



# BACK TO SCHOOL REPORT

Dr. Kelvin R. Adams, Superintendent

September 10, 2019



# OPENING OF SCHOOL REPORT



- ❑ **Back to School Fair**
- ❑ **HR: Staffing**
- ❑ **Food Service**
- ❑ **Transportation: Buses and Call Center**
- ❑ **General Call Center**
- ❑ **Academics: First Week Ambassadors Report (Snapshot)**
- ❑ **Enrollment**



# BACK TO SCHOOL FAIR

	2014	2016*	2017	2018	2019
Attendees <i>(incl. volunteers)</i>	<b>7,311</b>	<b>4,779</b>	<b>11,300</b>	<b>16,000</b>	<b>13,000</b>
Vendors	<b>154</b>	<b>77</b>	<b>69</b>	<b>90</b> <b>(36 SLPS)</b>	<b>90**</b> <b>(40 SLPS)</b>

\*No Fair in 2015. Aligned with the Urban League of Greater St. Louis in 2016.  
Preliminary count is 12,000+ for Saturday

\*\*90 Back-to-School resources/services booths. 40 of the 90 were SLPS.





# STAFFING UPDATE

<b>HIRES (Total Year)</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>July 1, 2019 – September 9, 2019</b>
<b>Number of Teachers Hired</b>	<b>291</b>	<b>377</b>	<b>328</b>	<b>265</b>	<b>200*</b>
<b>Number of TFA Teachers Hired</b>	<b>36</b>	<b>17</b>	<b>21</b>	<b>14</b>	<b>22</b>
<b>Total Hires</b>	<b>327</b>	<b>394</b>	<b>349</b>	<b>279</b>	<b>222*</b>

*\*Employment offers are still being made for the 2019-2020 school year*

<b>SEPARATIONS</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>July 1, 2019 – September 9, 2019</b>
<b>Number of Teachers Resigned</b>	<b>334</b>	<b>247</b>	<b>309</b>	<b>228</b>	<b>51</b>
<b>Number of Teachers Retired</b>	<b>51</b>	<b>52</b>	<b>76</b>	<b>47</b>	<b>7</b>
<b>Number of Teachers Terminated</b>	<b>35</b>	<b>23</b>	<b>34</b>	<b>18</b>	<b>0</b>
<b>Number of Other Teacher Separations (Death of Employee, Reduction in Force, etc.)</b>	<b>4</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>1</b>
<b>Total Separations</b>	<b>424</b>	<b>323</b>	<b>426</b>	<b>294</b>	<b>59</b>

# SCHOOL-BASED VACANCIES



<b>VACANCIES</b>	<b>August 29, 2016</b>	<b>August 29, 2017</b>	<b>August 13, 2018</b>	<b>September 9, 2019</b>
<b>Teaching Staff</b>	<b>176.9</b>	<b>79</b>	<b>75</b>	<b>51</b>
<b>Non-Teaching Staff</b>	<b>149</b>	<b>40</b>	<b>46</b>	<b>42</b>
<b>Principal/Assistant Principal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total Vacancies</b>	<b>325.9</b>	<b>119</b>	<b>121</b>	<b>94</b>

# HARD TO FILL AREAS



VACANCIES	August 29, 2016	August 29, 2017	August 13, 2018	September 9, 2019
Foreign Language	4	1	1	0
Secondary Math	12	5	3	3
Secondary Science	19	6	6	8
English Speakers of Other Languages (ESOL)	4	1	7	2
Special Education	21	14	18	4
CTE	2	4	4	1
Music (Vocal & Instrumental) (K-12)	10	8	6	8
Regular Classroom (Elementary)	50	21	7	8
Kindergarten	11	1	1	1
Pre-School	7	0	3	0
Military Science	1	1	0	1
Art (K-12)	3.9	4	1	3
Physical Education (K-12)	10	6	6	3

