Understanding



### Employee of the Month Nominations

#### Employee of the Month Nomination Form

Please use this form to nominate an ESS employee to be our next employee of the month! For complete program guidelines, [click here](#). If you have any questions or need assistance, please email [EmployeeMonth@ESS.com](mailto:EmployeeMonth@ESS.com).

**NOMINATOR INFORMATION**  
Please complete the following fields with your information. Your contact information will be used for internal purposes only; it will not be shared.

Nominator First Name *		Nominator Last Name *	
<input type="text"/>		<input type="text"/>	
Nominator Job Title *	School District *	State *	
<input type="text"/>	<input type="text"/>	<input type="text"/>	

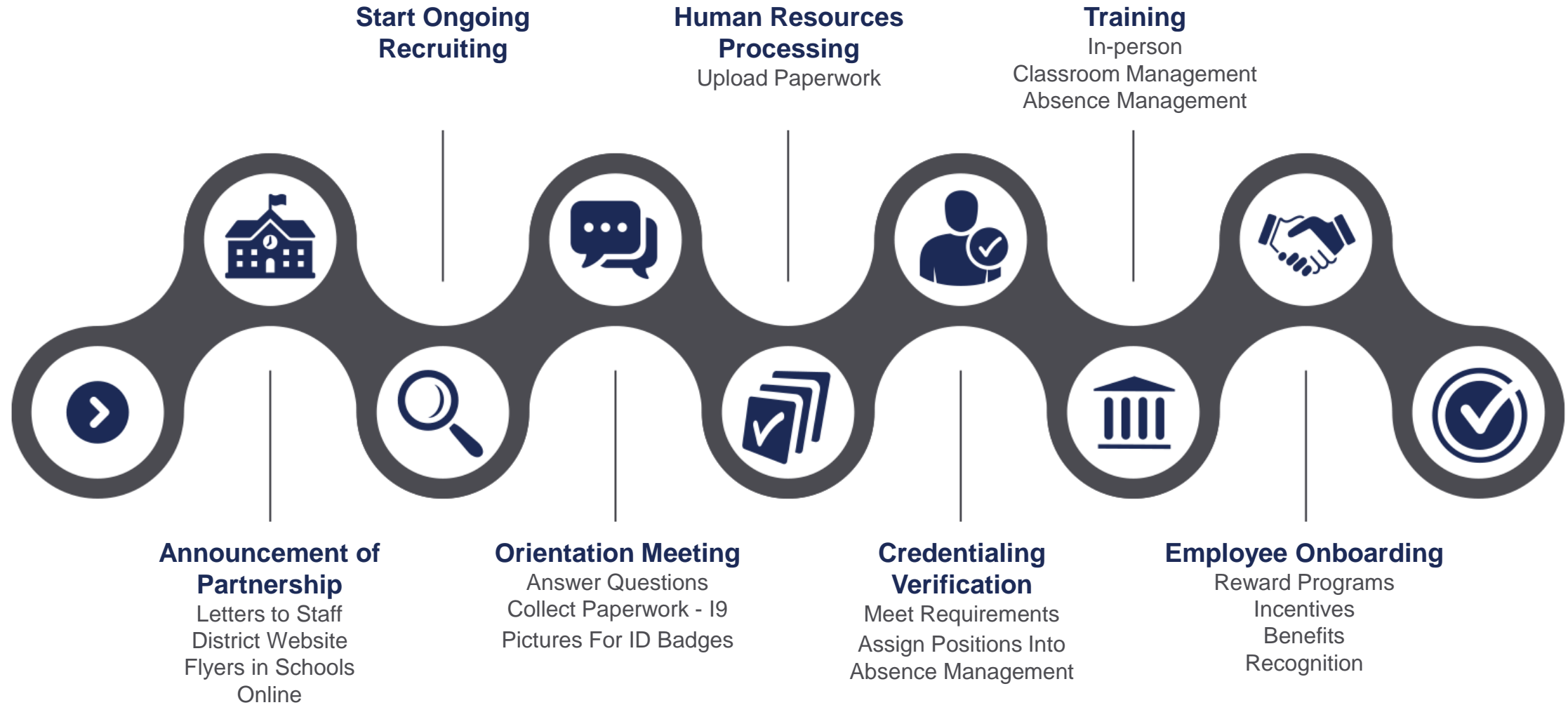
ESS Employees - Use the email address we have on file for you.  
School District Employees - Use your district email address.



