



SHAWNEE
MISSION

SCHOOL DISTRICT

Human Resource - Kelly Education Services (KES) Update



SHAWNEE MISSION
SCHOOL DISTRICT

Philosophy:

- We believe people are our greatest resource.
- We serve the greater SMSD community.
- We support teammates in reaching their greatest potential.
- The work of adults impacts the success of each student.

Goals:

1. We will improve the academic outcomes of each student, by surrounding them with the best teachers, administrators and support staff possible. We will ensure these candidates represent the community we serve by maintaining diverse hiring practices. (Strategic Plan Strategy 1)
2. We will support the social and emotional growth of students by serving the personal and professional needs of every SMSD employee. (Strategic Plan Strategy 2 & 3)
3. In order to serve the needs of all SMSD stakeholders, we will develop standardized practices and procedures that ensure consistency in the human resources department. (Strategic Plan Strategy 3 & 4)



SHAWNEE MISSION SCHOOL DISTRICT

SMSD-KES Partnership

SMDS - KES Partnership

- KES team in attendance
- SMDS - KES partnership began in 2017
- KES handles all aspects of our substitute teacher program
 - Recruiting
 - Hiring
 - Onboarding
 - Fulfillment
 - Engagement
 - Payment/Incentives
- KES provides SMDS with the following
 - Daily and long-term substitute teachers
 - Building substitute teachers
 - Daily and long-term RN/LPN



SHAWNEE MISSION SCHOOL DISTRICT

Data - Absences & Fill Rates

Top 20 for Total Employee Absences

Employee Title	Unfilled	Filled	Total Absences	Fill Rate %	% of Total	Cumulative %
Vacancy	175	10,609	10,784	98.4%	36.2%	36.2%
SPED TEACHER - RESOURCE	605	1,186	1,791	66.2%	6.0%	42.2%
TEACHER - ELA	234	1,022	1,256	81.4%	4.2%	46.4%
TEACHER - GRADE 1	259	995	1,254	79.3%	4.2%	50.6%
TEACHER - GRADE 4	301	823	1,124	73.2%	3.8%	54.4%
TEACHER - GRADE 3	242	866	1,108	78.2%	3.7%	58.1%
TEACHER - GRADE 2	219	857	1,076	79.6%	3.6%	61.7%
TEACHER - GRADE 5	264	775	1,039	74.6%	3.5%	65.2%
TEACHER - GRADE 6	245	733	978	74.9%	3.3%	68.5%
TEACHER - MATHEMATICS	232	745	977	76.3%	3.3%	71.7%
TEACHER - KINDERGARTEN	231	739	970	76.2%	3.3%	75.0%
TEACHER - PE	179	748	927	80.7%	3.1%	78.1%
TEACHER - SOCIAL STUDIES	108	680	788	86.3%	2.6%	80.7%
TEACHER - SCIENCE	146	573	719	79.7%	2.4%	83.1%
TEACHER - ART	119	550	669	82.2%	2.2%	85.4%
TEACHER - VOCAL MUSIC	148	372	520	71.5%	1.7%	87.1%
LIBRARIAN	109	374	483	77.4%	1.6%	88.8%
NURSE	241	122	363	33.6%	1.2%	90.0%
TEACHER - BUSINESS ED	54	275	329	83.6%	1.1%	91.1%
TEACHER - SPANISH	52	265	317	83.6%	1.1%	92.1%

Top 10 = 71.7% of total absences

Top 15 = 85.4% of total absences

Top 20 = 92.1% of total absences

*Data pulled from Aug 21-May 30

Top 20 Schools for Total Absences

School Name	Unfilled	Filled	Total Absences	Fill Rate %	% of Total	Cumulative %
WEST HS	218	1,308	2,120	85.7%	4.6%	4.6%
WESTRIDGE MS	221	1,314	1,912	85.6%	4.6%	9.2%
EAST HS	122	1,181	1,303	90.6%	4.4%	13.6%
NORTHWEST HS	139	1,147	1,286	89.2%	4.3%	17.9%
INDIAN WOODS MS	200	1,034	1,234	83.8%	4.1%	22.0%
NORTH HS	171	1,052	1,223	86.0%	4.1%	26.1%
SOUTH HS	139	1,057	1,196	88.4%	4.0%	30.1%
INDIAN HILLS MS	166	717	883	81.2%	3.0%	33.1%
HOCKER GROVE MS	169	709	878	80.8%	2.9%	36.1%
TRAILRIDGE MS	213	654	867	75.4%	2.9%	39.0%
APACHE INNOV-ELEM	172	594	766	77.5%	2.6%	41.5%
CHRISTA MCAULIFFE	121	636	757	84.0%	2.5%	44.1%
BROOKRIDGE ELEM	93	618	711	86.9%	2.4%	46.5%
NIEMAN ELEM	120	546	666	82.0%	2.2%	48.7%
PAWNEE ELEM	113	542	655	82.7%	2.2%	50.9%
BROKEN ARROW ELEM	157	491	648	75.8%	2.2%	53.1%
COMANCHE ELEM	179	464	643	72.2%	2.2%	55.2%
ROSEHILL ELEM	123	458	581	78.8%	1.9%	57.2%
HIGHLANDS ELEM	44	525	569	92.3%	1.9%	59.1%
RISING STAR ELEM	198	365	563	64.8%	1.9%	61.0%

