

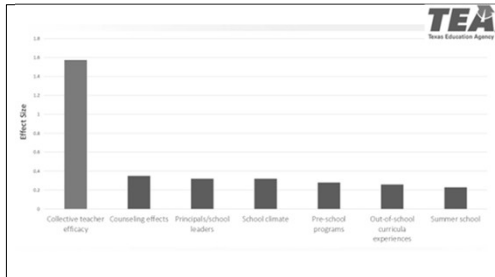
Continuity in the Classroom: Empowering the Modern Substitute Teacher

Presented by:
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For:
AASPA National Conference
October 9, 2025

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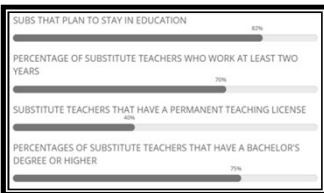
**Teachers
are
THE single
MOST
IMPORTANT
FACTOR
impacting
student
outcomes**



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Substitute teachers love their job:

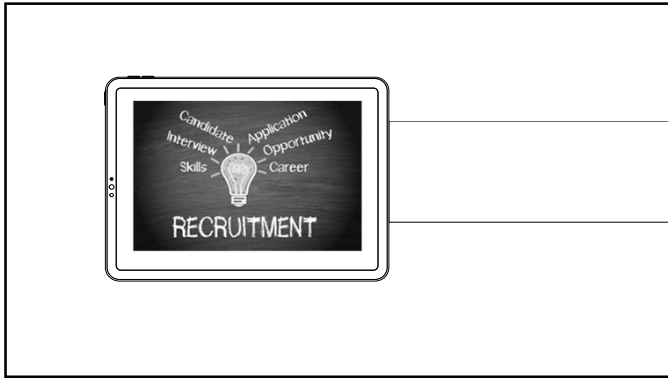
- Flexibility
- Working with students



Substitute Teaching Facts

(Source: Substitute Teaching
Division at Utah State
University)

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Staffing Goals

Staffing Formula

- What is the recommended ratio?
 - # of teachers
 - # of absences

Other considerations

- Preferred fill rate
- Current data
- Popular vs Non-popular campuses

Active Substitute Teachers	
Total	871*
Certified	203
Degreed	338
Non-Degreed	330

Monthly Fill Rate

93%

- Filled
- Open
- No Sub

Powered by ZingChart

Why are they out?

- Jury Duty: 2
- Leave>Other: 61
- Leave>Prof. Dev.: 239
- Personal Local: 111.5
- Personal State: 77.5
- State Sick Days: 52
- Vacancy: 57.5

