

# TUSD'S SUBSTITUTE TEACHER EVALUATION

USING 2 YEARS OF DATA – 2016-17 AND 2017-18

ASSESSMENT AND PROGRAM EVALUATION

SEPTEMBER 11, 2018



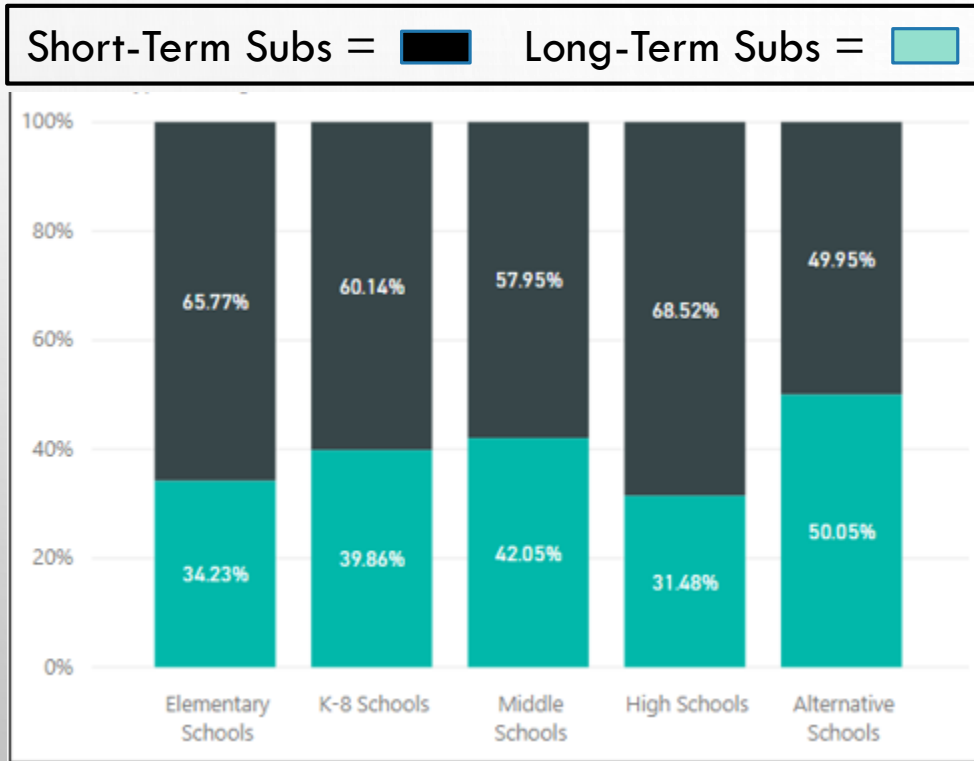
# OVERVIEW

- TUSD SPENDS NEARLY \$6 MILLION (2% OF M&O) ON SUBSTITUTE TEACHER SERVICES EACH YEAR (DOES NOT INCLUDE EXED TA'S)
- ABOUT  $\frac{2}{3}$  OF SUBSTITUTES ARE **SHORT-TERM** – REASON: TEACHER ABSENCES
- ABOUT  $\frac{1}{3}$  OF SUBSTITUTES ARE **LONG-TERM** – REASON: TEACHER VACANCIES OR LONG-TERM LEAVE
- SUBSTITUTE TEACHERS ARE CURRENTLY CONTRACTORS (ESI) TO TUSD AND CAN CHOOSE WHICH SCHOOLS THEY WANT TO WORK IN
- ON AVERAGE, SUBSTITUTE TEACHERS ARE PAID ABOUT \$100.00 A DAY

# PURPOSE OF EVALUATION

- TO CHARACTERIZE FOR THE FIRST TIME:
  - THE DISTRIBUTION OF SUBSTITUTE TEACHERS ACROSS THE DISTRICT FOR SHORT-TERM AND FOR LONG-TERM POSITIONS
  - THE FILL RATE OF SUBSTITUTE TEACHERS VIS-À-VIS THE NEED
  - THE TYPE OF PERSON WHO CHOOSES TO BECOME A SUBSTITUTE TEACHER
  - REASONS FOR TEACHER ABSENCES