# EMPLOYEE RELATIONS



<b>CASE LOAD OVERVIEW</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>July 1, 2019 – September 9, 2019</b>
<b>American with Disabilities Act (ADA)</b>	<b>164</b>	<b>158</b>	<b>33</b>
<b>Background / Certification</b>	<b>17</b>	<b>10</b>	<b>2</b>
<b>Complaints</b>	<b>28</b>	<b>20</b>	<b>3</b>
<b>Department of Family Services (DFS)</b>	<b>123</b>	<b>98</b>	<b>5</b>
<b>Fit for Duty</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Job Abandonment</b>	<b>92</b>	<b>43</b>	<b>25</b>
<b>Liquidated Damages</b>	<b>62</b>	<b>35</b>	<b>35</b>
<b>Performance</b>	<b>4</b>	<b>3</b>	<b>0</b>
<b>Policy Violations</b>	<b>282</b>	<b>214</b>	<b>19</b>
<b>Totals</b>	<b>757</b>	<b>580</b>	<b>122</b>



# LEAVE OF ABSENCE

(FMLA, Non-FMLA, Military, Sabbatical, Education)

	2019-2020 (As of September 9, 2019)
Employees on Approved <b>Family Medical Leave (for Self)</b>	19
Employees on Approved <b>Family Medical Leave (for Family)</b>	0
Number of Approved <b>Intermittent FMLA</b> Leave Requests	113
Employees on Approved <b>Non-FMLA</b> Leave	0
Employees on Approved <b>Military</b> Leave	0
Employees on Approved <b>Sabbatical</b> Leave	0
Employees on Approved <b>Education</b> Leave (5+ Days)	0
Number of <b>Completed</b> Leave Requests	36
Number of <b>Denied</b> Leave Requests	15
Number of <b>Pending</b> Leave Requests	12



# LABOR MANAGEMENT



<b>GRIEVANCES</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020 YTD</b>
<b>Grievances filed during the academic school year</b>	<b>64</b>	<b>52</b>	<b>27</b>	<b>1</b>
<b>Mutual resolutions reached</b>	<b>64</b>	<b>50</b>	<b>27</b>	<b>1</b>
<b>Impasse</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Local 420 issues presented at Labor Management</b>	<b>247</b>	<b>198</b>	<b>159</b>	<b>22</b>
<b>Issues resolved through mutual agreement</b>	<b>242</b>	<b>192</b>	<b>156</b>	<b>22</b>

# FOOD SERVICE: MEAL RATES



	2017-2018	2018-2019	2019-2020
<b>Breakfast</b>	<b>46%</b>	<b>47%</b>	<b>50%</b>
<b>Lunch</b>	<b>76%</b>	<b>78%</b>	<b>74%</b>
<b>Total Meals:</b>	<b>105,036</b>	<b>99,125</b>	<b>96,058</b>

- Participation rates are down 2% vs. Last year
- Total Meals are down vs. Last year by 3%
- Accomplishments:
  - Breakfast In Classroom (BIC) Grant:
    - Started first day of school (46 Elementary Schools)
  - Fresh Fruit and Vegetable Program (FFVP):
    - \$600,530.00 (43 Elementary Schools)
  - Child and Adult Care Feeding Program (CACFP)
    - Afterschool Supper Program
    - 48 schools (28 Elementary and 8 Middle and 12 High)

# TRANSPORTATION: BUSES



BUS TYPE	2016-2017	2017-2018	2018-2019	2019-2020
Regular	199	197	199	200
SPED	78	79	77	77
Total Buses	277	276	276	277
Eligible Students	19,630	16,451	16,418	17,409

# TRANSPORTATION: CALL CENTER



Type	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
All calls	3,431	2,639	1,256	703	640
Stop Information	40%	37%	26%	21%	23%
Address Change	4%	3%	2%	9%	12%
Bus Status	52%	56%	68%	57%	51%
Complaints	3%	3%	4%	5%	5%
Other	1%	1%	-	8%	9%

