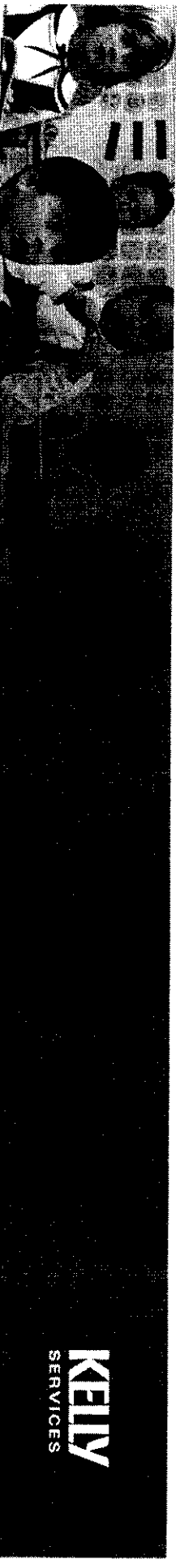




Kelly Educational Staffing®

Warren County School District



KELLY
SERVICES

Kelly Educational Staffing®

**What is the impact of substitute
teachers on student achievement in
Warren County School District?**



Warren County School District Analysis

Warren County School District has approximately 398 full time teachers, 15,552 students, and a full-time teacher absentee rate of 8%. What is the impact of substitute teachers on student achievement?

30	Subs/day
<u>X 180</u>	<u>School days</u>
5,400	Subs/year
<u>X 17</u>	<u>Students/class</u>
91,800	Student learning days annually impacted by the need for a substitute teacher



Kelly Educational Staffing®

The Solution—Kelly Educational Staffing

Kelly Educational Staffing actively recruits, screens, hires, trains, schedules, and evaluates a diverse pool of substitute teachers.

Kelly Educational Staffing maintains a simple concept: *We focus on placing qualified instructional and non-instructional employees so you can focus on education.*



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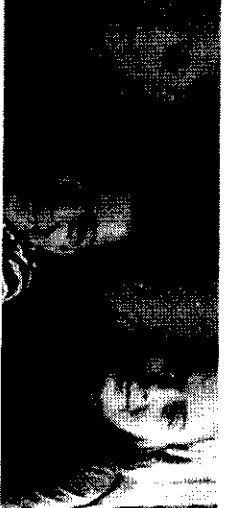
National and Local Experience

Division of Kelly Services, consisting of a dedicated leadership team, national support staff, local account management resources and thousands of qualified substitutes

- Nation's **largest** employer of substitute teachers
- Employed **18,000** substitute teachers in the 2005/2006 school year across **45** states
- Staffed almost **3 million** classrooms since 1999
- During the 2005/2006 school year, we filled over **988,000** requests for a substitute accounting for more than **23.7** million student learning days
- Local management and customer service delivery