# PERCENT OF SHORT-TERM AND LONG-TERM SUBS

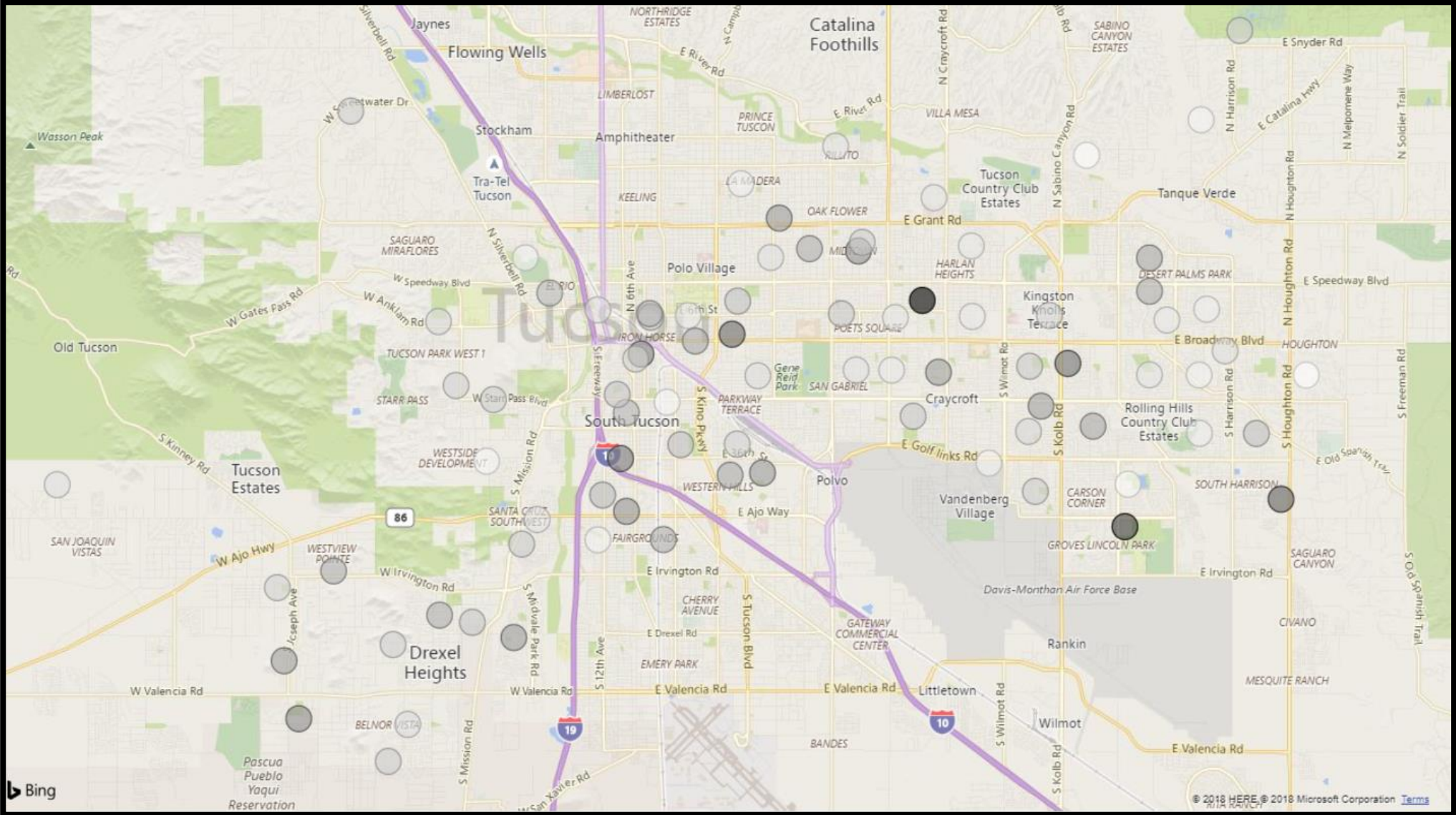


- SHORT-TERM SUBS = 64%
- LONG-TERM SUBS = 36%
- SHORT-TERM SUBS NEEDED MOST AT HIGH SCHOOLS AND ELEMENTARY SCHOOLS
- LONG-TERM SUBS NEEDED MOST AT ALTERNATIVE, K-8 AND MIDDLE SCHOOLS

