Don’t Raise Pay Webinar

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

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We Train Substitute Teachers

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Don’t Raise Pay

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

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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.

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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%

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Training

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

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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

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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

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Impact of training

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

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Training as a recruiting tool

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

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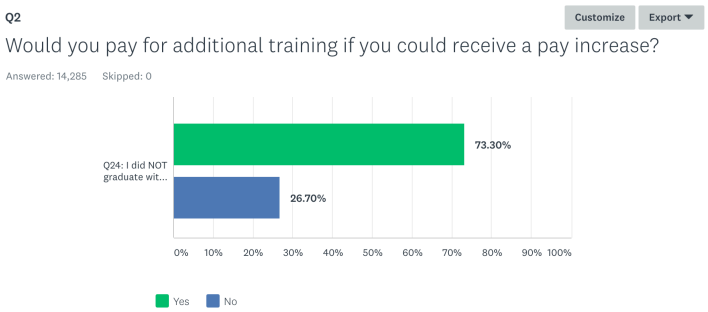
SubSurvey



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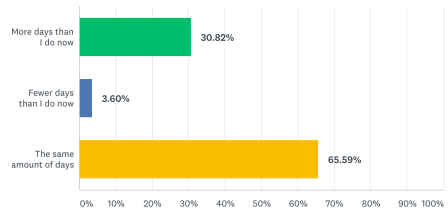
SubSurvey

Q3

I would like to substitute teach:

Customize Export

Answered: 14,285 Skipped: 0



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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

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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**

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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.

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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.

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Managing Substitute Teaching Spring 2019 Survey results

- 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

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Managing Substitute Teaching Spring 2019 Survey results

- There was no correlation between the **pay scale for substitute teachers and the fill rates**. Meaning, the more pay for substitute teachers does not increase the fill rate within participating districts.

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Teacher Absenteeism

Rate:	2019	2010
< 5.9%	45.7%	54.5%
6.0 - 9.9%	22.9%	33.3%
10%+	31.4%	11.6%

Fill Rates

Rate:	2019	2010
>96%	42.7%	72.5%
90-95.9%	31.4%	17.4%
<89.9%	25.7%	10.2%

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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**

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Managing Substitute Teaching Spring 2019 Survey results

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

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Managing Substitute Teaching Spring 2019 Survey results

- States participating - California, Florida, Illinois, Kansas, Massachusetts, Minnesota, Montana, New York, North Carolina, North Dakota, Oregon, Texas, Washington, Wisconsin, Wyoming.

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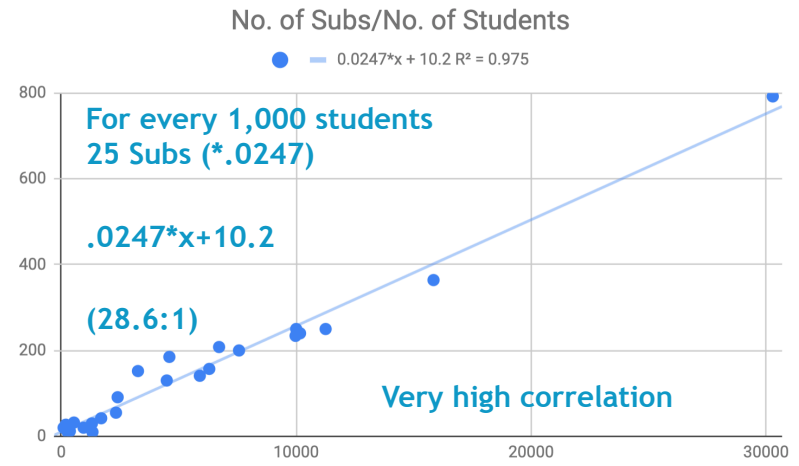

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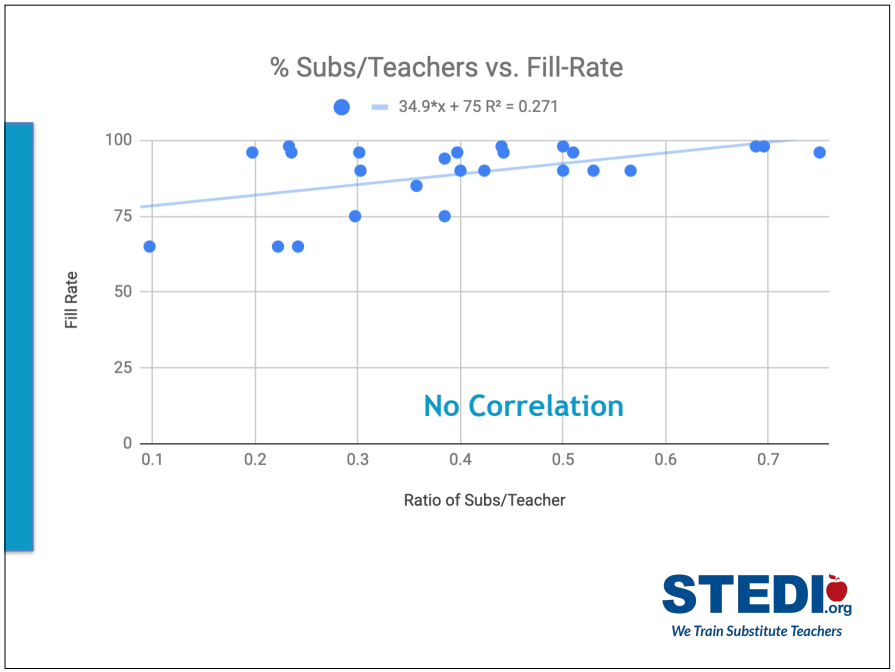

