



A Kelly® Company

**Duluth School District:
Year to Date 9/6/22-3/30/23**

Teacher YTD Absence Data				
	Requested	Filled	Unfilled	Fill Rate
2022	4354	2257	2097	52%
2023	4169	3254	915	78%

Para YTD Absence Data				
	Requested	Filled	Unfilled	Fill Rate
2022	3161	543	2618	17%
2023	1999	697	1302	35%

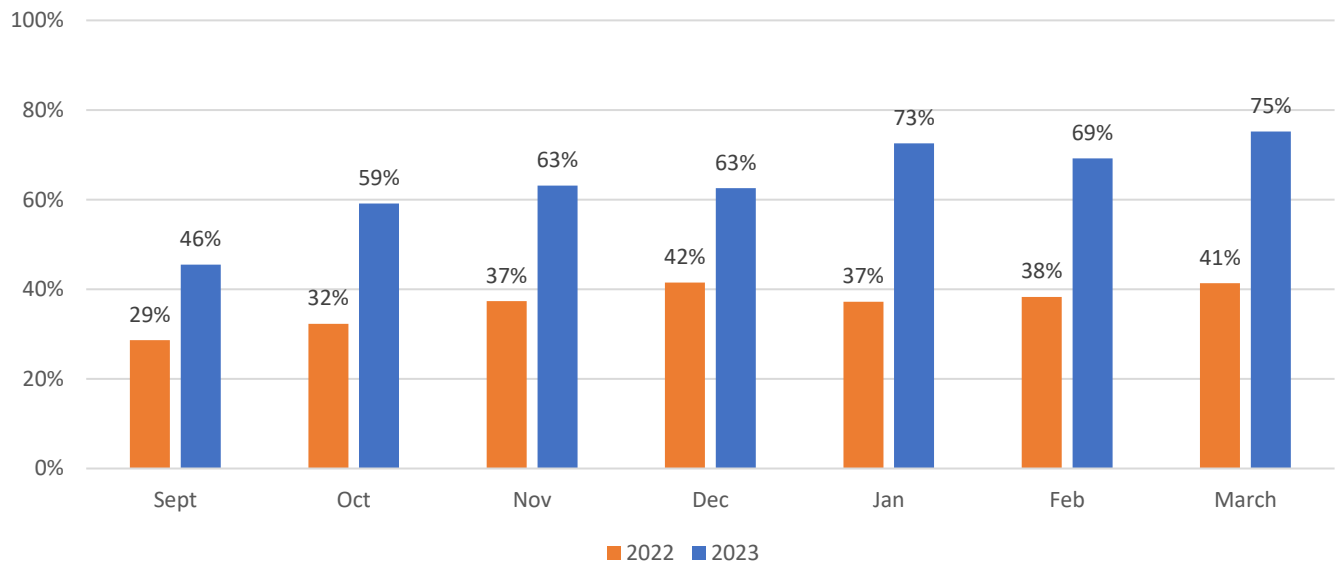
YTD (3/30/2023) Overall Sub Requests	YTD fill rate	Current Substitute Pool Size	Subs with Para skill	Subs with Teacher skill	Substitutes Added Since 9/6/23	Absenteeism Rate
6168	64%	159	90	117	103*	3.9%

*not including transitioning substitutes, or those who have deactivated since 9/6

