

K-12 Personnel Management Programs Built on Customer Service



ESS provides full-service management of substitute and permanent personnel for K-12 school districts. ESS recruits, hires, trains, places, and manages qualified personnel for over 40 school positions. Its program fills daily, long-term, supplementary, last-minute, and virtual assignments with the most highly qualified employee for any position.



Email Engage@EqualisGroup.org or visit EqualisGroup.org/Map to connect with your dedicated Equalis Member Engagement Representative.

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There's a reason school districts across the country choose ESS and Equalis Group for their full-service substitute and permanent personnel management solutions. A major distinguishing factor of the ESS program is the level of hands-on management, accountability, and transparency we provide our district partners.

ESS' peerless service combined with Equalis Group's pain-free procurement makes our program the premier choice for districts in need this school year.

Support & Customer Service

- A local management team designed specifically for the needs of each district for hands-on support and day-to-day oversight.
- Expansive national resources allowing for comprehensive daily support of our local management teams, our partner districts, and ESS personnel.
- Exceptional customer service through daily reporting, school visits, classroom observations, monthly meetings, and district evaluations.

Transparency & Accountability

- The industry's most advanced K-12 software solutions allow our partner districts peerless insights into program performance and access to real-time information.
- Customizable reporting on fill rates, year-to-year comparisons, and hiring updates on a daily, weekly, monthly, quarterly, and yearly basis.
- Program performance and trends analyzed to anticipate future performance and make adjustments as necessary.

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