

Beaufort County School District

Mid-Year Review

August 2016 – February 2017

SOURCE 4 TEACHERS
Educational Managed Solutions



Year to Date (Feb.) – Overall Results

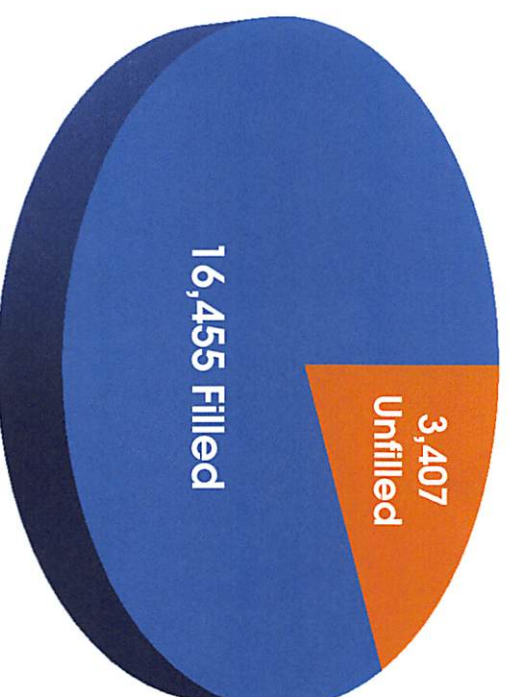
2015/16



78.33% Fill Rate

18,668 Total Absences

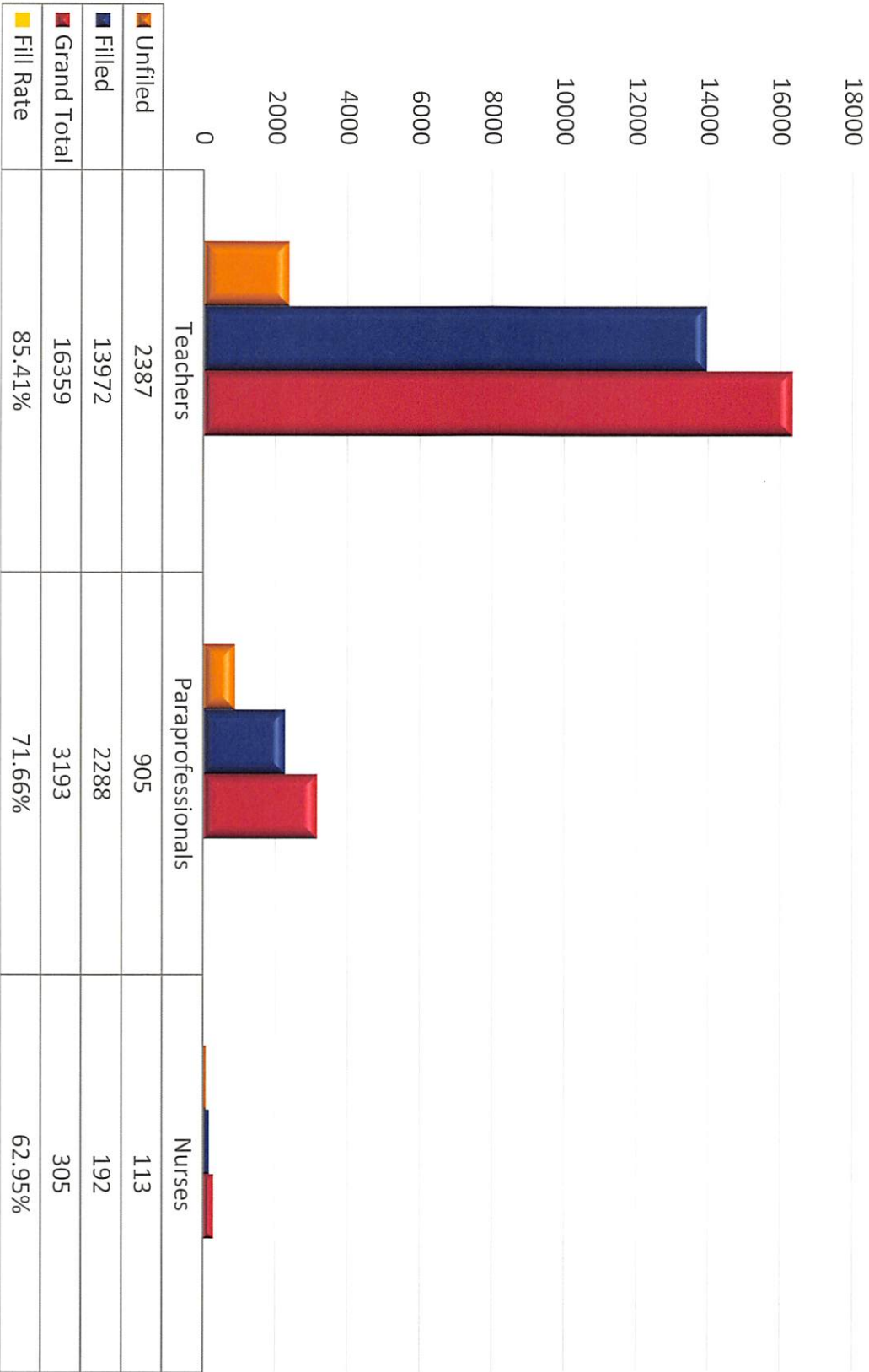
2016/17



82.85% Fill Rate

19,862 Total Absences

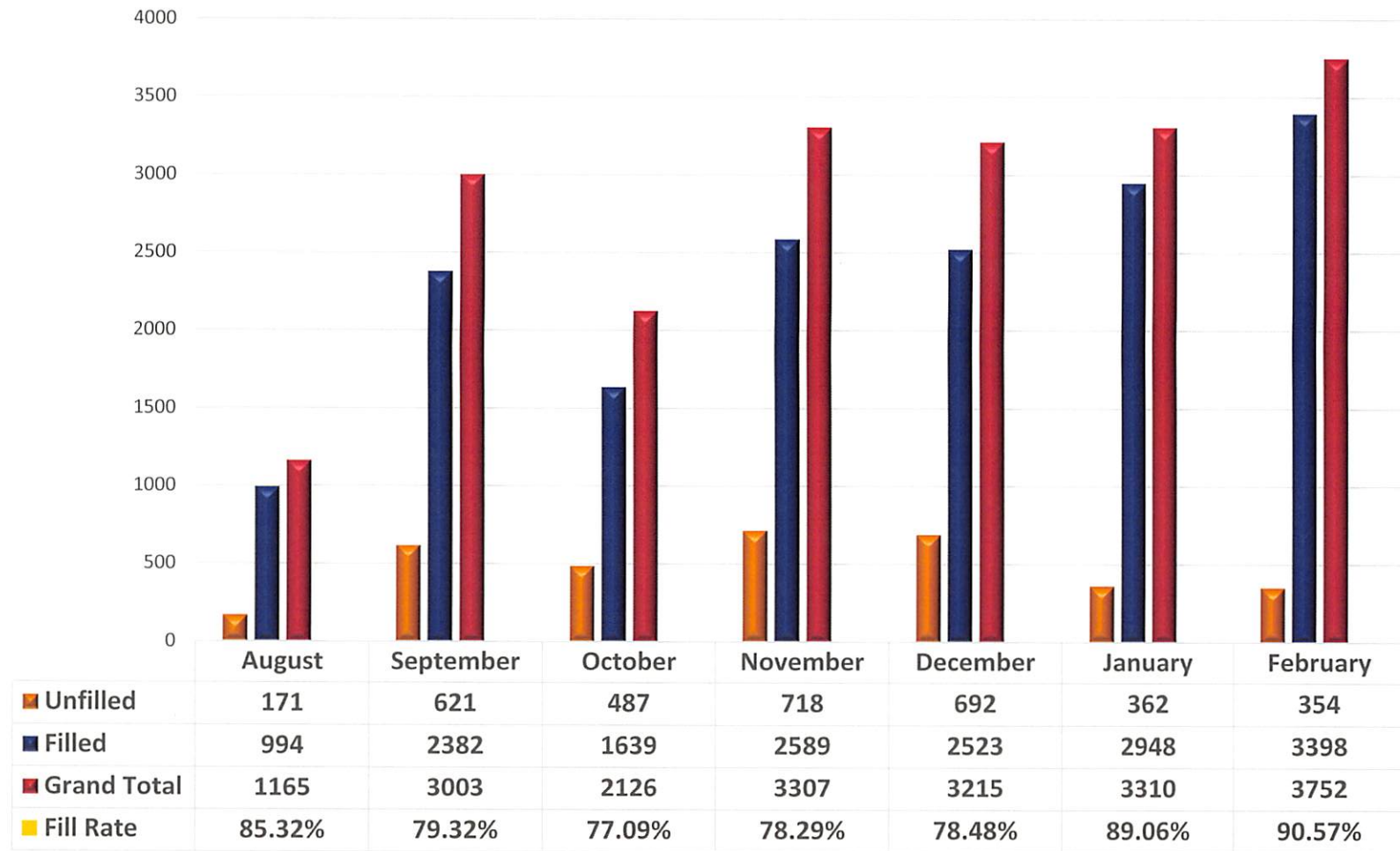
Year to Date (Feb.)- By Position



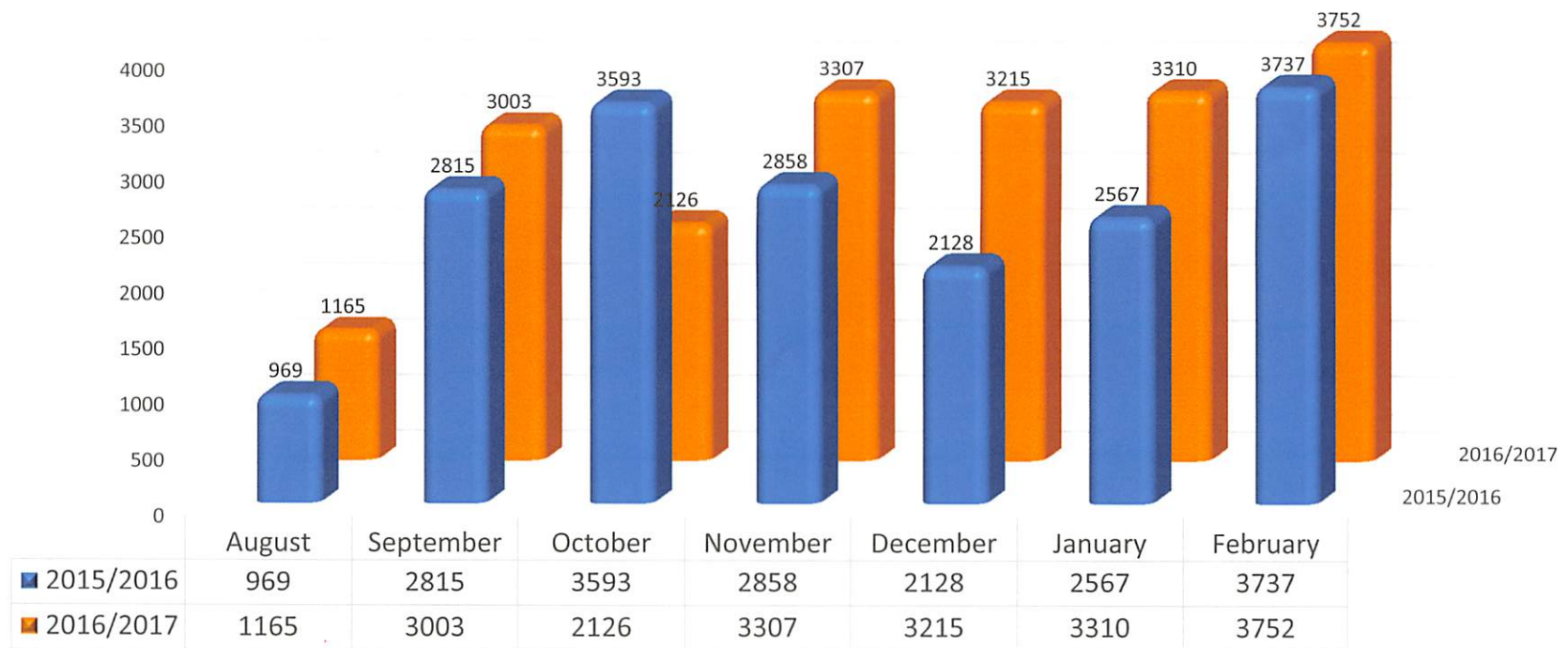
Year to Date - By Week



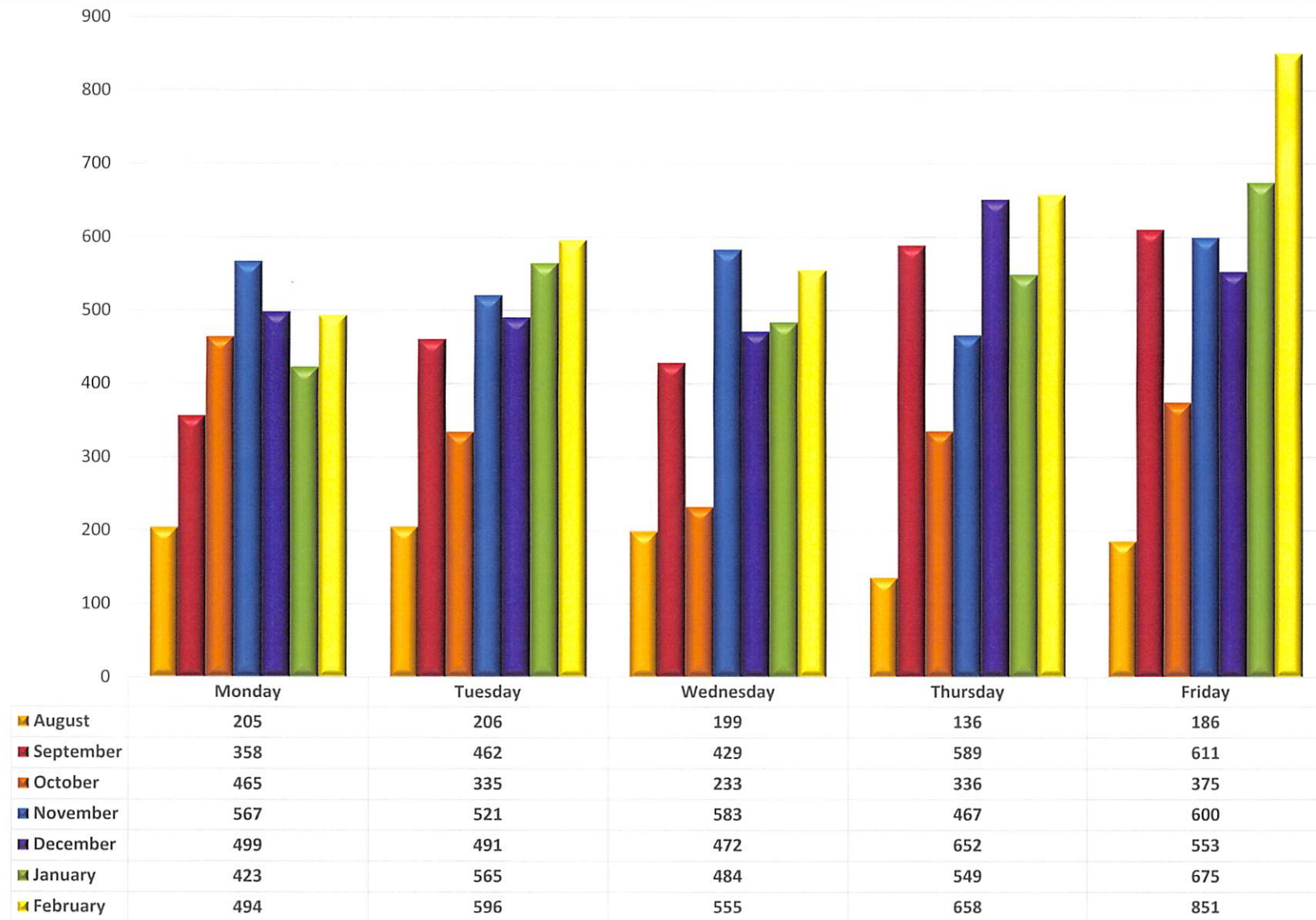
Monthly Review



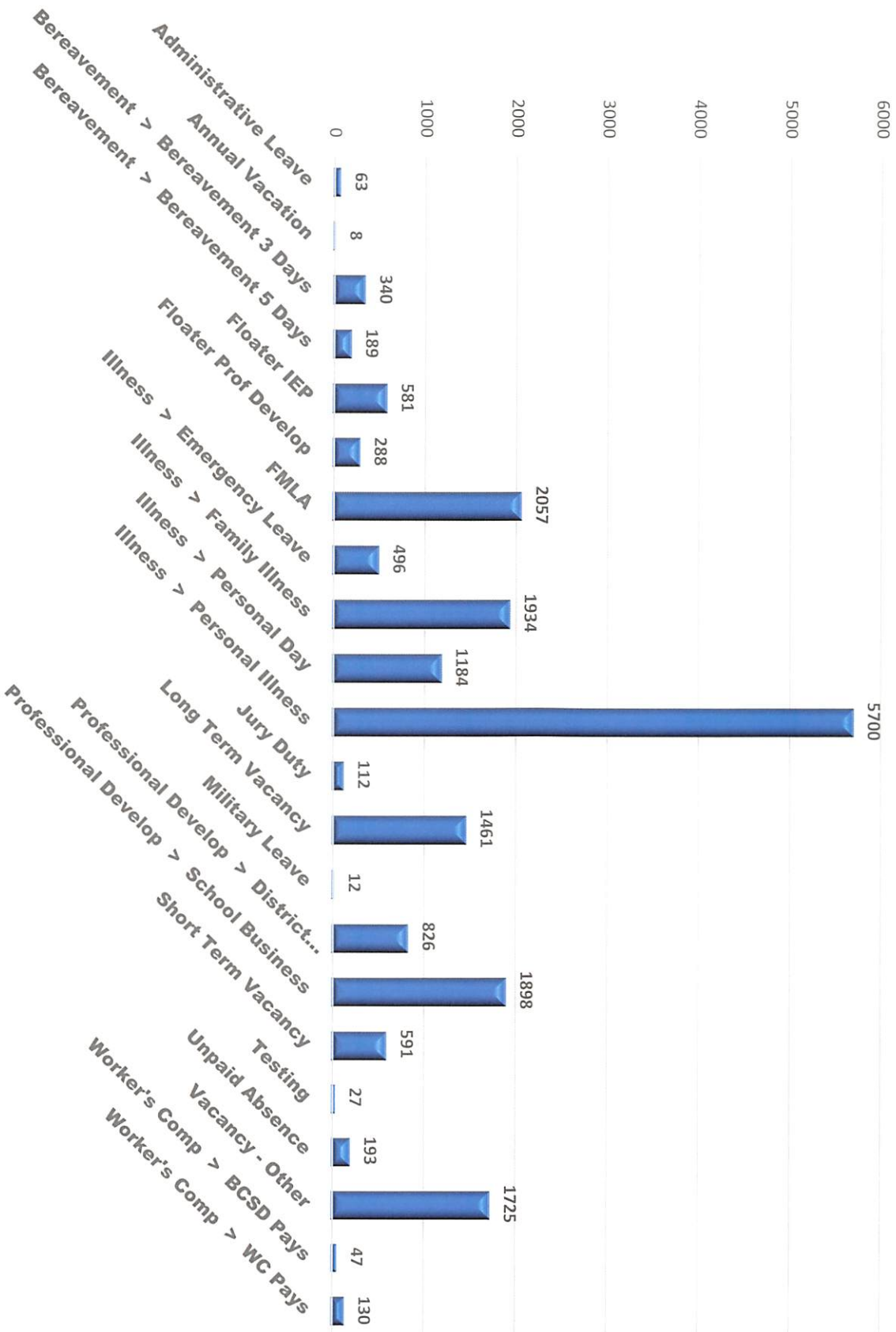
Year over Year – Monthly Comparison



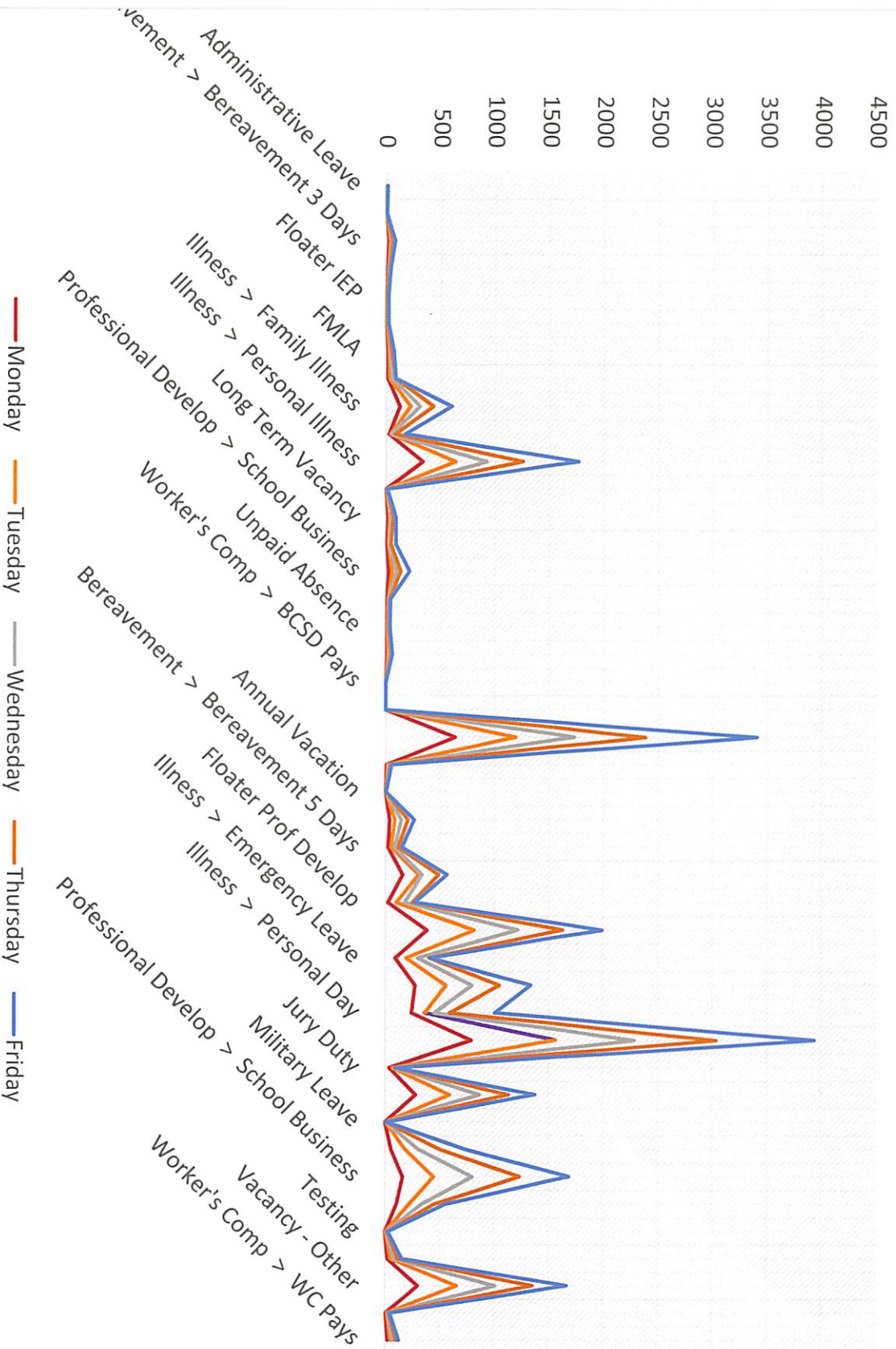