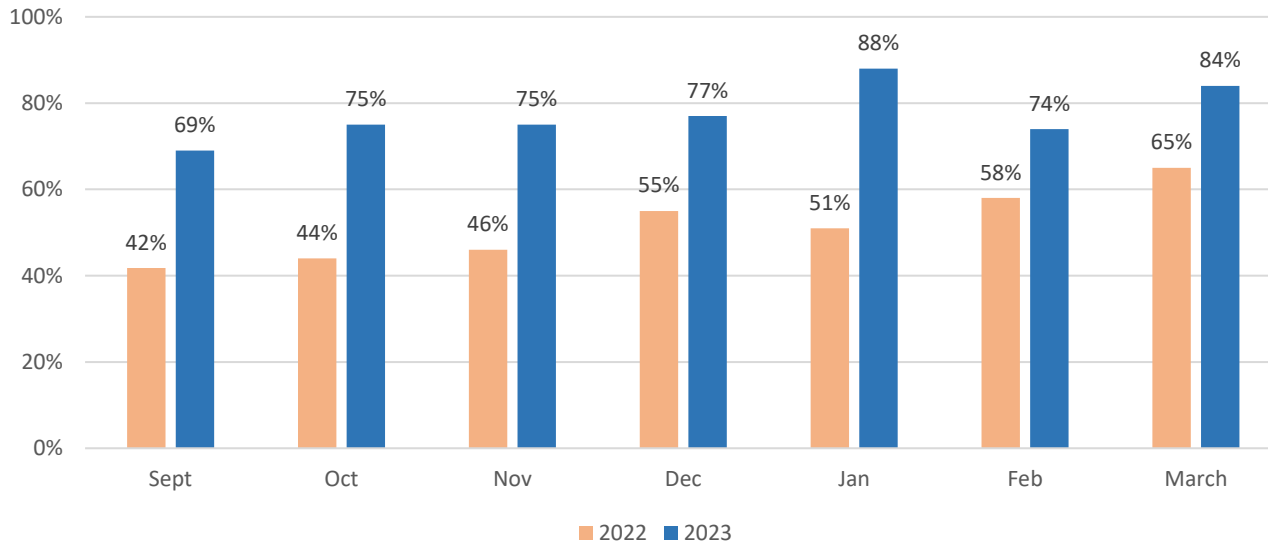
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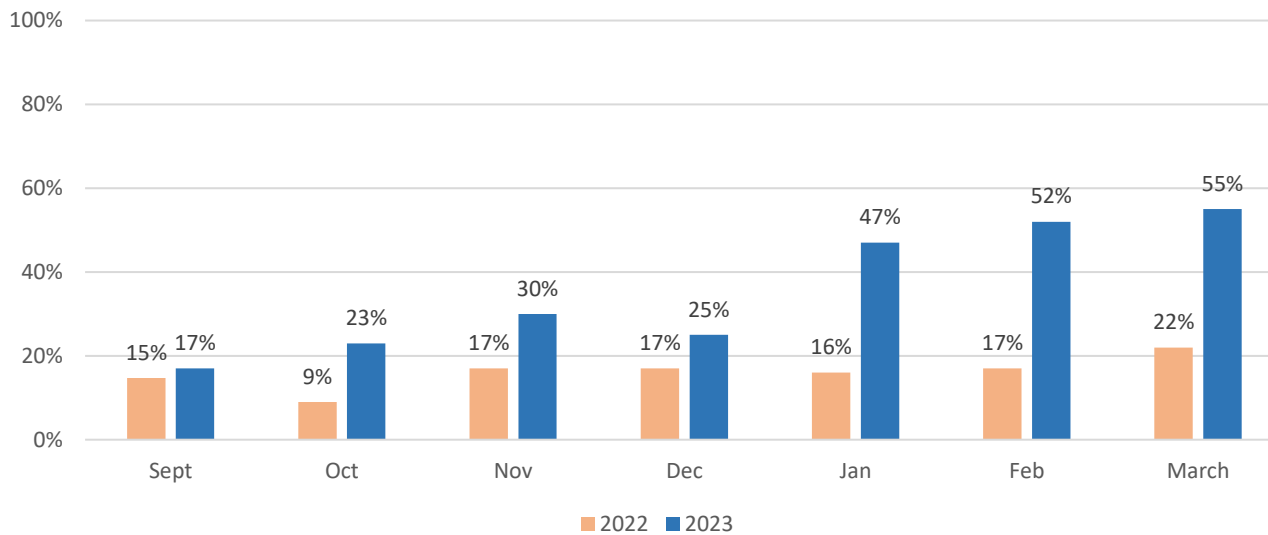
Month by month fill rate comparison (Teacher & Para)