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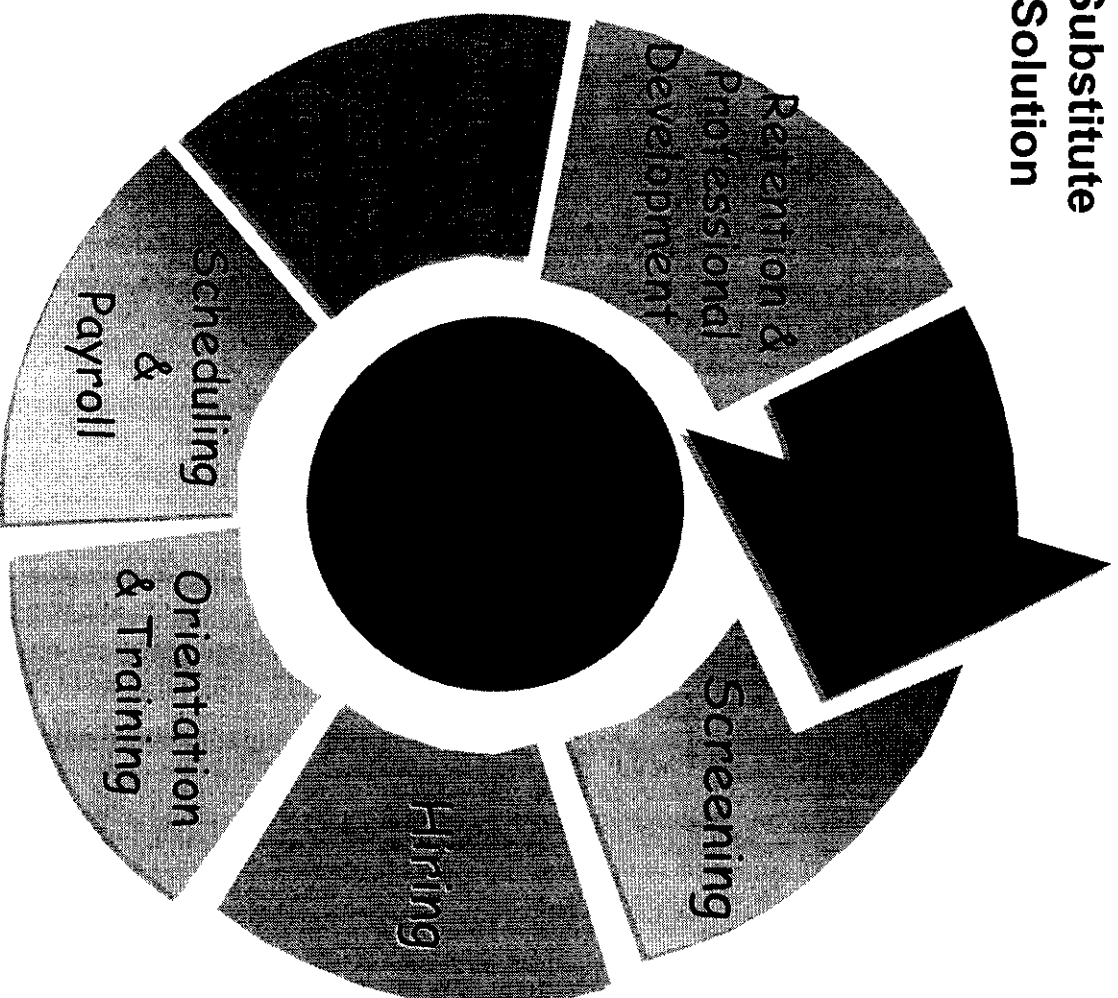


Proven Success in Large Districts

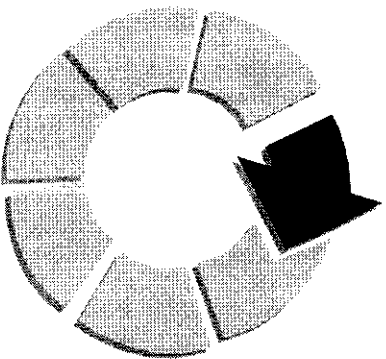
Prior to KES	After KES
<ul style="list-style-type: none"> • 82% Fill Rate • 4 people dedicated to substitute center • 2,700 active substitutes • High School Diploma minimum requirement • Substitute paid \$33.00 to attend 6 hour training. No additional training available • Manual processing of grant funds at year end • No Substitute teacher benefits, monthly payroll • No administrator reporting • Quality control process lacked structure 	<ul style="list-style-type: none"> • 99.05% Fill Rate • 1 OCPS person dedicated • 3,300 active substitutes • Associates degree or 60 college credit hours minimum requirement • Free 6 hour training conducted by Kelly • Optional 2 hour classroom management training • Optional ESE training • Weekly electronic processing of grant funding • Substitutes receive optional benefits and weekly payroll • Online administrator reporting • Formal quality process with principal observation

Kelly Educational Staffing®

Comprehensive Substitute
Teacher Staffing Solution



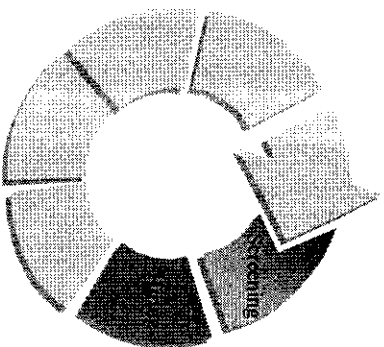
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Kelly Educational Staffing	
Frequency	Daily
Targeted Audience	<ul style="list-style-type: none"> • Retirees • Referrals • Recent college graduates • Career searchers/changers • Experienced professionals • Stay at home parents
Methods	<ul style="list-style-type: none"> • Referrals • Kelly Career Network – Internet • Fliers, Advertising • Campus recruiting • Walk in applicants • Classified ads • National partnerships (e.g., Kelly is one of twelve AARP featured employers in 2006)

