A Year in Review:
NATIONAL 2016-2017 EMPLOYEE ABSENCE & SUBSTITUTE DATA

1. **Avg. Number of Absences per Employee**
   - Requiring a Sub
     - 2015-2016: 11.73
     - 2016-2017: 11.16
   - Not Requiring a Sub
     - 2015-2016: 26.88
     - 2016-2017: 24.95

   **Insight:** On average, employees that require a substitute were absent less often during the '16 - '17 school year than the year before.

2. **% of Employees Requiring a Sub by Number of Days Absent**
   - 2015-2016 & 2016-2017

   **Insight:** Perfect attendance for employees requiring a sub was 9% from previous year.

3. **% of Absences by Reason (All Employees)**

   - Field Trip 0.7%
   - Bereavement 1.5%
   - Vacation 5.9%
   - School Business 7.5%
   - Prof. Development 8.8%
   - Other 12.6%
   - Personal 16.9%
   - Illness 46.1%

   **2015-2016 School Year**
   - Professionally Related
   - Personal

   **2016-2017 School Year**
   - Professionally Related
   - Personal

   **Insight:** 17% of absences were professionally related, compared to 18% in 2015-16.

4. **Fill Rate for Professionally Related Absences by Absence Reporting Lead Time**

   **Insight:** Although professionally related absences are typically planned weeks in advance, over 30% of these absences were reported within 4 days of the event. This results in lower fill rates and additional lost instructional time.

   **30.5% OF PROFESSIONALLY RELATED ABSENCES WERE REPORTED WITHIN 4 DAYS**

5. **% of Absences and Corresponding Fill Rates by Day of Week**

   **Insight:** Scheduling professionally related absences on low-absence days such as Tuesday and Wednesday may help ensure substitute coverage and increase instructional time.

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These statistics are based on data from over 5,000 K-12 organizations using Frontline’s absence and substitute management tool. This represents data from 3,345,182 employees and 46,285,736 absences. This data is so comprehensive that the Center for Research and Reform in Education at Johns Hopkins University has declared it to be representative of national trends.

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