

SUBSTITUTE SHORTAGE OR TOO MANY SUBSTITUTES?

LOOKING AT THE DATA



PESG
EDUCATIONAL STAFFING SOLUTIONS



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.



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