# SCHOOL PROFILES AND SUB NEEDS – NEED IS BASED ON PERCENT OF STUDENT ENROLLMENT

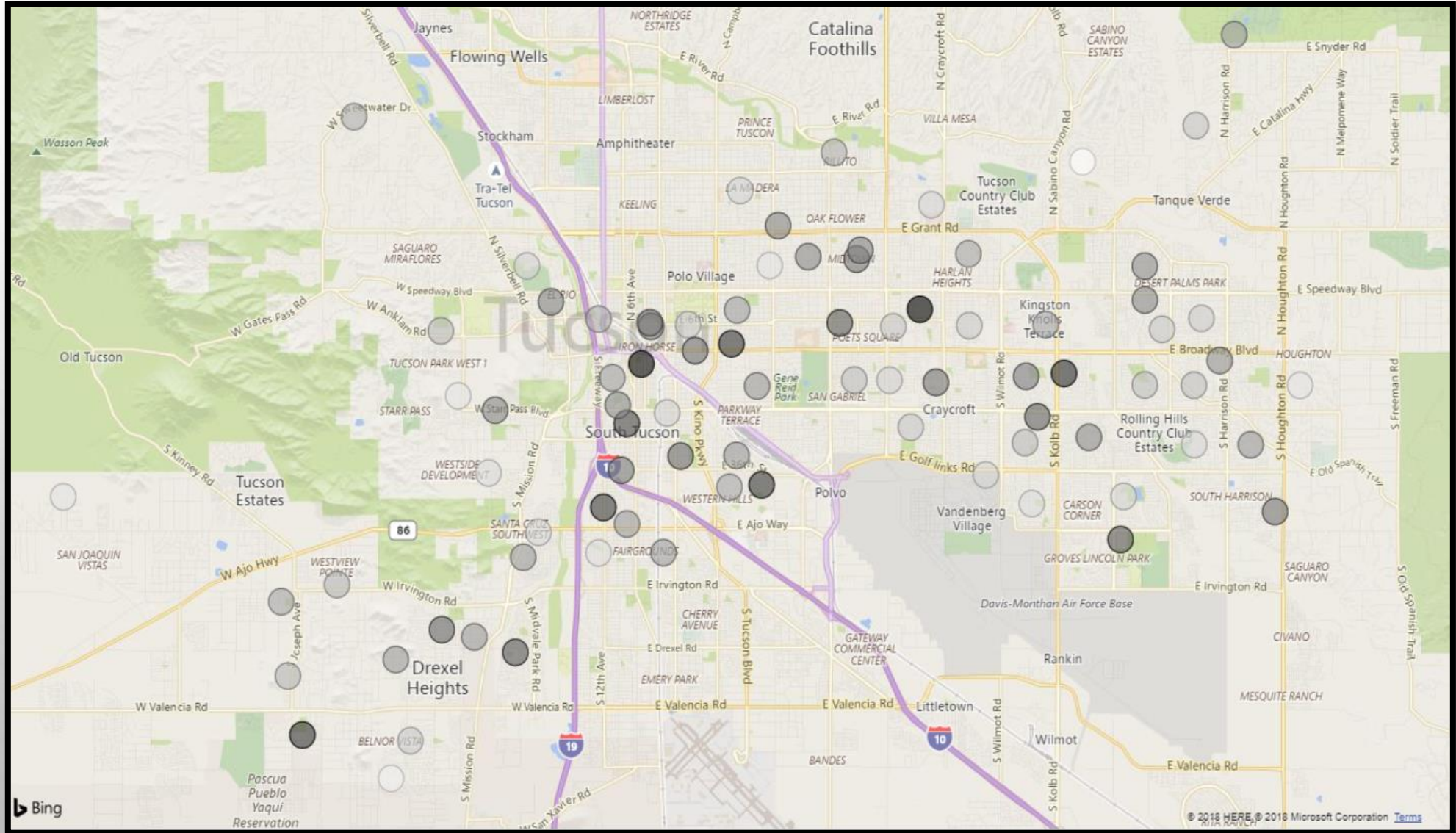
- **SCHOOL RACIAL CONCENTRATION TYPE** (CONCENTRATED, INTEGRATED, AND NEUTRAL): SUB NEEDS ARE BASED MORE ON STUDENT ENROLLMENT RATHER THAN THE RACIAL CONCENTRATION
- **DUAL LANGUAGE SCHOOLS:** SUB NEED IS EQUIVALENT TO REST OF DISTRICT EVEN WITH THE SPANISH LANGUAGE PREFERENCE
- **MAGNET SCHOOLS:** SUB NEED IS SLIGHTLY HIGHER THAN THE REST OF THE DISTRICT
- **A-F LETTER GRADE SCHOOLS:** HIGHER PERFORMING SCHOOLS NEEDED FEWER SUBS AND LOWER PERFORMING SCHOOLS NEEDED MORE SUBS