Top 10= 39% of total absences

Top 15= 50.9 of total absences

Top 20= 61% of total absences

*Data pulled from Aug 21-May 30

By Month Data

Month	Unfilled	Filled	Total Absences	Fill Rate %
Aug	95	1,658	1,753	94.6%
Sep	512	2,964	3,476	85.3%
Oct	724	3,084	3,808	81.0%
Nov	646	2,771	3,417	81.1%
Dec	348	2,505	2,853	87.8%
Jan	1,064	3,092	4,156	74.4%
Feb	247	2,371	2,618	90.6%
Mar	354	2,947	3,301	89.3%
Apr	773	3,662	4,435	82.6%
May	566	2,623	4,325	82.3%

By Week Data

Fill Rate by Day of Week	Filled	Fill Rate %
Monday	4,853	85.1%
Tuesday	5,116	85.7%
Wednesday	5,019	85.8%
Thursday	5,106	83.8%
Friday	4,960	80.0%
Grand Total	25,054	84.0%

Overall Fill Rate%
84.0%

Employee Type Data

Employee Type	Unfilled	Filled	Total Absences	Fill Rate %
Teacher	4,403	24,522	28,925	84.8%
Librarian	109	374	483	77.4%
Nurse	251	158	409	38.6%
Nurse	251	158	409	38.6%
Grand Total	4,763	25,054	29,817	84.0%

School Type Data

School Type	Unfilled	Filled	Total Absences	Fill Rate %
Elementary	2,981	14,488	17,469	82.9%
High School	821	5,925	6,746	87.8%
Middle	921	4,310	5,231	82.4%
ECE	24	201	225	89.3%
Other	11	114	125	91.2%
District	5	16	21	76.2%
Grand Total	4,763	25,054	29,817	84.0%

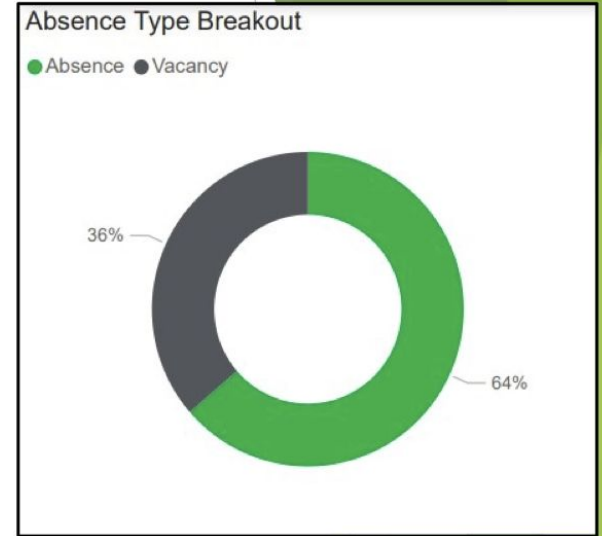
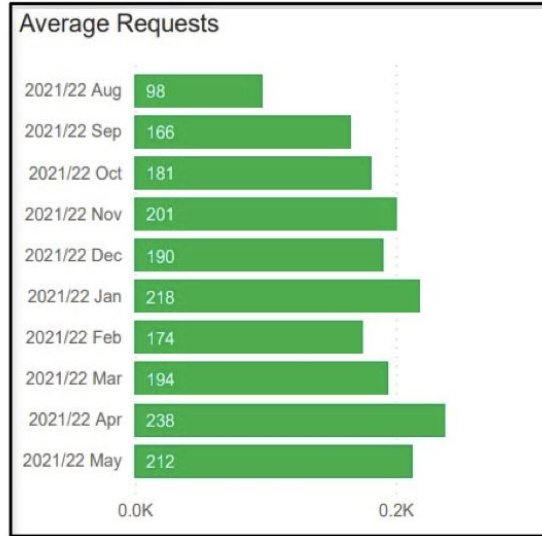
Active substitutes: 440 as of May 18, 2022

*Data pulled from Aug 21-May 30

Historical Fill Rates

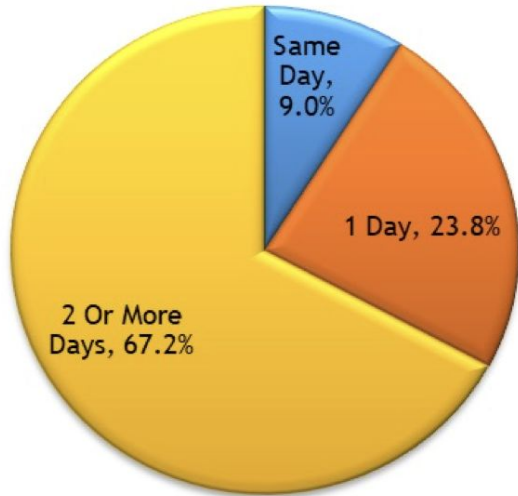
<u><i>School Year</i></u>	<u><i>Fill Rate</i></u>
2018-2019	99.1%
2019-2020	97.0%
2020-2021	94.0%
2021-2022	84.0%
2022-2023	Projecting >90%