Day of Week Analysis - Teachers Only



Absence Reason



Absence Summary – Days of the Week



Absence Summary – Days of the Week

| Schools | Unfilled | Filled | Grand Total | Fill Rate YTD | January Fill Rates | February Fill Rates |
|---|----------|--------|-------------|---------------|--------------------|---------------------|
| Battery Creek High School | 199 | 623 | 822 | 75.79% | 93.69% | 96.64% |
| Beaufort Elementary School | 168 | 472 | 640 | 73.75% | 84.07% | 95.16% |
| Beaufort High School | 121 | 757 | 878 | 86.22% | 91.72% | 97.18% |
| Beaufort Jasper Academy for Career Excellence | 10 | 106 | 116 | 91.38% | 100.00% | 95.00% |
| Beaufort Middle School | 87 | 485 | 572 | 84.79% | 88.10% | 88.50% |
| Bluffton Elementary School | 158 | 495 | 653 | 75.80% | 82.05% | 77.06% |
| Bluffton High School | 134 | 527 | 661 | 79.73% | 81.15% | 80.67% |
| Bluffton Middle School | 89 | 482 | 571 | 84.41% | 94.38% | 91.96% |
| Broad River Elementary School | 84 | 572 | 656 | 87.20% | 91.11% | 95.08% |
| Coosa Elementary School | 34 | 399 | 433 | 92.15% | 91.00% | 97.47% |
| Daufuskie Island Elementary | 1 | 12 | 13 | 92.31% | 91.89% | 100% |
| District Office | | 4 | 4 | 100.00% | | |
| H. E. McCracken Middle School | 64 | 712 | 776 | 91.75% | 96.77% | 95.65% |
| Hilton Head Early Childhood Center | 127 | 378 | 505 | 74.85% | 80.56% | 91.91% |