# DISTRIBUTION OF ALL SUB NEEDS





# DISTRIBUTION OF SHORT-TERM SUB NEEDS





# GEOGRAPHIC DISTRIBUTION PATTERNS OF SUB NEEDS

- BOTH LONG-TERM AND SHORT-TERM SUB NEEDS ARE GEOGRAPHICALLY DISTRIBUTED FAIRLY CONSISTENTLY ACROSS THE DISTRICT.
- **LONG-TERM SUBS NEEDS** MAY HAVE SLIGHTLY HIGHER DISTRIBUTION IN THE CENTRAL AND SOUTHEASTERN PARTS OF TUSD
- **SHORT-TERM SUBS NEEDS** ARE DISPERSED THROUGHOUT THE DISTRICT AND DO NOT SHOW A GEOGRAPHIC CONCENTRATION

# SHORT-TERM AND LONG-TERM SUB FILL RATES

The greatest determinant for fill rates is the school type and not the geographic location. Alternative schools and middle schools have the greatest difficulty filling short-term sub positions.

SHORT-TERM FILL RATE AVG

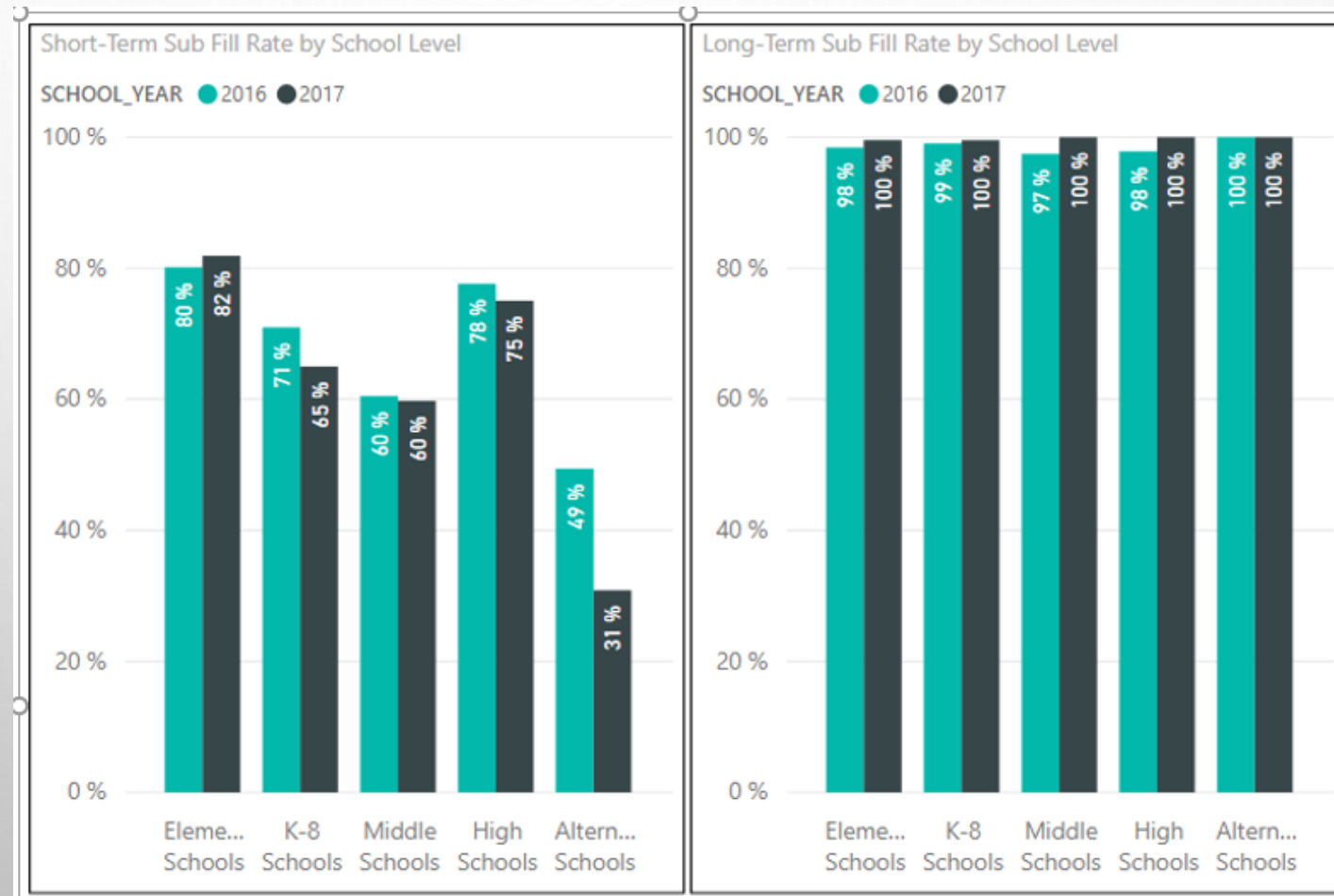
2016-17 = 74%

2017-18 = 72%

LONG-TERM FILL RATE AVG

2016-17 = 98%

2017-18 = 100%



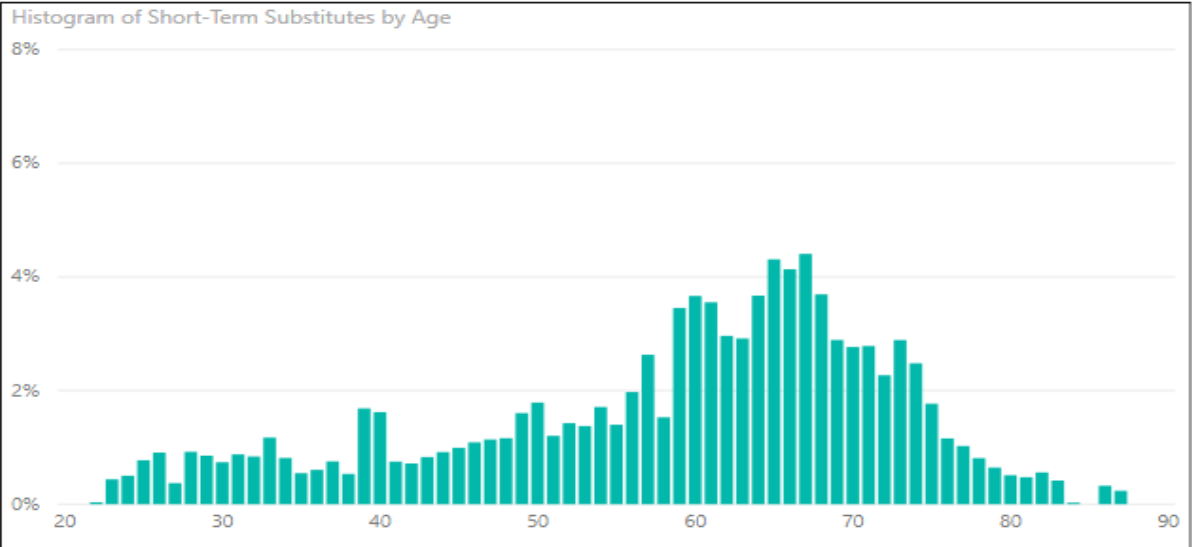
# FILL RATES 2017-18

School Type	Short-Term Fill Rates	No. Schools
<i>District Average</i>	<b>72%</b>	<b>86</b>
Racially integrated	74%	29
Racial Neutral	74%	35
Racially Concentrated	71%	35
Dual Language (Partial/Full)	75%	11
Magnet	73%	12
'A' and 'B' Schools	79%	29
'D' and 'F' Schools	70%	25

