

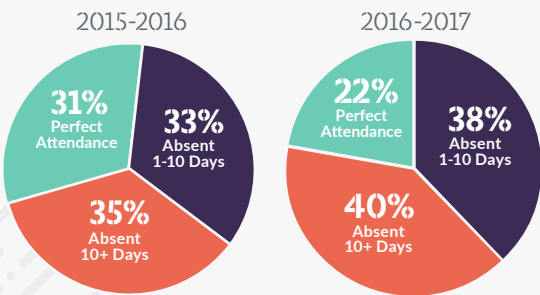
1 Avg. Number of Absences per Employee

● 2015-2016 ● 2016-2017



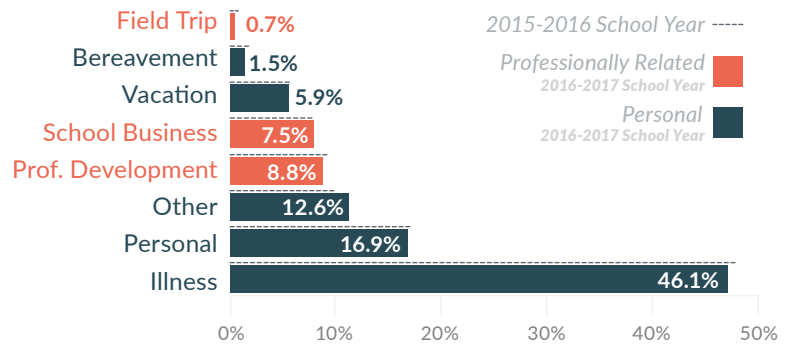
Insight: On average, employees that require a substitute were absent less often during the '16 - '17 school year than the year before.

2 % of Employees Requiring a Sub by Number of Days Absent



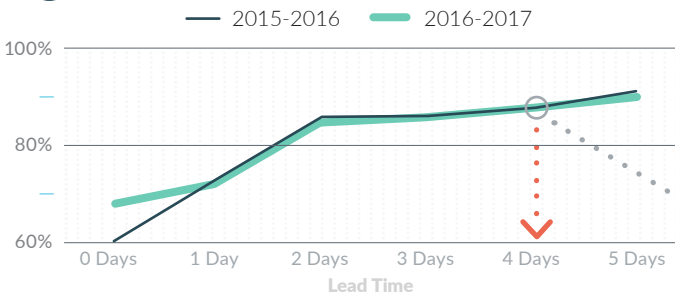
Insight: Perfect attendance for employees requiring a sub ↓ 9% from previous year.

3 % of Absences by Reason (All Employees)



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

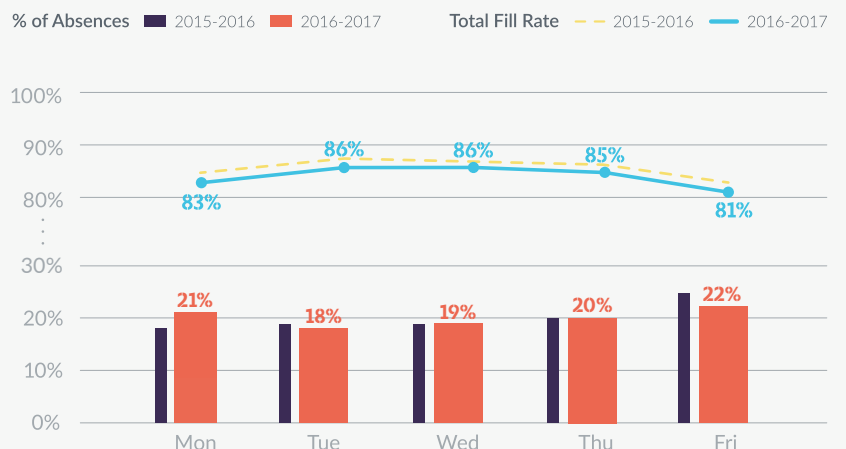


Insight: Although professionally related absences are typically planned weeks in advance, over 30% of these absences were reported within 4 days of the event. This results in lower fill rates and additional lost instructional time.

30.5% OF PROFESSIONALLY RELATED ABSENCES WERE REPORTED WITHIN 4 DAYS

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

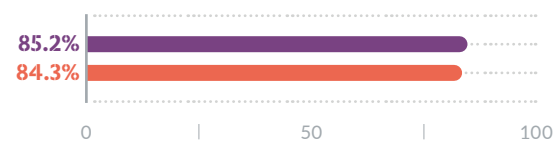
Insight: Scheduling professionally related absences on low-absence days such as Tuesday and Wednesday may help ensure substitute coverage and increase instructional time.