# TRANSPORTATION: ON-TIME PERFORMANCE



DAYS	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
1 <sup>st</sup> day	69%	71%	83%	75%	72%
2 <sup>nd</sup> day	87%	85%	85%	87%	89%
3 <sup>rd</sup> day	91%	90%	90%	88%	90%
4 <sup>th</sup> day	94%	91%	95%	91%	91%

# GENERAL CALL CENTER



	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<b>Number of days in operation</b>	<b>11</b>	<b>9</b>	<b>9</b>	<b>10</b>	<b>10</b>
<b>Total number of calls</b>	<b>9,271</b>	<b>6,804</b>	<b>3,724</b>	<b>4,077</b>	<b>5,092</b>

# AMBASSADORS AND SURVEY DAYS



<b># OF AMBASSADORS</b>		
<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>75</b>	<b>72</b>	<b>72</b>

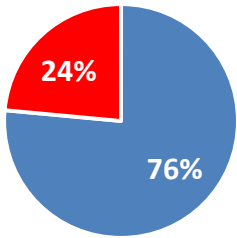
<b># OF SURVEY DAYS</b>		
<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>4</b>	<b>3</b>	<b>2</b>

# ALL CLASSROOMS HAVE ENOUGH TEXTBOOKS TO ACCOMMODATE STUDENTS



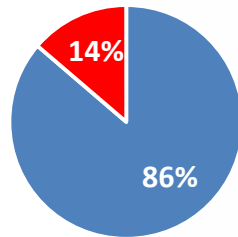
Day 1 Responses  
08/14/2018

■ Yes ■ No



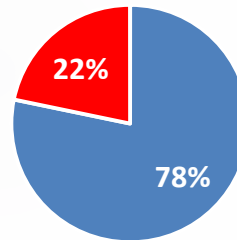
Day 1 Responses  
08/13/2019

■ Yes ■ No



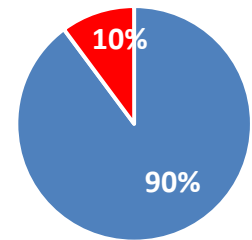
Day 2 Responses  
08/15/2018

■ Yes ■ No



Day 2 Responses  
08/14/2019

■ Yes ■ No



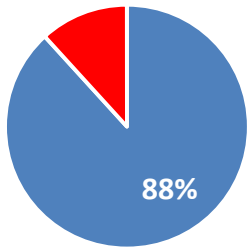
Dark blue represents "Yes"  
Red represents "No"