- Same Pay for Substitutes, Pay Increase for TAs
- Staff Evaluations
- Employee Recognition



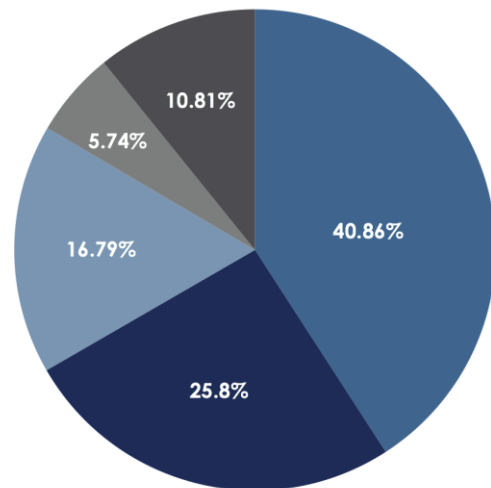
# Employee Hiring Process



# Measuring Results, Forecasting and Customized Reporting

- School District Analysis – Fill Rates, Quality
- Certification Level/Placements by Certifications
- Year-over-Year Comparison
- Incident Report
  - All reports can be **customized for principals and administrators**. Reports can be scheduled to be emailed
- Absences Reporting/Call Out Times Trending
  - ✓ By School and District-Wide

## Absence/Supplemental - Time to Fill

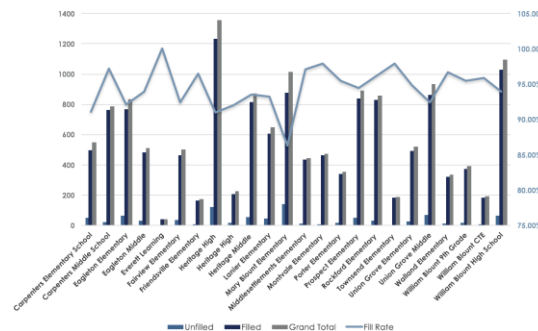


3/6/2017 – 5/31/2017

■ Less Than 1 Hour  
1,202

■ 1-6 Hours  
759

## School Usage



## Incident Report

Home | Add Incident Report | Log Out

Please complete the fields below to submit a new incident report.

### General Information:

District Name:

School Name:

Teacher Name:

Name of Substitute:

State:

Date of Incident:

Date of Complaint:

### Nature Of Complaint: (Please Check All That Apply)

- ☐ Classroom Management: Needs Improvement (please be specific)
- ☐ Failure to Follow Instructions / Teacher's Plans
- ☐ Late / Tardy Reporting to School or Classroom
- ☐ Inappropriate Appearance / Dress
- ☐ Misconduct (Actions or Speech)
- ☐ No Call / No Show
- ☐ Other

(Please provide as many details as possible. We review every complaint with the substitute in an effort to improve his/her performance. The information you provide is critical to our quality assurance efforts. Thank you.)

# Why Partner with ESS?

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- Experience with K12 school districts – proven track record of success
- Fill rate for teachers in NC area at 98%
- Dedicated, onsite, community-focused team
- Pay increase + Benefits for Permanent Support, Same Pay + Benefits for Substitute Staff
- Substitute **Annual Cost: ~\$70,000** Support Services **Annual Savings: ~\$123,000**
- \$53,000 initial savings that grows to **~\$775,000 savings** by approximately year five.
- **Program Ownership, Every Day** - Program Success is Guaranteed
- Goal is **94% plus filled classrooms**

***Large Enough to Serve, Small Enough to Care***