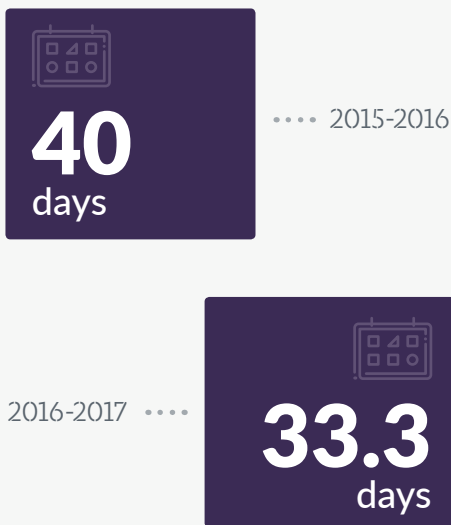
6 Avg. Employee/Sub Ratio



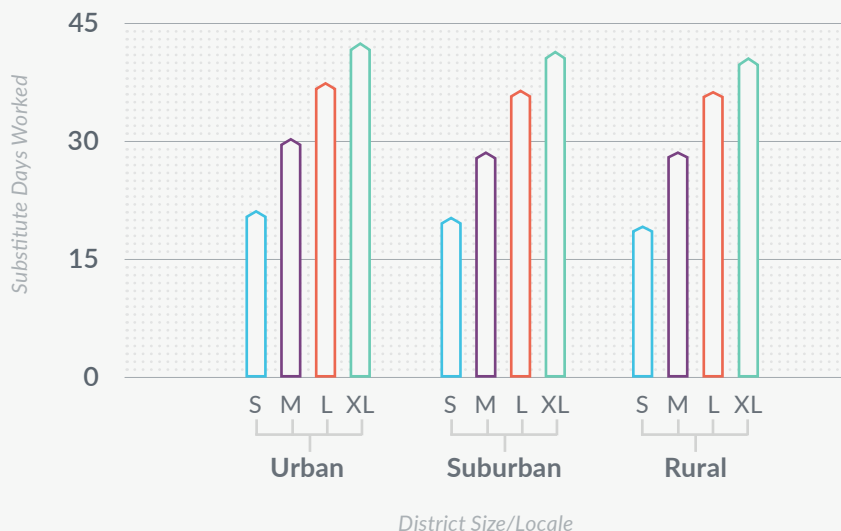
7 Avg. Fill Rate



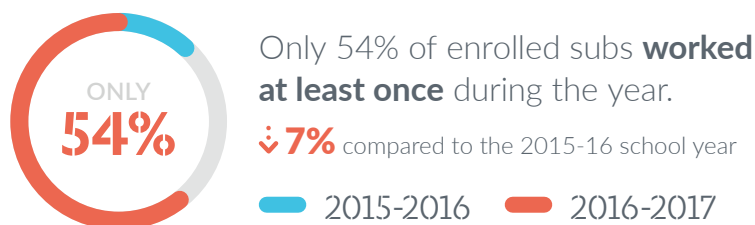
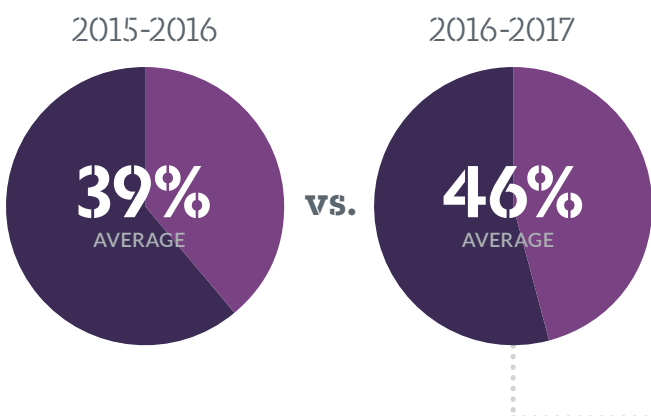
8 Avg. Number of Substitute Days Worked



Avg. Number of Substitute Days Worked by District Demographic (2016-2017)



9 % of Non-working substitutes



% of Non-working Subs by District Demographic

	Small	Medium	Large	XLarge
Urban	61%	45%	41%	44%
Suburban	67%	51%	41%	34%
Rural	63%	48%	40%	33%

Insight: Not maintaining an accurate, active sub pool can give districts a false sense of substitute pool health.

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.