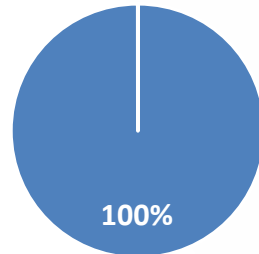
# TEACHERS HAVE ALL CURRICULAR MATERIALS AND LESSON PLANS READY FOR EXECUTION



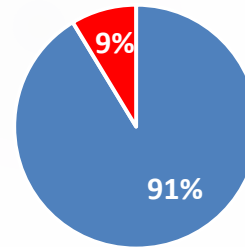
Day 1 responses  
08/14/2018



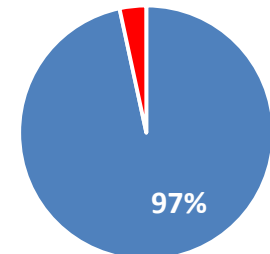
Day 1 responses  
08/13/2019



Day 2 responses  
08/15/2018



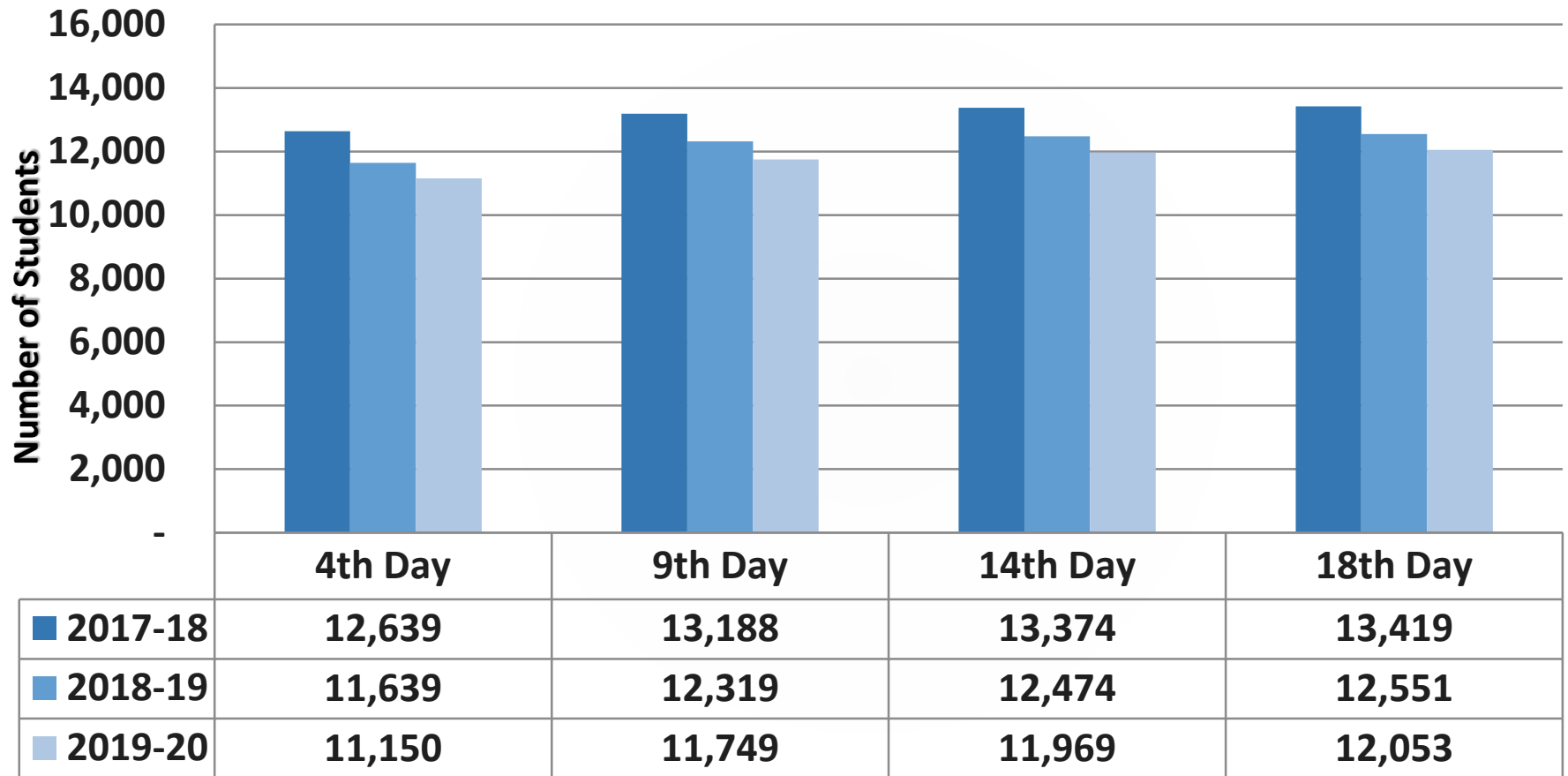
Day 2 responses  
08/14/2019



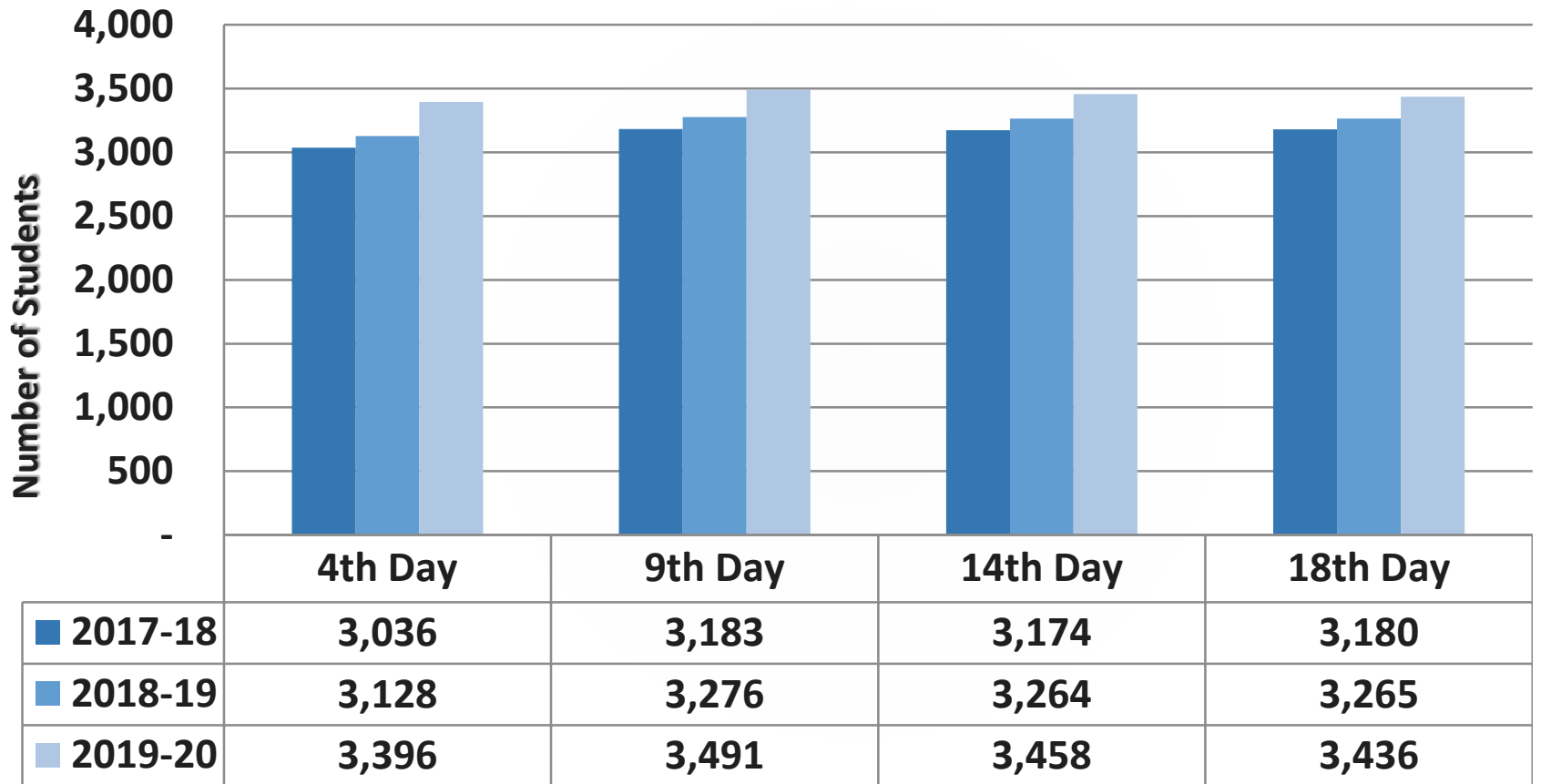
Dark blue represents "Yes"  
Red represents "No"