| Hilton Head High School | 171 | 579 | 750 | 77.20% | 86.96% | 86.24% |
| Hilton Head IB Elementary | 109 | 563 | 672 | 83.78% | 92.31% | 85.71% |
| Hilton Head Middle School | 307 | 566 | 873 | 64.83% | 69.33% | 57.47% |
| Hilton Head School for Creative Arts | 135 | 565 | 700 | 80.71% | 86.27% | 90.91% |

Absence Summary – Days of the Week

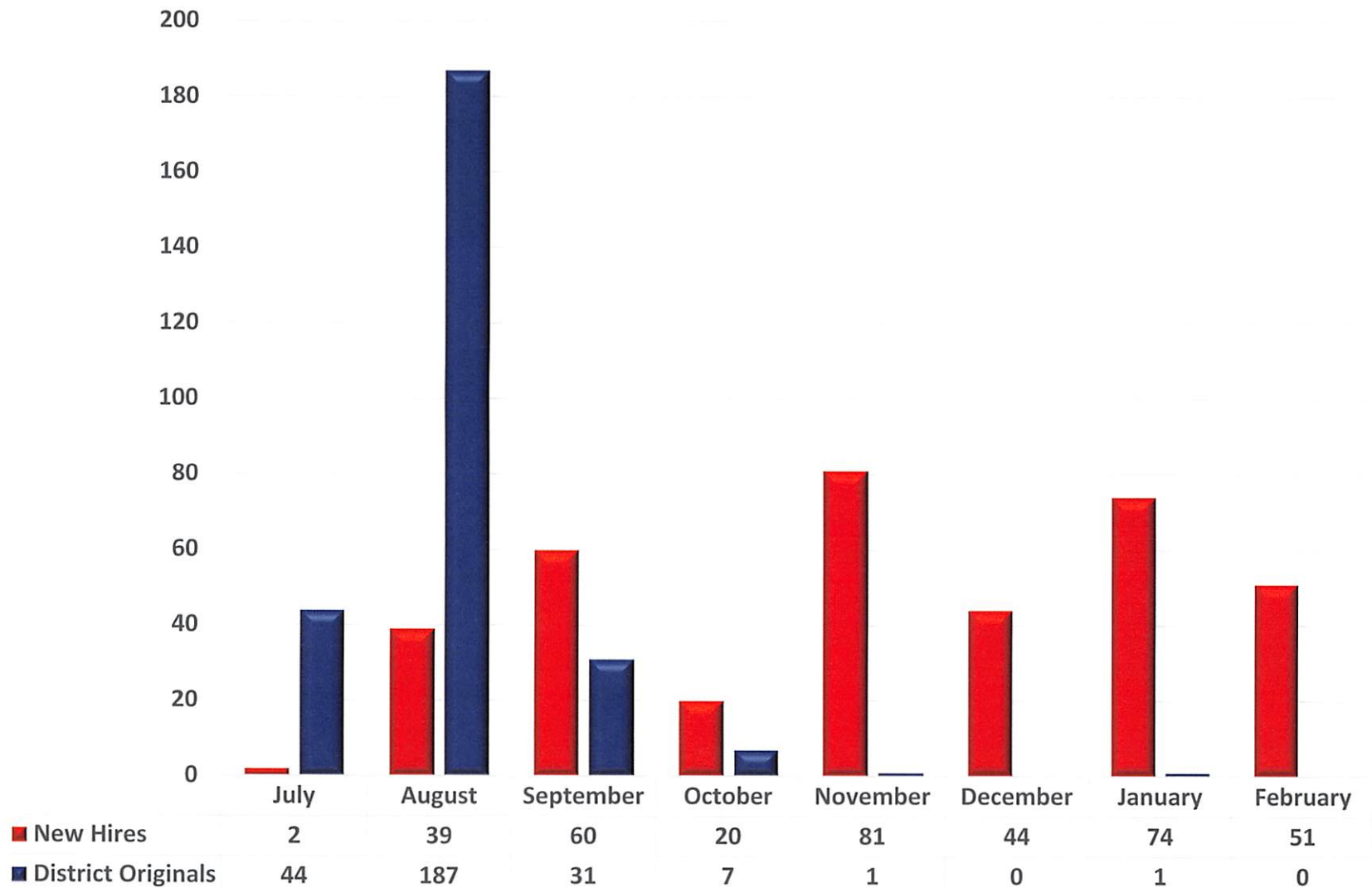
| Schools | Unfilled | Filled | Grand Total | Fill Rate YTD | January Fill Rates | February Fill Rates |
|--------------------------------------|----------|--------|-------------|---------------|--------------------|---------------------|