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Marketing Strategies

Digital – 56%

- Social media
- District website
- Flyers

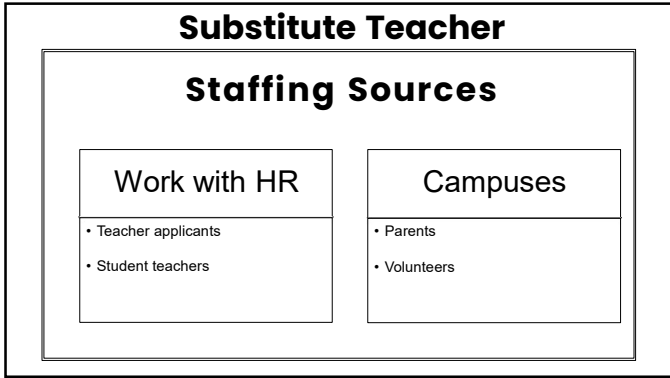
Word of Mouth – 33%

- Referrals from district employees
- Job Fairs
- Information nights

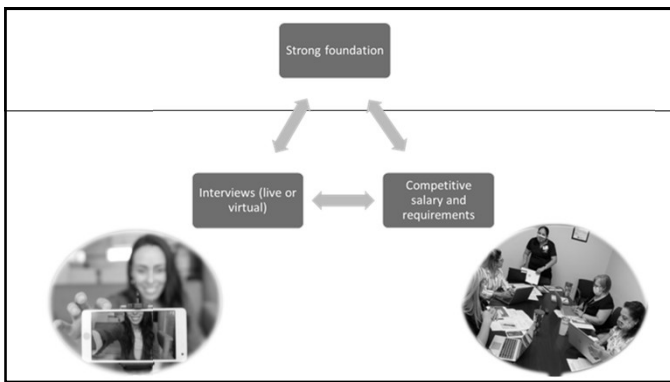
Other Recruiting 11%

- Yard Signs
- Parent notifications
- Newsletters

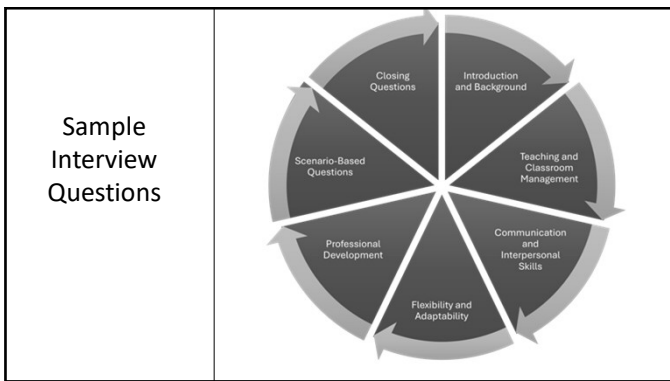
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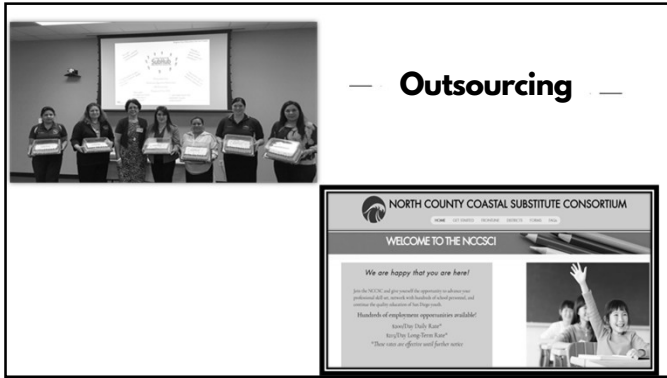
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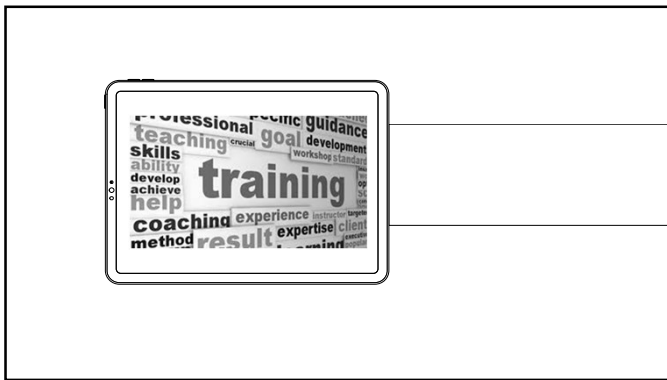
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Live Training	Online Training
<ul style="list-style-type: none"> • Interaction • Practice • Controlled environment • Limited time • Scheduled 	<ul style="list-style-type: none"> • Self paced • Convenient • Self evaluation • Affordable • Test and certificate

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<h2>Training Substitute Teachers</h2>	Classroom Management
	Teaching Strategies
	Being Prepared and Professional
	Special Education
	Appropriate Use of Fill-in Activities

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Other training topics

- Standards of conduct
- Drug free workplace requirements
- Technology issues
- Safety
- Bullying and hazing
- Student discipline
- Sexual harassment
- Child abuse/neglect reporting requirements

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Payment Options

Let's Talk About It

- Let them pay!**
- Trade Offs**
- Incentivize**
 - Reimburse
 - Better pay
 - Subsidize
 - Be creative

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SAMPLE Substitute Teacher Onboarding Agenda

Introduction and Welcome

HR Staff Introductions

Risk Management

- Safety on the job
- Safety procedures

Professional Development System

PD Team

Break

Emergency & Safety

- Evacuation Safety
- Emergency Procedures

Classroom Management

- Positive Classroom Behavior & How to Cope
- Classroom Flow

Risk Management Team

Police / Security Dept

Curriculum & Instruction

TASK

Acknowledge of Distribution of Policies


Employee Agreement for Responsible Use of the Electronic System

Employee Standards of Conduct and Drug Free Workplace

Employee Commitment and Responsibilities/Receipt of

Employee Handbook Receipt

Student Safety



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Annual training

SUBSTITUTE TEACHER SUMMER INSTITUTE

TRAINING INFORMATION:


Thank you for returning your signed letter of recordable of assurance, please register at: <https://psja.usd.edu/ProfessionalDevelopment/July> for the mandatory full day of summer training.


Select **one** day to attend.
Seating will be 8-9pm and locations vary.

JUNE		JULY		AUGUST	
Monday 7/1/25	8-9:30 AM	Monday 7/28/25	7:30-9:00 AM	Monday 7/28/25	8:30-10:00 AM
Monday 7/7/25	8-9:30 AM	Monday 8/4/25	7:30-9:00 AM	Monday 8/4/25	8:30-10:00 AM
Monday 7/14/25	8-9:30 AM	Monday 8/11/25	7:30-9:00 AM	Monday 8/11/25	8:30-10:00 AM


Please bring an electronic device to training (i.e. iPad/teaptop, etc.)
Questions? Contact Human Resources Office (956-354-2013)

Thank you for being a substitute teacher with PSJA ISD!