# ELEMENTARY ENROLLMENT:

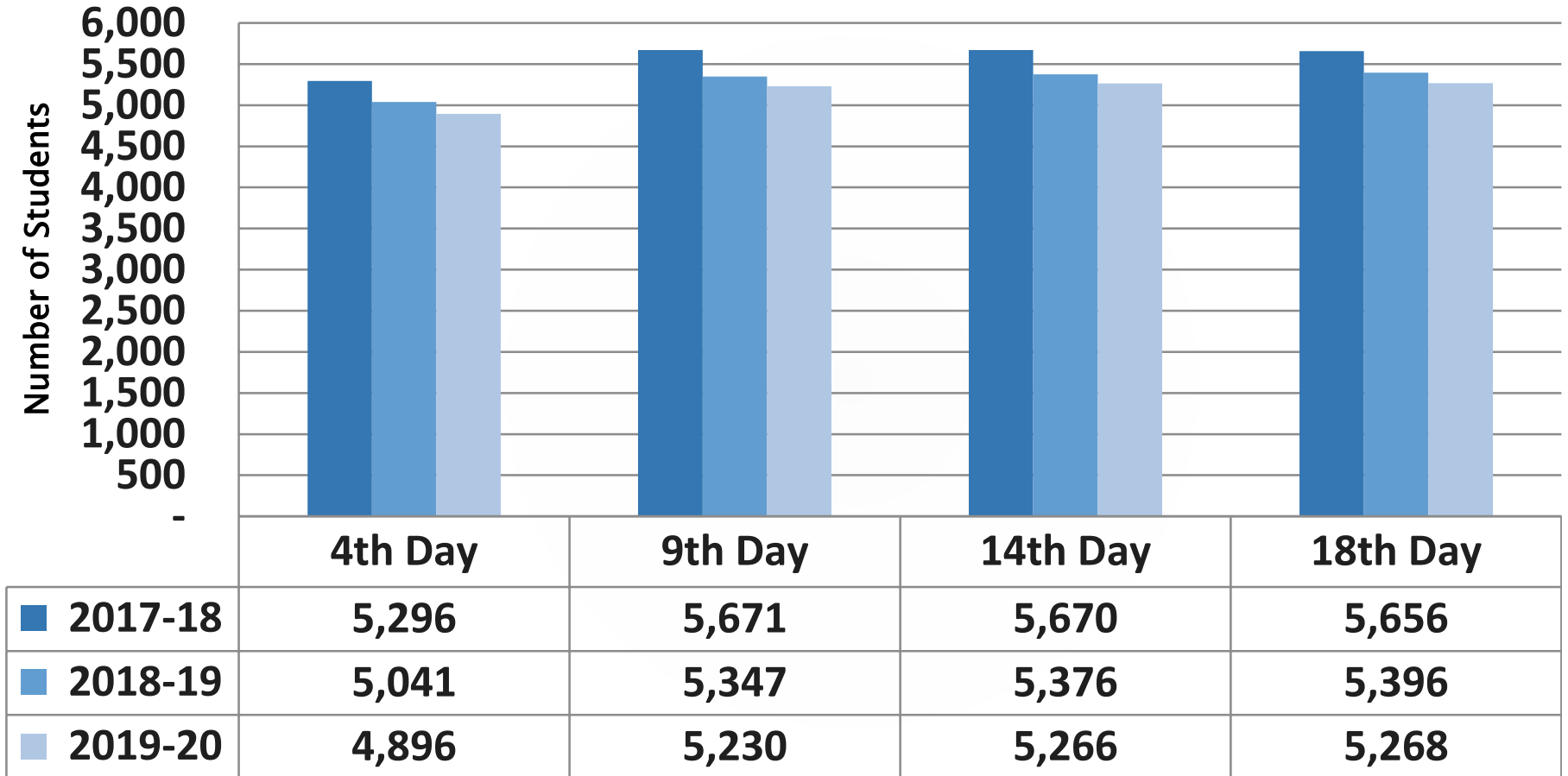
## FALL 2018, 2019, 