



# 100% Staffed

for the first time in four years

Extended vacancies in critical education positions lead schools to make difficult staffing compromises like increasing class sizes, canceling classes, and over utilization of substitutes. All of which negatively impacts student achievement<sup>[1]</sup>.

These compromises often harm staff as well, as factors like increased class sizes reduce an educator's ability to meet individual student needs while cutting into their vital lesson planning time<sup>[2]</sup>. For one community charter school system in the Midwest, a managed service provider (MSP) partnership with Sunburst Workforce Advisors helped them overcome their time-to-fill related challenges.

## 1. IDENTIFYING THE PROBLEM

# Improving Time to First Submissions and Achieving Full Staffing

Before partnering with Sunburst, this public charter school system of 15 schools serving 4,300 students and employing over 500 staff faced hiring delays.

Operating under a community school model, they focus on building family and community partnerships to provide students with health, social, and enrichment services in addition to academics. Staffing for this model requires finding specialized staff with dual expertise in teaching and social services, while also balancing funding constraints and fierce competition for unique talent.

This made the process overwhelming and inefficient. The school had not been fully staffed for four years, and had these pain points:

- Average time to first candidate submission from requisition opening was **10 days**.
- Time-to-fill across positions averaged **21-23 days**.
- Each opening created administrative burden of managing **4-6 different agency partners**.
- Process of vetting resumes and coordinating with individual schools in the system became too complex.
- Leadership and staff were burnt out from constantly covering unfilled positions.



The school system needed a centralized staffing solution focused on speeding up hiring without compromising quality, especially for their hard-to-fill teacher positions.

63%▼

Time to first submission  
decreased 63%

10 days to 3.68 days

35%▼

Time-to-fill  
decreased 35%

21-23 days to 14.1 days

100%

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## 2. THE SUNBURST SOLUTION

# Solving for Success

Sunburst implemented a rapid-response staffing model designed for speed, quality, and partnership:

### Extended Supplier Support

When needed, Sunburst engaged additional specialized suppliers to make sure hard-to-fill positions were always covered quickly.

### Immediate Network Activation

Sunburst's program specialist quickly distributed requisitions to relevant suppliers to eliminate the manual email process and ensure broad reach without additional administrative effort.

### Dedicated Program Specialist

Sunburst provided the school system with a single point of contact through a dedicated program specialist who worked to fully understand their needs, culture, and hiring requirements.

### Coordinated Administrative Support

Sunburst coordinated administrative tasks to reduce the burden on school leadership.

- Vetting and pre-screening all candidates before submission
- Managing all communication between suppliers and the school system
- Providing customized data on staffing and conducting worker evaluations twice per year
- Maintaining fast communications and easy accessibility for urgent needs

## 3. PROVING THE RESULTS

# Doubling the School System's Contingent Staffing Levels

The school system grew to completely trust Sunburst as a collaborative strategic staffing partner who could successfully find exactly what they needed.

This included utilizing Sunburst's worker evaluations to convert temporary placements to permanent positions after a professional's first year.

#### Start of Partnership in Q3 2024

Week 1: 10 professionals

Week 2: 17 professionals

#### Start of School Year in Q3 2025

Week 1: 30 professionals

Week 2: 33 professionals



They saw a decrease in the average time to first submissions, showing Sunburst's commitment to prompt position placement

School Counselors

5.7 days

Speech-Language Pathologists

3.5 days

School Psychologists

2.6 days

General Education Teachers

4.2 days

Special Education Teachers

6.3 days

Intervention Specialists

4.4 days

# Comprehensive Specialty Coverage

Our ability to offer cost savings and staffing process optimizations is made possible by our diverse network of suppliers. Engaging various qualified staffing vendors allows us to source candidates from trusted suppliers who can provide high quality professionals at affordable rates.

Gain access to a wide range of professionals including:

## ✔ Educational

- General Education Teachers
- Special Education Teachers
- Paraprofessionals

## ✔ Support Services

- School Nurses
- Certified Nursing Assistants (CNAs)
- Counselors

## ✔ Specialized Programs

- Early Childhood Education
- Exceptional Student Education (ESE)
- Department Specialists

## ✔ Therapeutic Services

- Speech-Language Pathologists (SLPs)
- Occupational Therapists (OTs)
- Physical Therapists (PTs)
- School Psychologists

## ✔ Behavioral Support

- Board Certified Behavior Analysts (BCBAs)
- Behavior Technicians (BTs)
- Behavior Consultant Associates (BCAs)
- Intervention Specialists

## About Sunburst Workforce Advisors

School districts across the country are struggling to find qualified staff, and it's affecting classrooms every day. As an MSP, Sunburst Workforce Advisors partners with districts and schools to solve their staffing challenges and connect them with vetted education professionals when they're needed most.

Our rapid growth in the education sector comes from one simple focus: helping K-12 institutions fill their most critical staffing gaps even for the hardest-to-fill positions.



[1] [learningpolicyinstitute.org/product/overview-teacher-shortages-2025-factsheet](https://learningpolicyinstitute.org/product/overview-teacher-shortages-2025-factsheet)

[2] [nea.org/nea-today/all-news-articles/class-sizes-growing-issue-among-educators](https://nea.org/nea-today/all-news-articles/class-sizes-growing-issue-among-educators)

Reach out  
today!

