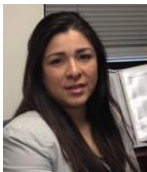


WAYS TO ADDRESS SUBSTITUTE TEACHER SHORTAGE



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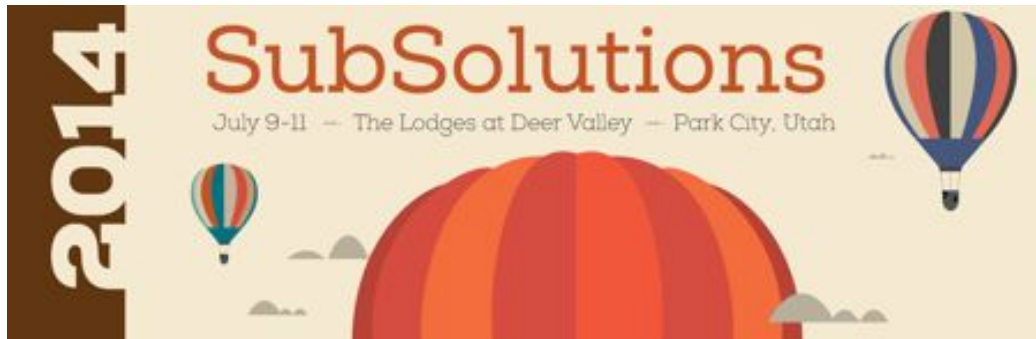
UtahStateUniversity
SUBSTITUTE TEACHING INSTITUTE

WELCOME

- Today's Sessions
 - Research findings
 - Suggestions
 - Austin ISD
 - Recommendations

SUBSOLUTIONS NATIONAL CONFERENCE:

- STEDI.org/SubSolutions



SubShortage Webinar - STEDI.org - January 14, 2014

MANAGING SUBSTITUTE TEACHING MAY 2013 SURVEY

- Not hiring Substitute Teachers as of May 15

2009	2010	2011	2012	2013
13%	42%	62%	60%	63%

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MANAGING SUBSTITUTE TEACHING

MAY 2013 SURVEY

- What is the best ratio of Subs/Permanent Teachers?

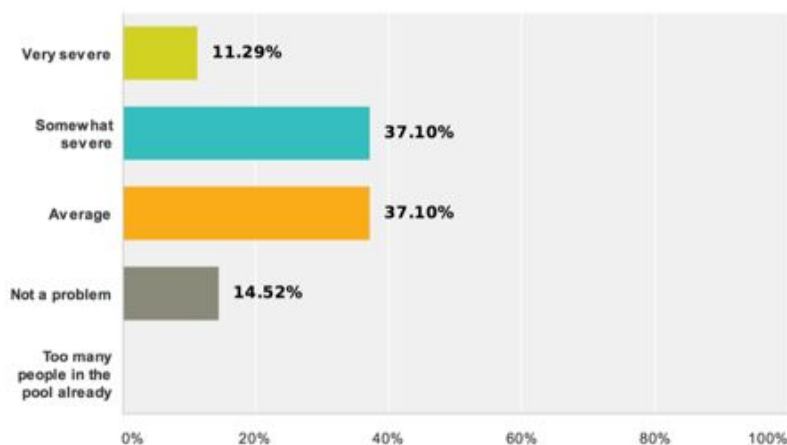
2009	2010	2011	2012	2013
1/~5 (18-22%)	1/~4 (25%)	1/3 (33%)	1/3.5 (29%)	1/4.4 (23%)

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SUBSTITUTE TEACHER SHORTAGE

NOVEMBER 2013 SURVEY

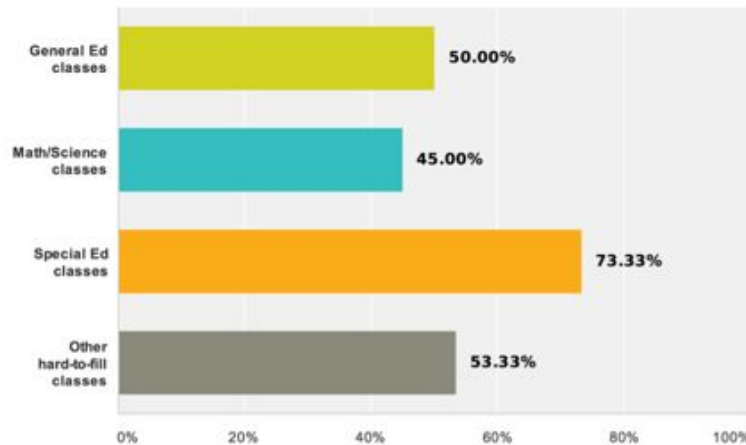
How severe is your current shortage of substitute teachers?