Top 3 recruiting sources: Referrals, Internet, Fliers

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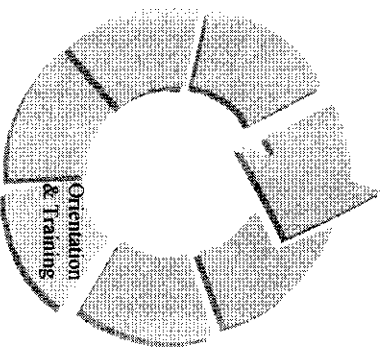


SCREENING & HIRING	
	Kelly Educational Staffing
Requirements	<ul style="list-style-type: none"> • Minimum Bachelor Degree (Pennsylvania) • Education verification • Two reference checks • Criminal background screening (7 yrs) • Fingerprints per State requirements • National Sex offender registry
Interview	<ul style="list-style-type: none"> • In-depth behavioral/situational interview
Decision Making Process	<ul style="list-style-type: none"> • Immediately upon completion of reference checks, background screening and National sex offender registry

Approximately 20% of applicants do not pass the screening process

87% attend college or received a college/advance degree

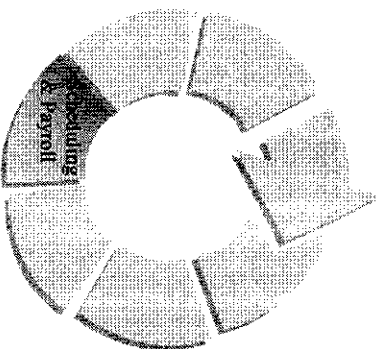
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ORIENTATION & TRAINING	
	Kelly Educational Staffing
Kelly Orientation	<ul style="list-style-type: none"> • Employee handbook & video • Sexual harassment • Workplace violence • Timekeeping procedures • Policies & procedures • Bloodborne pathogens
District	Warren County School District policies & procedures
Campus Based on completion Of School Needs Assessment	<p>Specific orientation brochure</p> <ul style="list-style-type: none"> • Emergency procedures • Dress code, hours, parking • Duty requirements • Miscellaneous expectations
Substitute Teacher	<p>Utah State University video</p> <ul style="list-style-type: none"> • How to be prepared and professional for the classroom • Legal and health issues • Teaching strategies • Classroom management • Fill in activities <p>USU grade level handbooks</p>

***Training time
Is determined
Based on the
Requirements of
The district***

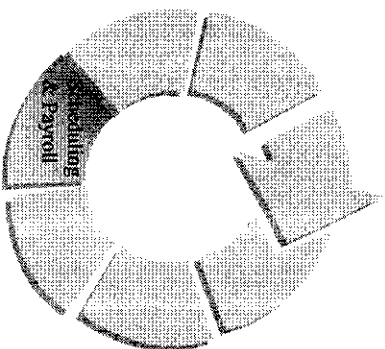
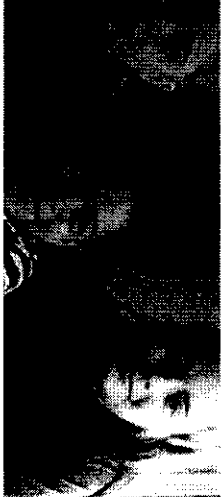
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SCHEDULING PROCESS	
Kelly Educational Staffing	
Method	<ul style="list-style-type: none"> Kelly Automated Scheduling System (KASS)
Functionality	<ul style="list-style-type: none"> Internet Automated phone—IVR Manual phone calls
Requests	<ul style="list-style-type: none"> Web-based—administrator or full time teacher IVR Manual calls for special requests such as long term absences
Scheduling Options	<ul style="list-style-type: none"> Substitute schedules via Web site or IVR (only see those assignments for which they are qualified) Full time teacher may pre-arrange substitute Preferred substitute teachers by school are contacted first based on priority status Kelly administrators contact substitutes

Current customer example – 80.6% of orders are filled within one hour including last minute requests