21-22 SCHOOL YEAR SNAPSHOT



Absences / Vacancies Lead Time

Absence Lead Time

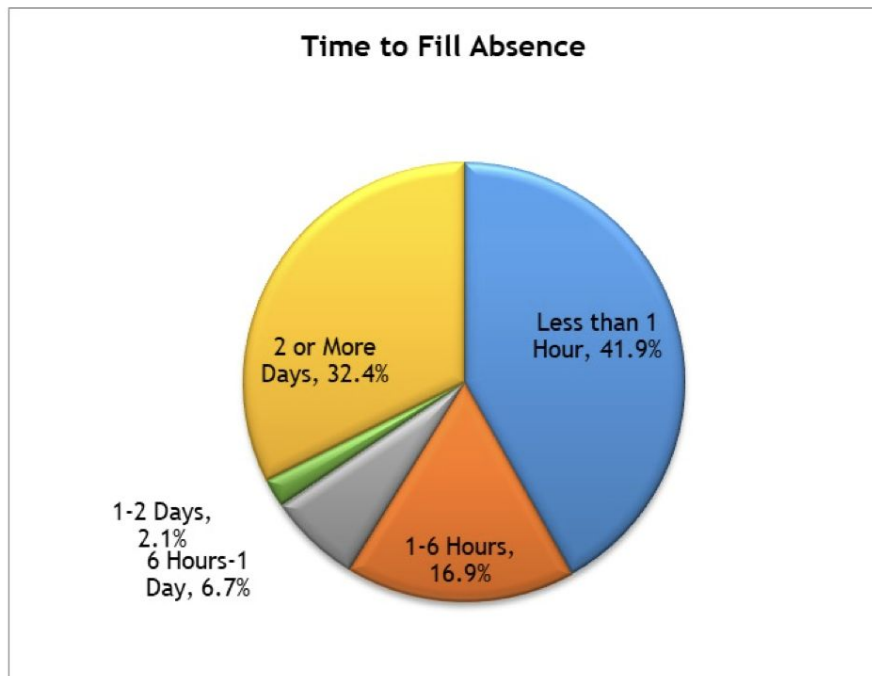


Same day/1 day

Target: Under 30% = Higher Fill Rate

*Data pulled from Aug 21-May 30

Absences / Vacancies Fill Time



*Data pulled from Aug 21-May 30

2022-2023 Improvement, Planning, Action Steps

- Dedicated Account Manager sitting onsite at the district
- Increased investment in Kelly fulfillment team
- Recruitment advertising budget increased
- Expanded insurance offering for subs
- Increase pay rate for daily subs, long-term subs, and nurse subs



SHAWNEE MISSION SCHOOL DISTRICT

Rates Renewal

Substitute Pay Comparison

<u>District</u>	<u>Daily Sub Pay</u>	<u>Long-Term Sub Pay</u>
SMSD	\$135	\$175
Blue Valley	\$138.75	\$177.75
Olathe	\$133	\$160
DeSoto	\$140	\$175
Gardner-Edgerton	\$140	\$165
Spring Hill	\$135	\$175

Rates Renewal - 2022-2023

Summary of Changes

<u>Position</u>	<u>Pay Rate - 21-22</u>	<u>Mark-Up - 21-22</u>	<u>Pay Rate - 22-23</u>	<u>Mark-Up - 22-23</u>
Teacher	\$135	1.300	\$140	1.279
Teacher - LT	\$175	1.300	\$180	1.279
RN/LPN	\$18.00	1.400	\$18.67	1.400
RN/LPN - LT	\$23.33	1.400	\$24.19	1.400
Building Sub	\$175	1.300	\$175	1.270

Rates Renewal - 2022-2023

Fill Rate Guarantee

- Kelly will guarantee a 90% teacher fill rate, or Kelly will reduce the markup for Teacher positions (not building subs) by a half percent for the following semester (1.279 to 1.274).
- The teacher fill rate for substitute teaching positions for first semester will be reviewed at the beginning of second semester by Kelly and Shawnee Mission.
- If Kelly does not maintain an overall teacher fill rate of 90% or greater for substitute teaching positions, this will result in an overall reduction of 1/2 markup point for the second semester (1.279 to 1.274).
- Qualifiers for fill rate guarantee:
 - Same day/Next day absences must remain below 33% combined for the semester to qualify and changes to sub requirements also voids this guarantee.
 - Absences must not exceed 2021 total by more than 15% to qualify.



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Questions?