2020



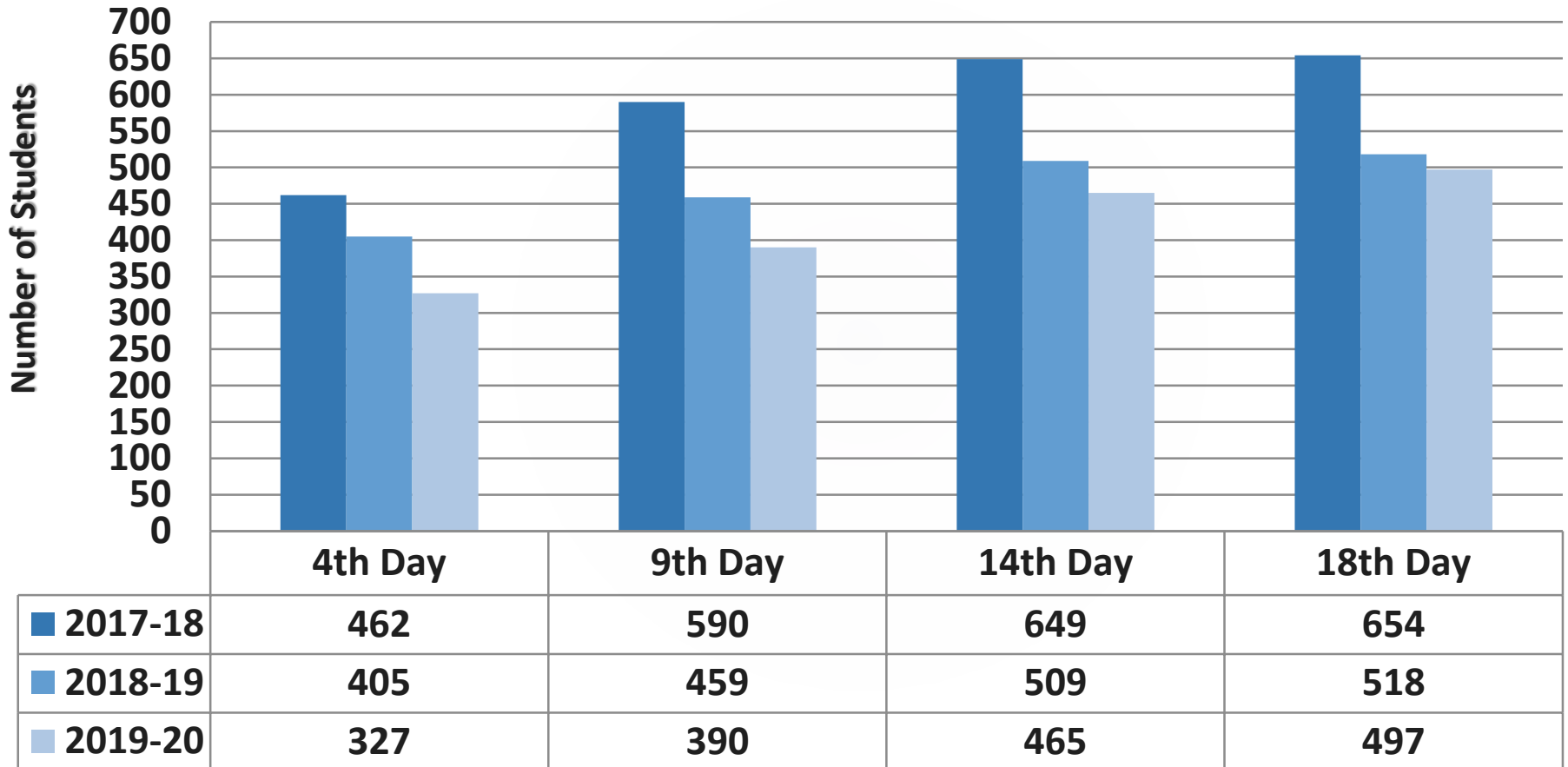
# MIDDLE ENROLLMENT: FALL 2018, 2019, 2020



