SUBSTITUTE SHORTAGE
OR
TOO MANY SUBSTITUTES?

LOOKING AT THE DATA
Global Contributing Factors

PPACA

Increasing Wage Base

Younger Workforce

Long Term Commitment to Education

Budget Constraints
DAILY SOURCE OF CHALLENGES

- Limiting hours of substitute teachers due to ACA
- Professional Development
- Subs don’t want to work
- Licensing cost (i.e. fingerprinting, permits, etc)
- Increasing teacher absences
- Subs canceling the morning of absences
DAILY SOURCE OF CHALLENGES

• External Restrictions, e.g. retirement limits, legislation

• Lack of Clear Expectations

• Perceptions (e.g. special education, alternative education)

• Lack of Respect

• Lack of Relationship

• Lack of Appreciation
DAILY SOURCE OF CHALLENGES

• Lack of Training
  – Substitutes
  – Teachers
  – Campus Users
  – Building Principals

• Classroom / Assignment Not Prepared
  – No lesson plans
  – No student information
  – Behavior Expectations
  – School or Building Procedures

• Lack of Communication
DAILY SOURCE OF CHALLENGES

- Teacher shortages
- Competing with local employers
- Decreasing funds
- Decreasing enrollments
- District cost to recruit, train, and equip subs
- Cost of payroll and HR
- Cost of Compliance
DAILY SOURCE OF CHALLENGES
(cost of low fill rates)

- Effects of low fill rates on students
- Effects of low fill rates on teachers
- Effects of low fill rates on administration
- Effects of low fill rates on the Community
- Effects of low fill rates on morale
Strategies

• Establish sub staffing ratio goal (i.e. 1:3/1:4)
  – Does your administrative staff know the goals

• Offer low/no cost incentives
  – Free tickets to school events
  – Free lunch
  – Discounts to/from local businesses
  – Guaranteed interview for open positions

• Focus on Substitute Appreciation
  – Communication is the key
  – Know your substitutes
  – Listen to them - surveys
  – Identify problems – do something about them
Strategies

• Recognition for their service
  – Make sure they get their lunch and break
  – Stop in and check on them during the day
  – Give them a resource for assistance.
  – Welcome them as guests in your building - Basic Rules of Hospitality

• Financial Recognition
  – Is your pay policy comparable
  – Incentives for commitment
    • Sub so many days, receive xxxx amount
    • Years of service recognition.
Strategies

- Performance Recognition
  - Evaluations

- Training Opportunities
  - Professional Development with Teachers
  - Specialized Training
    - Special Education
    - Alternative Education
    - Technology Training
    - Special Needs
      - Poverty
      - Curriculum Goals
      - Technology
Recruitment

- Yard Signs
- Job Boards
- Parents Newsletters
- Electronic Message Boards (sports events)
- Local TV and Radio (free promotions)
- State Resources for Under and Unemployed
- Adult Education
THANK YOU.