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EMPLOYEE RETENTION

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Empowering Substitutes, Elevating Education



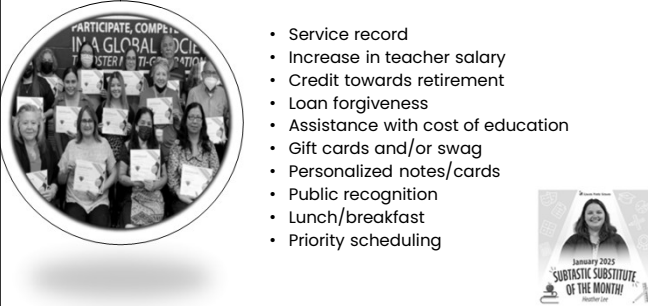
Substitute Teachers Want:

- To be in the know
- To be heard
- To be valued
- To make a difference
- To be included
- To be supported
- To connect
- Some recognition

Based on a 2021 STEDI.org survey (1200 open-ended responses)

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Recognition

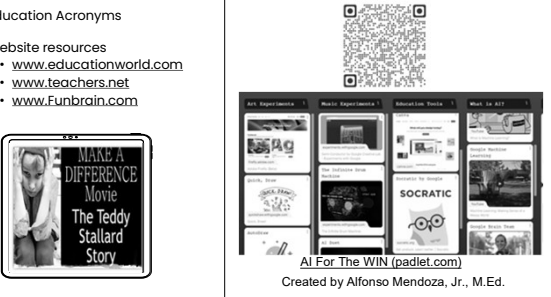


- Service record
- Increase in teacher salary
- Credit towards retirement
- Loan forgiveness
- Assistance with cost of education
- Gift cards and/or swag
- Personalized notes/cards
- Public recognition
- Lunch/breakfast
- Priority scheduling

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Resources to THRIVE through Empowerment

- Education Acronyms
- Website resources
 - www.educationworld.com
 - www.teachers.net
 - www.funbrain.com



AI For The WIN (padlet.com)
Created by Alfonso Mendoza, Jr., M.Ed.

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Benefits

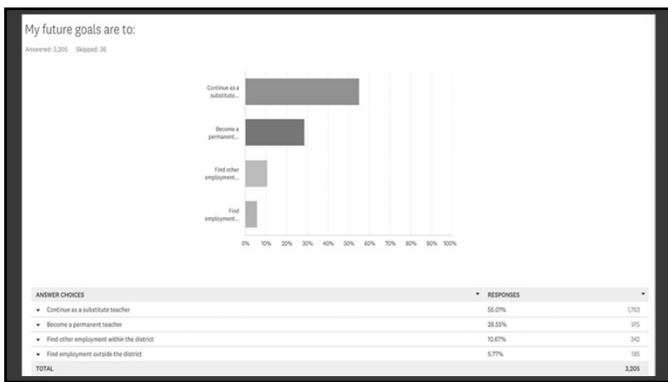
- Longterm Daily Rate (\$105/day, \$135/day, \$190/day)
- Health Insurance Paid for
- Vision/Dental at minimal cost
- 5 Local days/5 State days
- TRS Contribution

Responsibilities

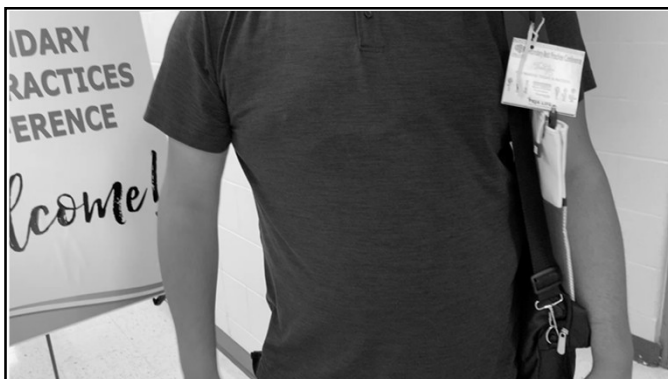
- Report to work daily
- Willing and able to "float"
- Must be in the classroom TEACHING daily

**Dedicated
Substitute
Teachers**

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CELEBRATE THEM AT NO COST TO YOU!

**GIVEAWAY
GIVEAWAY
GIVEAWAY
GIVEAWAY
GIVEAWAY
GIVEAWAY
GIVEAWAY**

The Fall
Substitute Teacher
Giveaway is
OPEN!


SubWeek
May 4-8, 2026
STEDI.org/subweek

<https://www.stedi.org/giveaway/>

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**Education is not the filling of a pail,
but a lighting of a fire.**

*Substitute teachers can light fires just as easily as other teachers....
but we need to create the environment for that to happen!*



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THANKS FOR JOINING US!

1 Communicate Need

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STEDI.org
We Train Substitute Teachers
Celebrating 20 Years of Service



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