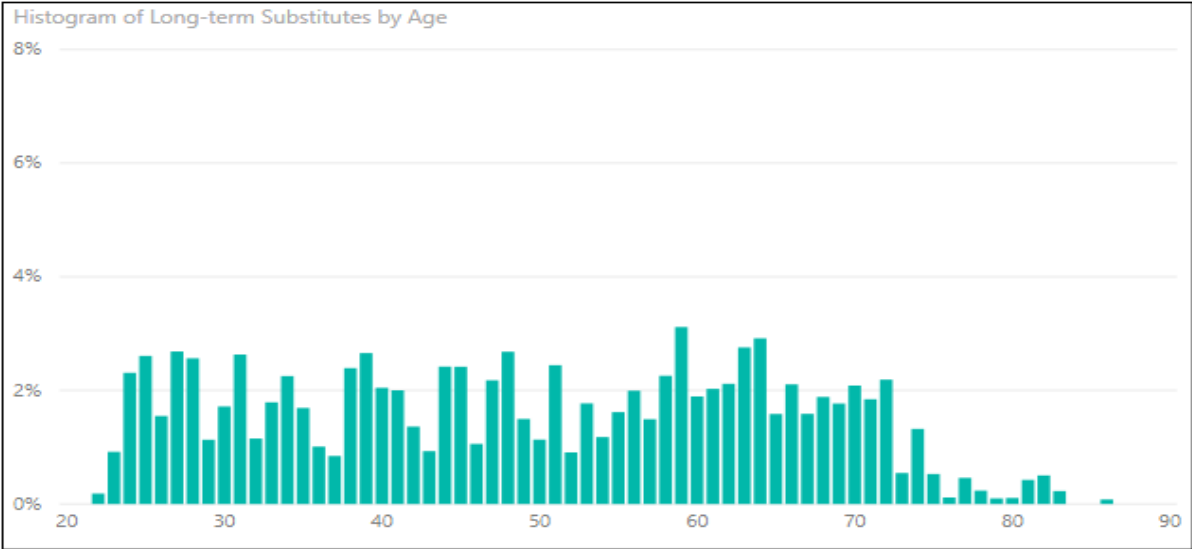
Middle Schools N=10	Short-Term Fill Rates
Racially Concentrated Middle Schools	48%
Magnet Middle Schools	65%
L25 Middle Schools	53%

# SUBSTITUTE TEACHER AGE (AV. OVERALL = 55 YRS OLD)

**58.38**  
Average Short-term  
Substitute Age



**49.26**  
Average Long-term  
Substitute Age



# SHORT-TERM TEACHER ABSENCE REASONS

Reasons for Needing a Short Term Sub	Percent
Sick Time	36%
Personal Days	26%
Other Administrative Absences (e.g. PD, trainings, school business, and other student activities, etc.)	26%
Other (e.g. Bereavement, FMLA/LOA, Jury duty, etc.)	12%

# SUMMARY

- SUBS ARE DISPERSED GEOGRAPHICALLY ACROSS THE DISTRICT
- IN SY2017-18, THE AVERAGE SHORT-TERM SUB FILL RATE WAS 72%. BY SCHOOL TYPE:
  - ELEMENTARY SCHOOLS = 82%
  - K-8 SCHOOLS = 65%
  - MIDDLE SCHOOLS = 60%
  - HIGH SCHOOLS = 75%
  - ALTERNATIVE SCHOOLS = 31%
- DISPARITIES IN FILL RATES ARE MOST EVIDENT IN MIDDLE SCHOOLS AND ALTERNATIVE SCHOOLS
- SUB TEACHERS ARE PRIMARILY WHITE AND FEMALE AROUND 55 YEARS OLD
- MOST REASONS FOR NEEDING SUBS ARE OUTSIDE OF TUSD'S CONTROL – WITH ONE EXCEPTION: PULLING TEACHERS OUT OF THE CLASSROOM FOR 'OTHER ADMINISTRATIVE LEAVE'