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SUBSTITUTE TEACHER SHORTAGE NOVEMBER 2013 SURVEY

What types of classes are going uncovered? (check all that apply)



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SUBSHORTAGE DISCUSSION WEBINAR

- Problems facing districts :
 - Limiting hours of substitute teachers due to ACA
 - More professional development
 - Don't want to work
 - Cost of fingerprinting
 - Increasing teacher absences
 - Subs canceling the morning of

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SUBSHORTAGE DISCUSSION WEBINAR

- Strategies to increase fill-rates:
 - Your Current Statistics
 - Your Current Subs
 - Your Application Process
 - Your Advertising/Promoting
 - Your Requirements/Pay



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SUBSHORTAGE DISCUSSION WEBINAR

- Your Current Statistics:
 - Understand the statistics from your automated system
 - Fill rates by school, position, best/worst
 - Subs to permanent teacher ratio
 - Share with your administrators

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SUBSHORTAGE DISCUSSION WEBINAR

- Understand your current substitute teachers
 - Remember, these are your paid volunteers
 - Communicating with subs – newsletters, touching base periodically
 - Increase frequency 1 day/week to 2 days/week
 - Offer low/no cost incentives
 - Free tickets to school events
 - Free lunch
 - Discounts to local businesses
 - SubSandwich
 - Survey your substitute teachers



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SUBSHORTAGE DISCUSSION WEBINAR

- Application Process
 - Improving the application process – mailing out/online applications, etc
 - Process subs faster
 - Hired all year and more frequent orientations
 - Offer open houses for substitutes at hard-to-fill schools
 - Contacting student's parents
 - Principal recommendations

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SUBSHORTAGE DISCUSSION WEBINAR

- **Certified Teachers**
 - **Retired teachers**
 - **Offering degreed candidates help to secure a teaching license with first refusal for a vacant position**
 - **Asking regular teaching applicants to sub**

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SUBSHORTAGE DISCUSSION WEBINAR

- **Advertising/Promoting**
 - **Working with local colleges/universities**
 - **Student teachers as substitutes**
 - **Advertising**
 - **Social media**
 - **PSA**

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SUBSHORTAGE DISCUSSION WEBINAR

- **Reducing requirements:**
 - Bachelor's degree instead of all teacher license
- **Increasing Pay**
- **Differentiated pay for hard-to-fill**
- **Outsourcing**
- **TRAINING**
 - **More substitute training**

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AUSTIN ISD

- **Presentation at TASPAA - December, 2013**

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SUBSHORTAGE DISCUSSION WEBINAR

- **STEDI.org's Recommendation**
 - **SubCommittee – to address these issues**
 - **College-level training for non-certified substitute teachers**
 - **Don't be afraid to set high expectation
(the Few, the Proud, the Marines)**

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SUBSHORTAGE DISCUSSION WEBINAR

- **Training Courses:**
 - **SubSkills – Initial Training**
 - **Live-handbook training**
 - **ParaEducator**
 - **Special Education**

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SUBSHORTAGE DISCUSSION WEBINAR

- Strategies to reduce demand:
 - Reduce release time
 - Address professional development
 - Limit number of subs available for professional dev.
 - Coordinating calendar
 - Make a deal with prof. dev. to help train subs

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SUBSHORTAGE DISCUSSION WEBINAR

- Training of Administrators
 - SubFriendly - STEDI.org/SubReady
 - Buildings compete for subs
- SubRecognition
 - Appreciation – birthday cards, sub of the year etc
 - Communicate with the school contact person

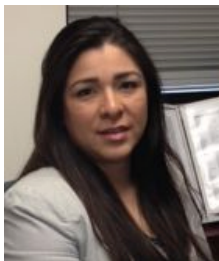
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