



# BACK TO SCHOOL REPORT

Dr. Kelvin R. Adams, Superintendent

August 13, 2019



# OPENING OF SCHOOL REPORT



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



# 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>12,000+</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 – August 8, 2019</b>
<b>Number of Teachers Hired</b>	<b>291</b>	<b>377</b>	<b>328</b>	<b>265</b>	<b>160*</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>182*</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 – August 8, 2019</b>
<b>Number of Teachers Resigned</b>	<b>334</b>	<b>247</b>	<b>309</b>	<b>228</b>	<b>37</b>
<b>Number of Teachers Retired</b>	<b>51</b>	<b>52</b>	<b>76</b>	<b>47</b>	<b>4</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>42</b>

# SCHOOL-BASED VACANCIES



<b>VACANCIES</b>	<b>August 29, 2016</b>	<b>August 29, 2017</b>	<b>August 13, 2018</b>	<b>August 8, 2019</b>
<b>Teaching Staff</b>	<b>176.9</b>	<b>79</b>	<b>75</b>	<b>96</b>
<b>Non-Teaching Staff</b>	<b>149</b>	<b>40</b>	<b>46</b>	<b>73</b>
<b>Principal/Assistant Principal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total Vacancies</b>	<b>349</b>	<b>119</b>	<b>121</b>	<b>170</b>



# HARD TO FILL AREAS



VACANCIES	August 29, 2016	August 29, 2017	August 13, 2018	August 8, 2019
Foreign Language	4	1	1	0
Secondary Math	12	5	3	4
Secondary Science	19	6	6	15
English Speakers of Other Languages (ESOL)	4	1	7	3
Special Education	21	14	18	12
CTE	2	4	4	3
Music (Vocal & Instrumental) (K-12)	10	8	6	7
Regular Classroom (Elementary)	50	21	7	24
Kindergarten	11	1	1	7
Pre-School	7	0	3	2
Military Science	1	1	0	2
Art (K-12)	3.9	4	1	0
Physical Education (K-12)	10	6	6	5

# EMPLOYEE RELATIONS



<b>CASE LOAD OVERVIEW</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>July 1, 2019 – August 8, 2019</b>
<b>American with Disabilities Act (ADA)</b>	<b>164</b>	<b>158</b>	<b>20</b>
<b>Background / Certification</b>	<b>17</b>	<b>10</b>	<b>0</b>
<b>Complaints</b>	<b>28</b>	<b>20</b>	<b>0</b>
<b>Department of Family Services (DFS)</b>	<b>123</b>	<b>98</b>	<b>0</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>9</b>
<b>Liquidated Damages</b>	<b>62</b>	<b>35</b>	<b>28</b>
<b>Performance</b>	<b>4</b>	<b>3</b>	<b>0</b>
<b>Policy Violations</b>	<b>282</b>	<b>214</b>	<b>11</b>
<b>Totals</b>	<b>757</b>	<b>580</b>	<b>68</b>

# LEAVE OF ABSENCE

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



	2019-2020 (As of August 8 <sup>th</sup> )
Employees on Approved <b>Family Medical Leave (for Self)</b>	17
Employees on Approved <b>Family Medical Leave (for Family)</b>	0
Number of Approved <b>Intermittent FMLA</b> Leave Requests	105
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	33
Number of <b>Denied</b> Leave Requests	9
Number of <b>Pending</b> Leave Requests*	11



# 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>0</b>
<b>Mutual resolutions reached</b>	<b>64</b>	<b>50</b>	<b>27</b>	<b>0</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>12</b>
<b>Issues resolved through mutual agreement</b>	<b>242</b>	<b>192</b>	<b>156</b>	<b>8</b>
<b>Total Grievances/Issues</b>	<b>311</b>	<b>250</b>	<b>186</b>	<b>12</b>

# 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

# 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>2.5</b>
<b>Total number of calls</b>	<b>9,271</b>	<b>6,804</b>	<b>3,724</b>	<b>4,077</b>	<b>1,761*</b>

\*Calls Friday (8/9) through Tuesday, noon (8/13)

\*Call Center will operate through August 22

# 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>1*</b>

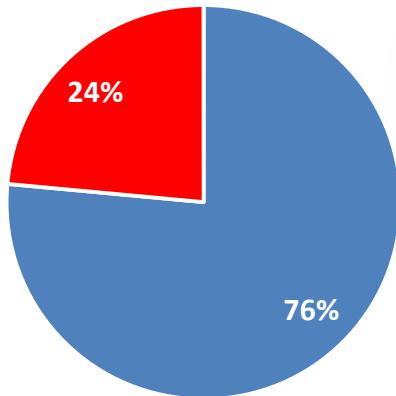
\* tentative

# ALL CLASSROOMS HAVE ENOUGH TEXTBOOKS TO ACCOMMODATE ALL STUDENTS



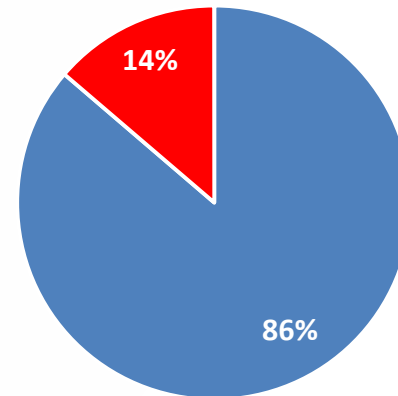
Day 1 Responses  
08/14/2018

■ Yes ■ No



Day 1 Responses  
08/13/2019

■ Yes ■ No

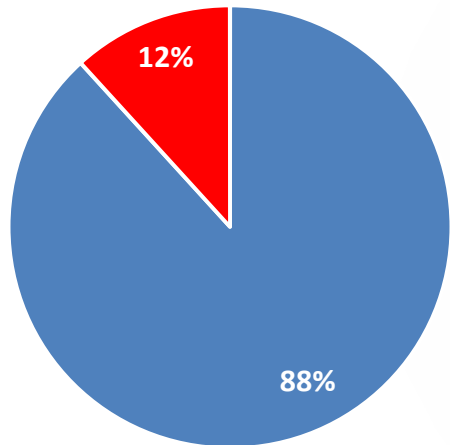


Dark blue represents “Yes”  
Red represents “No”

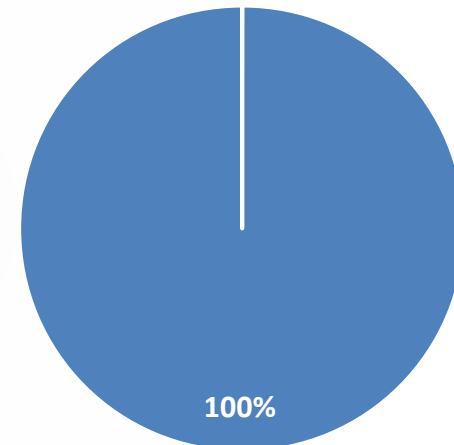
# TEACHERS HAVE ALL CURRICULAR MATERIALS AND LESSON PLANS READY FOR EXECUTION



Day 1 responses  
08/14/2018



Day 1 responses  
08/13/2019



Dark blue represents "Yes"  
Red represents "No"