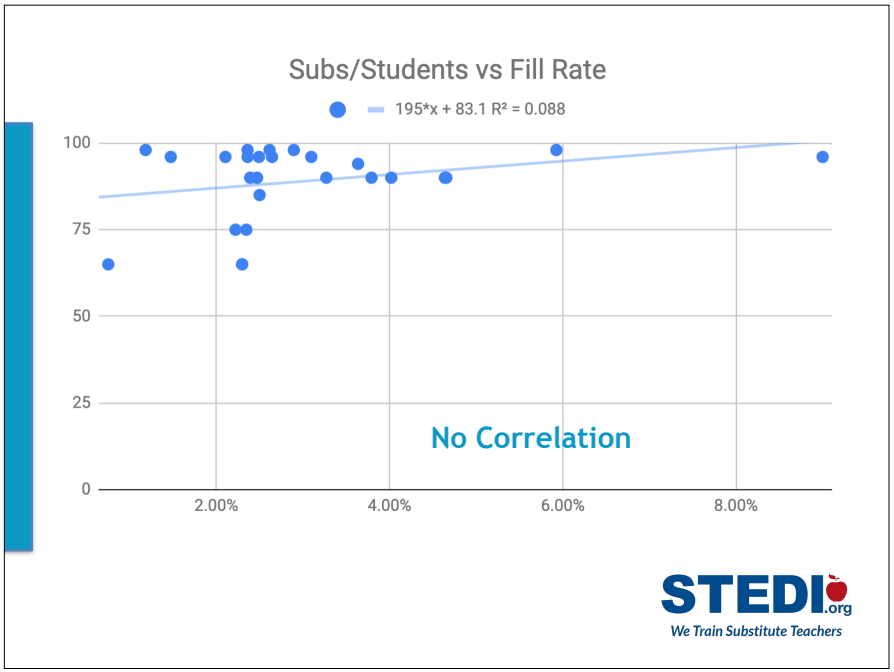

Participate in this Survey

For HR:

- https://www.surveymonkey.com/r/STEDI-SpringSurvey

For your Subs:

- https://www.surveymonkey.com/r/STEDI-SubSurvey

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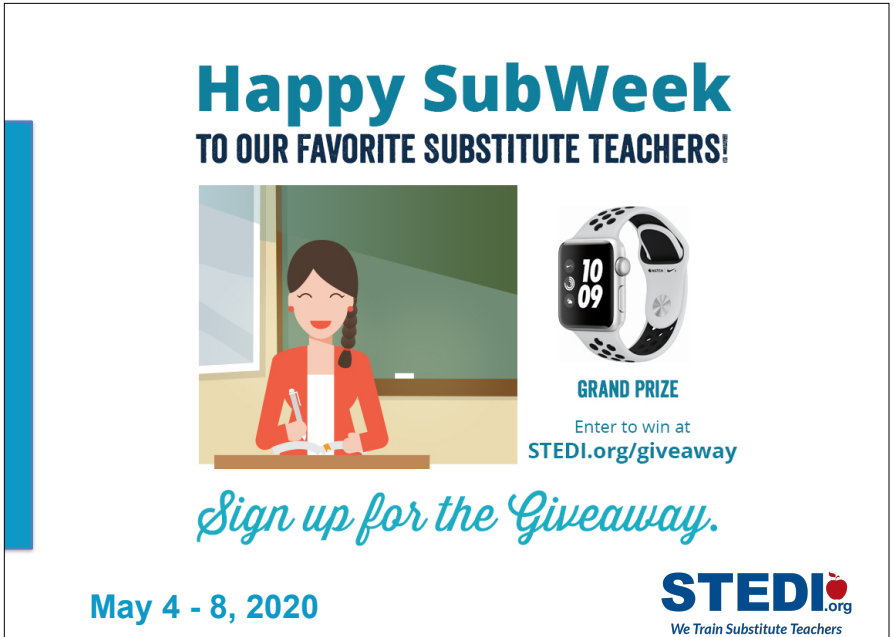

Don’t Raise Pay

- 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.

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Thank you!!!

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