

Resolution 1718R-007

By Director Bonds

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, “Wherever students are learning is the most important place in the district” and “Educators and school staffs have high expectations for all students and provide the foundation for their academic success” as core beliefs; and

WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and

WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, “The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions”; and

WHEREAS, The Milwaukee Public Schools, like many other urban school districts, has experienced increased difficulty in attracting and retaining highly-qualified personnel for certain hard-to-fill positions, (e.g., bilingual teachers, Montessori-trained staff, tech ed staff, certified math and science teachers); and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting with an outside agency to augment existing efforts to recruit hard-to-fill positions; and

WHEREAS, The district’s current contract to assist in recruiting for hard-to-fill positions is set to expire on December 31, 2017; and

WHEREAS, It is necessary for the district to find a long-term, sustainable solution to the difficulty in recruiting and retaining qualified substitute teachers, now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of substitute teachers; and be it

FURTHER RESOLVED, that the analysis include:

- trends in MPS teacher absenteeism, disaggregated by demographics, school, subject area, years of services, etc.;
- analysis of the recruitment and hiring processes for MPS substitute teachers;
- analysis of the dispatching process for substitute teachers in MPS schools;
- analysis of the current MPS substitute teacher pool, disaggregated by demographics, years of service, numbers of hours worked, etc.;
- analysis of assignment fill rates, disaggregated by school, subject area, etc.;
- comparison of current fill rates to fill rates prior to February 1, 2016; and
- analysis of best practices in substitute teacher recruitment, retention, and dispatching in comparable school districts ; and be it

FURTHER RESOLVED, that a report detailing the findings of the analysis be provided to the no later than the November 2017 Board cycle.

September 28, 2017