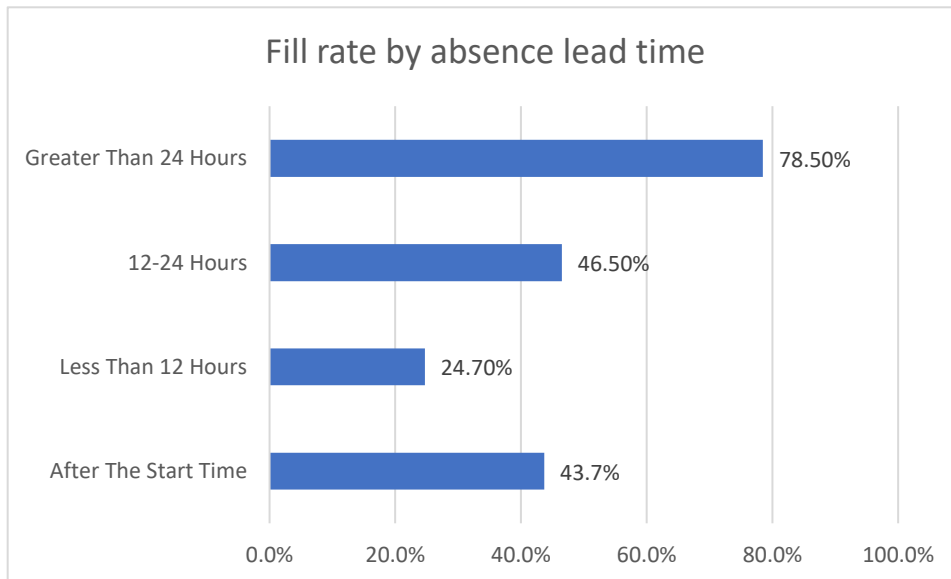
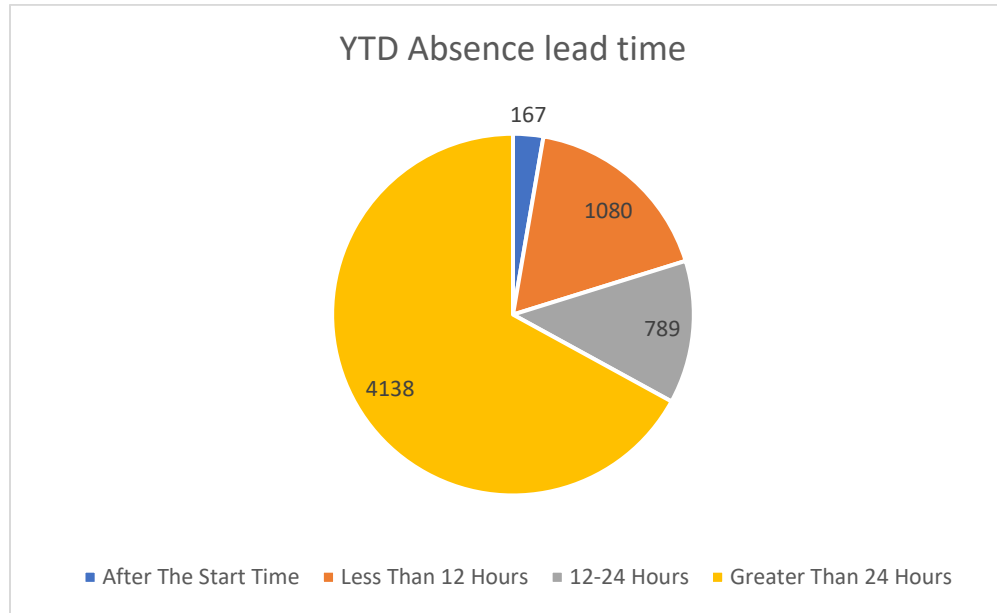
Teacher month to month fill rate comparison