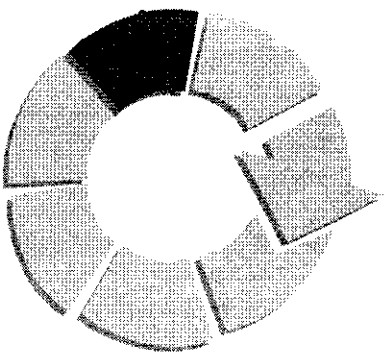
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REPORTING PROCESS	
Kelly Educational Staffing	
Method	<ul style="list-style-type: none"> • Kelly Automated Scheduling System (KASS) • Administrator Web Site available to school and district administrators
Functionality	<ul style="list-style-type: none"> • Internet
Frequency	<ul style="list-style-type: none"> • Real time – 24 hrs/7 days
Type of Reports	<ul style="list-style-type: none"> • Absentee report • Daily report • Day of the week analysis • Absence summary • Employee register • Absence interactive report

Reporting tools are used to monitor and manage teacher absenteeism.

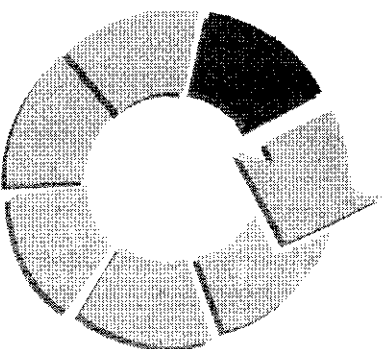
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Kelly Educational Staffing	
Process	<ul style="list-style-type: none"> • Send evaluation to full-time teacher/principal regarding substitute teacher's performance. • Substitute teacher evaluation of classroom • Track and analyze performance. Coach or train substitute teachers as needed. • Obtain Kelly customer satisfaction data (KCSI) from end users. • Zoomerang survey administrators and substitute teachers • Observation of substitute teachers by staff • Kelly guarantee
Semester Review of Partnership Results	<ul style="list-style-type: none"> • Conducted at the end of each semester • Fill rate % by school, type of school, constituent district • Usage by Absence type • Time to fill statistics • Education level of substitute teachers • District specific requests

99.8% of assignments are completed by the substitute teacher

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Kelly Educational Staffing	
Benefits	<ul style="list-style-type: none"> • Weekly pay • Vacation/Holiday bonus pay • Optional health insurance • 401(k) plan • MyKelly.com: <ul style="list-style-type: none"> – Career planning tools – Kelly Learning Center – Employee discounts • Optional Classroom Mgmt and on-line training
Recognition	<ul style="list-style-type: none"> • Kudos! recognition program • Software training • Substitute Teacher of the Semester award • Summer assignments • Kelly Cares

#1 Turnover reason – find full time employment

14 1% of substitutes were terminated due to performance issues

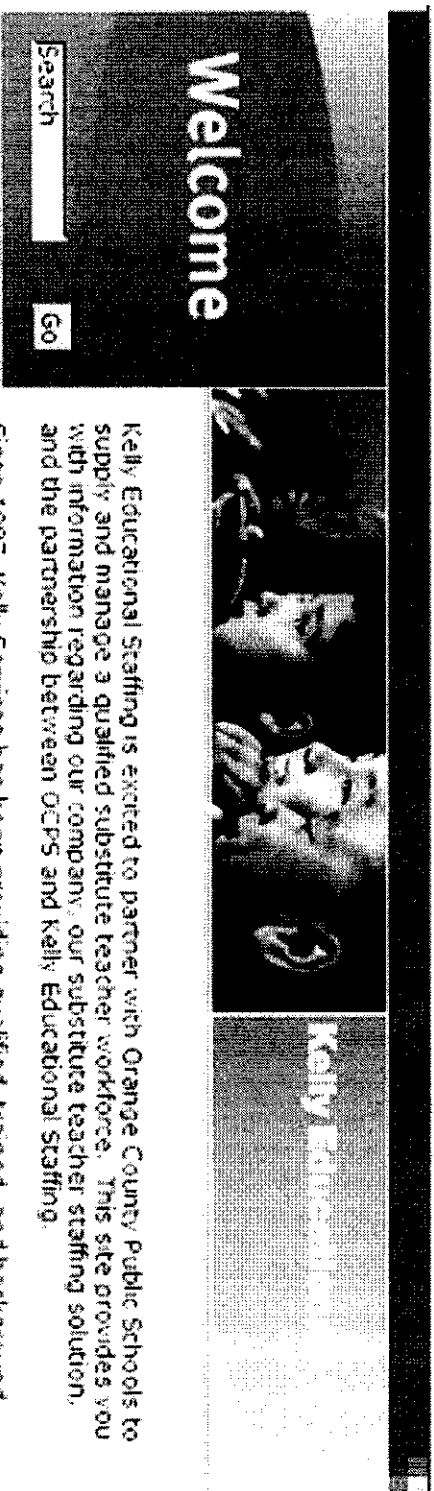
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Sample Professional Development Courses

