Don’t Raise Pay

We’ll begin in a few minutes at 1PM EDT

Thanks for being with us and please feel free to ask questions during the presentation

Don’t Raise Pay

• We love substitute teachers and we support them.
• Everything we do is to make substitute teachers lives better.

Managing Substitute Teaching

Spring 2019 Survey results

• For districts responding the average pay for substitute teachers was:
  - Rural - $91/day with a range from $60 - $150/day
  - Suburban - $98/day with a range of $75 - $130/day
  - Urban - $118/day with a range of $71 - $185/day

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Managing Substitute Teaching
Spring 2019 Survey results

- 23.5% of the districts responding say that they pay their substitute teachers more this year than last year.

Training

- The most common trait for successful recruiting programs is training.

What is Effective in Recruiting?

- Not Effective:
  - Lowering requirements
  - Raising Pay
- Effective:
  - Programs with Training

Districts that required training had a higher fill rate of up to 15%

Attracting Well-educated Applicants

- People want to work in schools
- Reasons:
  - #1 Working with students
  - #2 Working with Faculty/Staff
  - #3/4 Flexibility
  - #3/4 Pay
What Does Training Mean

- Skill-level of the substitute teacher
  - Classroom Management
  - Teaching Strategies
  - Bring Prepared and Professional
  - Students with Special Needs
  - Appropriate Use of Fill-in Activities

- District Specific Information
  - Practices, Policies, Procedures

Impact of training

- Increase applications from those who would do well in the classroom
- Increases self efficacy
- Improves student achievement
- Reduces stress, turnover, burnout

Training as a recruiting tool

- Teacher requirements
  - Four-year college
  - Application
  - Employment
- Substitute Teacher
  - Application
  - Employment

SubSurvey

Q2
Would you pay for additional training if you could receive a pay increase?

Answered: 1,250 | Skipped: 0

Yes: 96%
No: 4%

Don't Raise Pay Webinar Mar 12, 2020 - March 12, 2020
Ways substitute teachers feel appreciated:

• Feedback
• Welcoming to new substitute teachers
• Tickets to school events
• Someone who knows their name
• And much, much, more . . .

Assignment to your SubTaskForce

Managing Substitute Teaching Spring 2019 Survey results

• Survey results from Spring 2019
• Spring 2020 Survey begins March 15
  • https://www.surveymonkey.com/r/STEDI-SpringSurvey

Managing Substitute Teaching Spring 2019 Survey results

• 90% of the districts responding say they are still hiring substitute teachers as of March 15, 2019
• 27.3% were hiring only certified substitute teachers whereas 63.6% were hiring certified and non-certified substitute teachers.
Managing Substitute Teaching
Spring 2019 Survey results

• 42.4% of the districts responding say that their Subpools are larger than this time last year. 36.4% say the pool is the same whereas 21.2% said it is smaller than last year.

• 51.5% of the districts responding say they will be hiring the same number of substitute teachers as last year whereas 15.2% will hire considerably more, 27.3% somewhat more, and 6.1% somewhat less.

• In 2015 only 29.4% were hiring the same

Teacher Absenteeism

<table>
<thead>
<tr>
<th>Rate</th>
<th>2019</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 5.9%</td>
<td>45.7%</td>
<td>54.5%</td>
</tr>
<tr>
<td>6.0 - 9.9%</td>
<td>22.9%</td>
<td>33.3%</td>
</tr>
<tr>
<td>10%+</td>
<td>31.4%</td>
<td>11.6%</td>
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</tbody>
</table>

Fill Rates

<table>
<thead>
<tr>
<th>Rate</th>
<th>2019</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt;96%</td>
<td>42.7%</td>
<td>72.5%</td>
</tr>
<tr>
<td>90-95.9%</td>
<td>31.4%</td>
<td>17.4%</td>
</tr>
<tr>
<td>&lt;89.9%</td>
<td>25.7%</td>
<td>10.2%</td>
</tr>
</tbody>
</table>
Managing Substitute Teaching
Spring 2019 Survey results

• 56.7% of the districts responding said that “Lack of classroom control” was the last complaint they had received relating to substitute teaching followed by “Didn’t follow the lesson plan” and “Misconduct” each at 20.0%.

• 45.8% in 2015 and 42.5% in 2010

Managing Substitute Teaching
Spring 2019 Survey results

• 23.5% of the districts say this complaint is higher than the year before

Managing Substitute Teaching
Spring 2019 Survey results


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Participate in this Survey

For HR:
• [https://www.surveymonkey.com/r/STEDI-SpringSurvey](https://www.surveymonkey.com/r/STEDI-SpringSurvey)

For your Subs:
• [https://www.surveymonkey.com/r/STEDI-SubSurvey](https://www.surveymonkey.com/r/STEDI-SubSurvey)

Happy SubWeek
TO OUR FAVORITE SUBSTITUTE TEACHERS!

Sign up for the Giveaway.

May 4 - 8, 2020
Don’t Raise Pay

• Just to raise pay.
• Strategies how you can benefit both the district and the substitute teacher with the pay raise.
• Use your SubTaskForce to find ways to provide compensation for your substitute teachers.

Thank you!!!

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