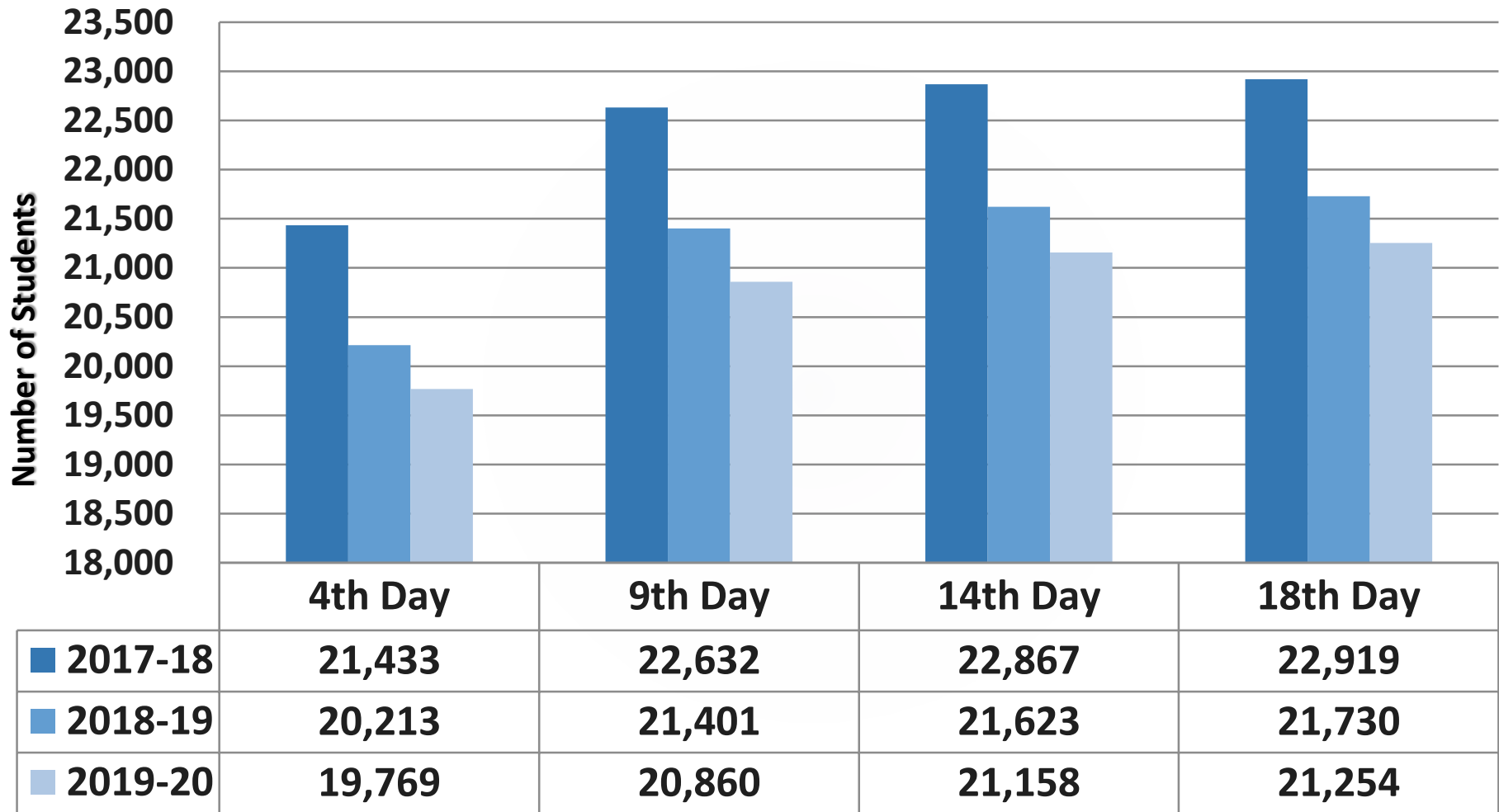
# HIGH ENROLLMENT: FALL 2018, 2019, 2020



# ALTERNATIVE ENROLLMENT: FALL 2018, 2019, 2020



# DISTRICT ENROLLMENT: FALL 2018, 2019, 2020





# QUESTIONS