



Substitute teacher cost savings

A district forms a local partnership to manage its substitute teacher program for more efficient operations and cost savings.

The Hinds County School District is one of the larger districts in Mississippi, encompassing 625 square miles and more than 6,600 students in nine schools through several rural communities near Jackson, the state capital. For almost a decade, the district has partnered with Kelly Educational Staffing® (KES®) to manage its substitute teacher program and provide other non-instructional staff as needed—helping to advance student achievement in the district through gains in operational efficiency.

The challenge

When the Hinds County School District first engaged Kelly Educational Staffing for a pilot program to manage its substitute teacher workforce, it needed a solution that would offer real opportunities for immediate hard and soft cost savings to its budget. Ideally, the district was looking for a partner with services specifically designed for public schools, based on solid experience in education. A successful program would have to maintain teacher morale, while keeping parents and students engaged and satisfied.

Facing economic challenges in the wake of a mounting national and global recession, the district needed to lower its expenses, or at least keep them flat, for a substitute teacher program that covered about 400 teachers. By managing its program through an external partner, the district was hoping to save time and money, while also improving its primary focus on education. As a somewhat rural district, Hinds County was also challenged by a relatively low pool of substitute teacher candidates, and the need for ongoing recruitment.

Results at a Glance

CHALLENGE

- Find real opportunities for immediate hard and soft budget cost savings
- Lower or keep substitute teacher expenses flat, covering 400+ teachers
- Save time through efficiency while improving primary focus on education

SOLUTION

- Comprehensive substitute teacher program and scheduling technology
- Efficient recruiting to screen and match the most qualified personnel
- Added non-instructional staff, including clerical workers

RESULT

- One-stop solution with no set-up costs, and a focus on operational efficiency
- 98 – 99% substitute teacher placement rates for 4,150 – 5,150 teacher absences per year
- 6% annual cost savings through a growing workforce management program

The solution

At first, Kelly Educational Staffing experts visited Hinds County schools to explain the new substitute teacher placement process and scheduling technology to all its end users. Word-of-mouth spread quickly across the district, which helped to drive interest and early adoption of the system. The KES solution fit perfectly with the mission of the Hinds County School District, ensuring that all schools were providing learning environments that were fully staffed, safe, and academically challenging. The pilot for substitute teachers became a fully managed program the next school year.

Several years later, the district began to source some of its non-instructional staff through KES, including clerical workers. KES uses a proven, effective recruiting process that screens, matches, and presents only the most qualified personnel—including interviews, reference checks, and background screening. By leveraging KES for more and more management of its workforce, the district has also improved its human resource productivity through targeted and year-round activities for recruiting, screening, and staffing.

ASBO EAGLE AWARD WINNER

In 2015, the Association of School Business Officials International® (ASBO®) recognized Earl Burke, CFO of the Hinds County School District, with an International Eagle Award.

Founded in 1910, ASBO provides programs and services to promote the highest standards of school business management practices, professional growth, and the effective use of educational resources. Only one member each year receives the International Eagle Award—the highest tribute ASBO bestows on its membership—recognizing individuals who best exemplify visionary leadership in school business management.

The result

The Hinds County School District received the one-stop solution it needed from Kelly Educational Staffing, with no set-up costs or extra fees. With a focus on gains in operational efficiency, standard program processes have greatly reduced the district's time spent in managing substitute teacher placement. KES also analyzes local pay rates regularly to develop pay scale recommendations for instructional and non-instructional staff that help to keep the district's budget in check. To date, placement rates have averaged 98 to 99 percent, reflecting a high-quality fit with the needs and culture of Hinds County schools.

ONE HINDS COUNTY DISTRICT ADMINISTRATOR NOTED:

"The KES solution delivers quality staffing with cost reduction. Beyond the time, labor, and liability involved in employee relations, KES has provided real business value to our schools through flexibility, efficiency, and technology. Plus, real-time data has translated into real-time results for the Hinds County School District, as insight into related trends on staffing and absenteeism has helped to drive even further cost reductions."

— Earl Burke, CFO, Hinds County School District
2015 International Eagle Award Recipient (International Business Associate of the Year), Association of School Business Officials International

Over time, district savings have increased in proportion with the growing partnership. In its first full year, substitute teacher placement filled 4,150 teacher absences. Other years have fluctuated or remained flat. In the most recent school year, the program has adapted to cover 5,150 teacher absences, plus placement of other non-instructional staff. By realizing about **six percent on average in estimated annual savings** over its previous approach for managing substitute teachers, the Hinds County district saved more than \$26,000 in the last school year alone.



For more information on how Kelly Educational Staffing can help meet your demand for more effective workforce solutions, contact your local Kelly® branch or visit kellyeducationalstaffing.com today.