Kelly Learning Center Microsoft Internet Explorer Back Home File Edit View Favorites Tools Web	
http://www.kellyv2.com/docent/docentssan.dline.DAA20012WW.W003.2151/SVP%3CDA20012WW.W003%3A3358.SQV%3D-87490718/CNC-CE18de-f-ameset.htm	
Kelly Learning Center	Catalog
My Learning Plan	Main Catalog > Teacher Education
Catalog	Teacher Education
Search	Active Learning and Discipline
Help	Asperger's Syndrome: Best Practices for Supporting Students
Personal Information	Asperger's Syndrome: Diagnosis, Prevalence, and Characteristics of Students
Reports	Assessive Communication Skills
Manager	Assessing English Language Learners
Instructor	Assisting Struggling Readers with Their Textbook Assignments
Training Coordinator	Assisting Students in the Development of Social Skills
Administrator	Assisting Students with Work Completion
Logout	Assistive Technology: An Introduction to Devices and Software
	Autism: Behavioral Issues
	Autism: Communication Objectives
	Autism: Diagnosis and Characteristics
	Autism: Social Interactions and Skill Development
	Being an Effective Classroom Manager
	Big Ideas in Little Books
	Bloodborne Pathogens
	Characteristics of Adolescents with Disabilities
	Classroom and Behavior Management
	Classroom Instructional Arrangements
	Classroom Management Techniques for Substitute Teachers
	Common Pitfalls When Working with English Language Learners
	Communicating with Student Teams
	Communication
	Confidentiality
	Developing A Child's Critical Thinking Skills
	Effective Classroom Discipline
	Feeding Students with Severe and Multiple Disabilities
	Fostering a Positive Classroom Environment
	General Understanding of English Language Learners

Kelly Educational Staffing®

Sample Customer Specific Web Site



Kelly Educational Staffing is excited to partner with Orange County Public Schools to supply and manage a qualified substitute teacher workforce. This site provides you with information regarding our company, our substitute teacher staffing solution, and the partnership between OCPs and Kelly Educational Staffing.

Since 1997, Kelly Services has been providing qualified, trained, and background-screened substitute teachers to K-12 schools in the United States, the District of Columbia, and the United Kingdom through its Kelly Educational Staffing service line. We have filled more than 2 million classrooms in 45 states with 15,000 substitutes in more than 2,900 schools.

Interested in becoming a substitute teacher working at Orange County Public Schools?

[Click here](#) for additional information and to self-register for an interview with a Kelly Educational Staffing representative at one of our many job fairs or in our office. We look forward to hearing from you!

FBI Fingerprinting for New Substitute Teachers - An FBI fingerprint check is required for all substitute teacher applicants at a cost of \$61.00. You may choose to pre-register and pay for the FBI fingerprint process prior to attending a job fair/interview appointment by [clicking here](#). You can pay online prior to your appointment by credit card OR by selecting the money order payment option. (It will save you time at your appointment if you pre-register.)

- If you select the money order payment option, please bring a money order in the amount of \$61.00 with you to your appointment