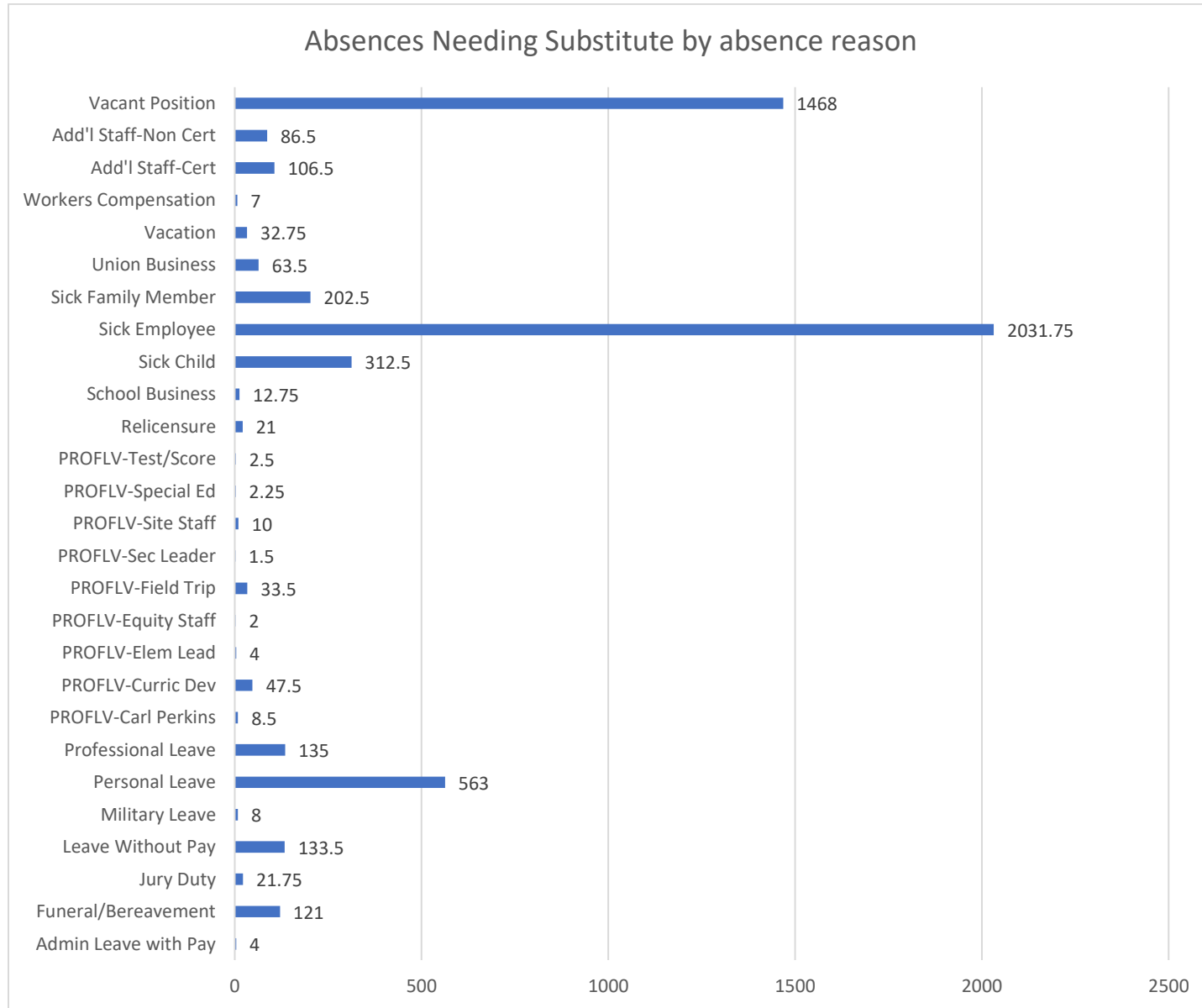
Para month to month fill rate comparison



Absence lead and fill time:



Absence reasons:



Recruitment efforts:

- ✓ Radio advertisements
- ✓ Billboard within sky walkways
- ✓ Substitute referral fee
- ✓ Flyers in coffee shops/supermarkets/libraries/entertainment venues/laundromats
- ✓ Tabling events at St Scholastica, Lake Superior College & UMD

Planned upcoming recruitment efforts:

Continued flyering efforts

Continued advertising online, including on Indeed.com, Handshake.com and social media.

Job fares

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