| Islands Academy | 45 | 154 | 199 | 77.39% | 84.38% | 74.36% |
| James J Davis Early Childhood Center | 58 | 374 | 432 | 86.57% | 95.51% | 89.13% |
| Joseph S. Shanklin Elementary | 69 | 413 | 482 | 85.68% | 95.24% | 98.81% |
| Lady's Island Elementary School | 69 | 351 | 420 | 83.57% | 83.33% | 95.65% |
| Lady's Island Middle School | 112 | 402 | 514 | 78.21% | 85.23% | 88.00% |
| M.C. Riley Elementary School | 156 | 714 | 870 | 82.07% | 89.24% | 90.67% |
| May River High | 101 | 601 | 702 | 85.61% | 87.76% | 97.30% |
| Mossy Oaks Elementary School | 29 | 359 | 388 | 92.53% | 95.89% | 98.96% |
| Okatie Elementary School | 49 | 446 | 495 | 90.10% | 97.67% | 91.36% |
| Port Royal Elementary School | 59 | 282 | 341 | 82.70% | 82.50% | 79.66% |
| Pritchardville Elementary School | 58 | 593 | 651 | 91.09% | 95.69% | 100% |
| Red Cedar Elementary School | 68 | 662 | 730 | 90.68% | 95.33% | 95.71% |
| River Ridge Academy | 103 | 651 | 754 | 86.34% | 94.29% | 91.73% |
| Robert Smalls International Academy | 130 | 792 | 922 | 85.90% | 92.24% | 98.47% |
| St. Helena Elementary School | 120 | 401 | 521 | 76.97% | 72.94% | 97.54% |
| Whale Branch Early College High | 67 | 330 | 397 | 83.12% | 96.00% | 90.00% |
| Whale Branch Elementary School | 53 | 357 | 410 | 87.07% | 90.00% | 96.92% |
| Whale Branch Middle | 63 | 276 | 339 | 81.42% | 92.50% | 93.98% |