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Return on Investment

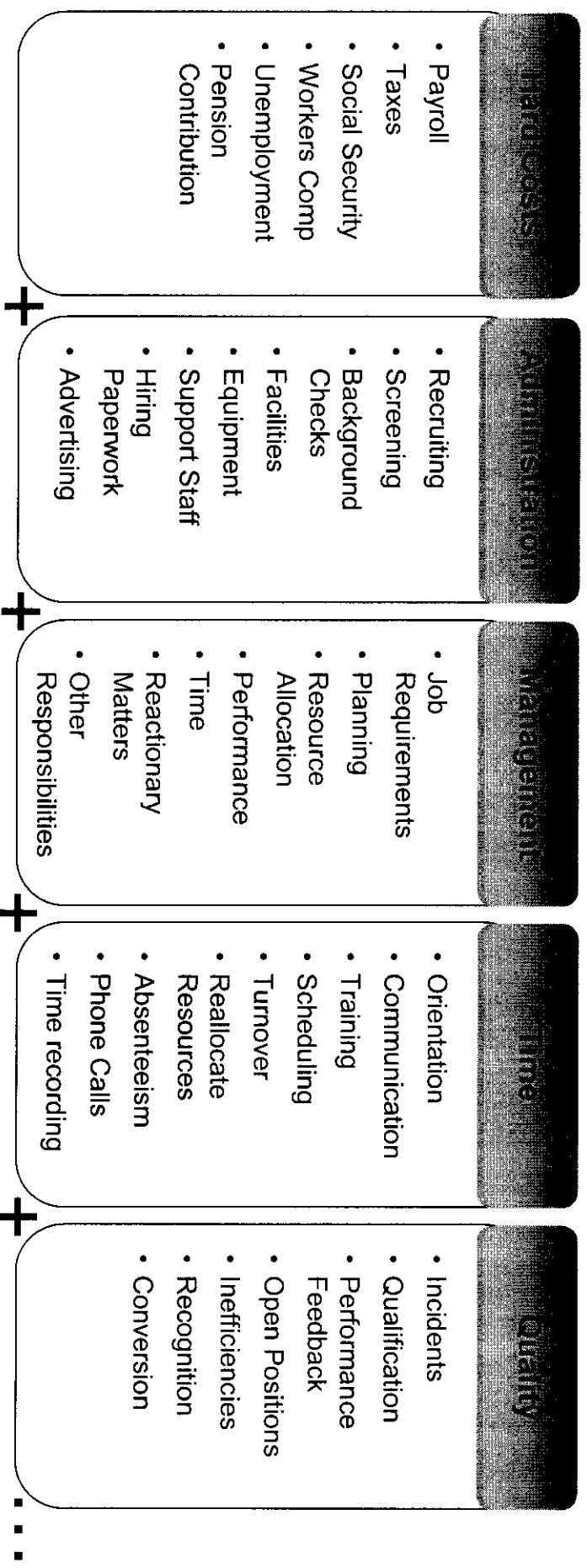
- Positively impacts student achievement with qualified substitute teachers
- Removes the administrative burden of managing a substitute teacher workforce so you can reallocate scarce resources
- Provides automated, web-based scheduling solution
- Proactively manages teacher absenteeism through administrator web site
- Promotes accountability through partnership reviews each semester
- Ability to monitor and track grant and special funding expenditures.



Kelly Educational Staffing®



Beyond Payroll: Comprehensive Program Cost Analysis



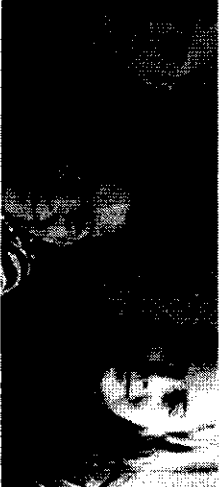
+ What value do you put on continuity in the classroom?
 = Impact on achievement?

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Why Kelly Educational Staffing?

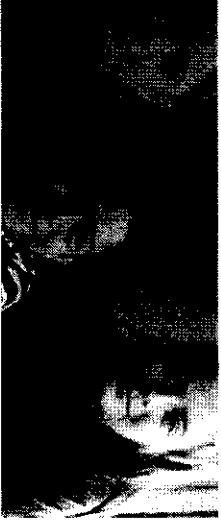
Kelly Educational Staffing®



- **Largest** employer of substitute teachers nationwide
- **Local** account management with dedicated corporate resources
- Fortune **500** company
- Only staffing company with proven success **servicing large school districts**
- Success **increasing fill rates** in every school district which has partnered with Kelly
- Broad substitute teacher benefit and retention programs including **professional development**
- Targeted recruiting programs to attract a **qualified and diverse** pool of substitute teachers

Fill classrooms with quality substitute teachers which positively impacts student achievement

Kelly Educational Staffing®



Questions & Answers