Recruitment Statistics – To Date

| | |
|---------------------------|-----|
| Total Substitutes Hired | 662 |
| Deactivations | 181 |
| Total Active Substitutes | 481 |
| District Original Hires | 271 |
| Source4Teachers Hires | 391 |
| Perm Building Sub Program | 41 |
| Substitute Pool Target | 550 |



Substitutes - Hired by Month



Ongoing Recruitment Plan



Weekly Hiring Events

Every Thursday at
BUACE: 3 Sessions

Churches

Community Outreach,
Sponsorship and
Recruitment Activities

Festivals

Local and Community
Festivals

Military

Military Career Fair &
On-base Recruiting
Events

Advertising

La Isla Magazine,
Twitter, Facebook,
LinkedIn, & Google Ad
Words

Street Team

Post Flyers in Local
Businesses Around the
District

Web Based Recruiting

Job Board Sourcing

Partnership Overview

91%: Current Fill Rate For 2017

54T Hired 391 New Substitutes

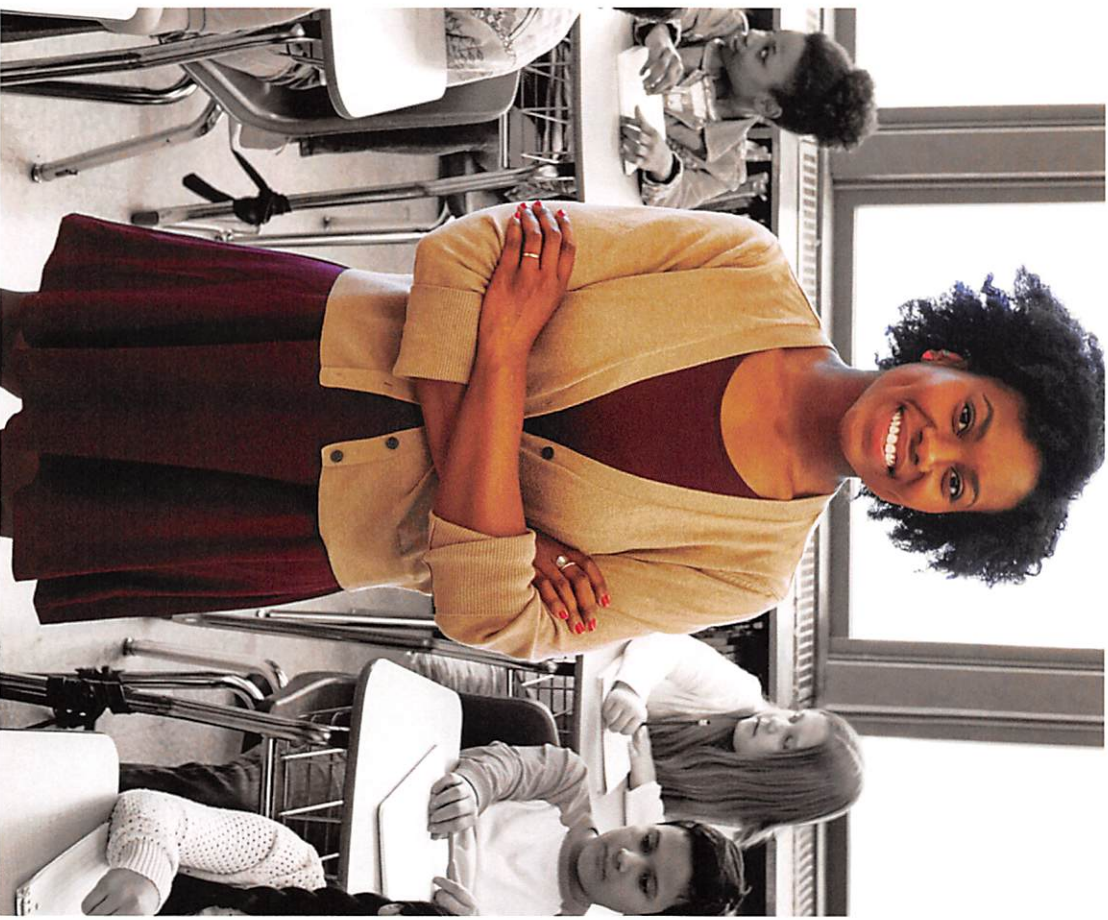
481 Active Subs

- 163 Certified Subs
- 263 Uncertified Subs
- 36 Para's
- 19 Nurses

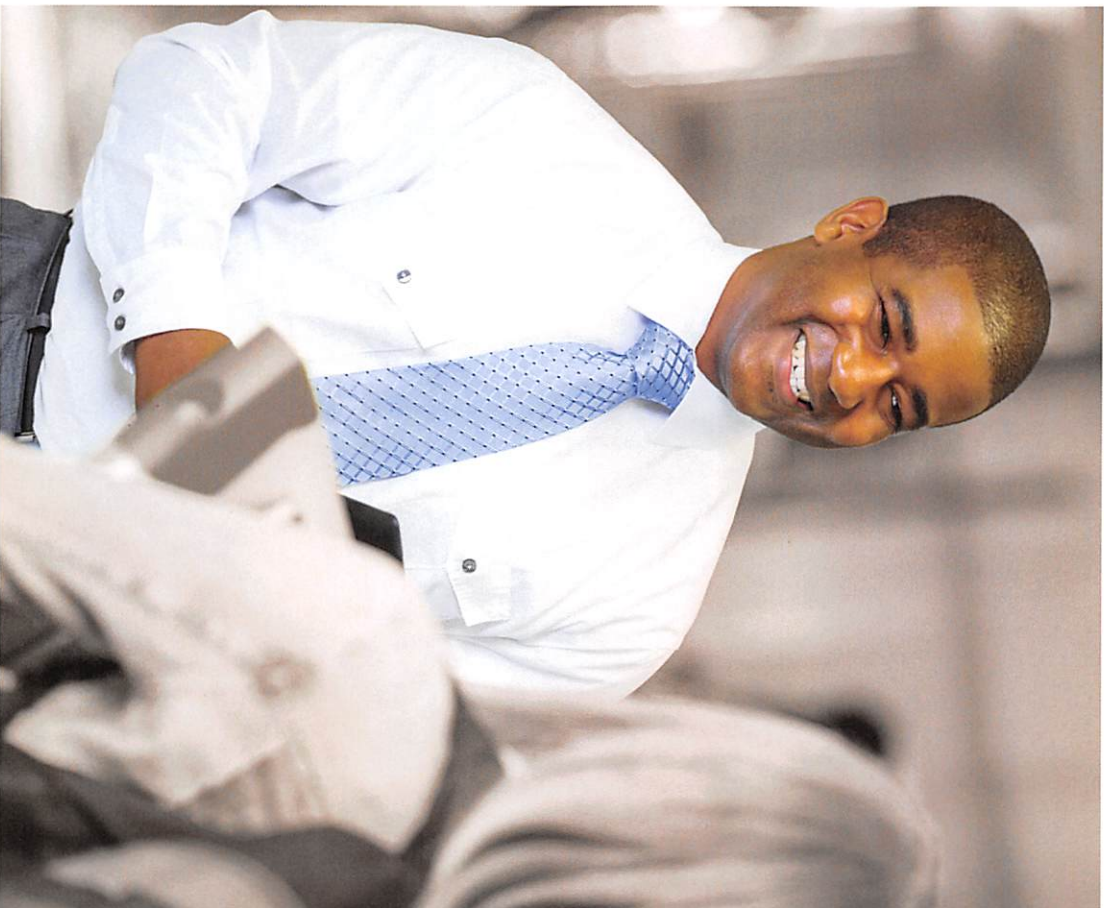
Filled 127 Long Term Requests

41 Active Perm Building Subs

- Sourcing for 44



Our Future Partnership



We value our partnership and thank you for the opportunity to work with your district. In the coming months we will:

- Focus recruitment efforts on Hilton Head Island
- Recruit additional SPED and Nurse Substitutes
- Hit our target Sub pool rate of 550 actively working Subs
- Hit 95%+ Fill Rate each month