



10,000 Voices:
2024 Substitute Survey
Insights Unveiled

May 2024



Jessie Weiser,
Substantial Classrooms

Dani O'Shaughnessey,
Red Rover

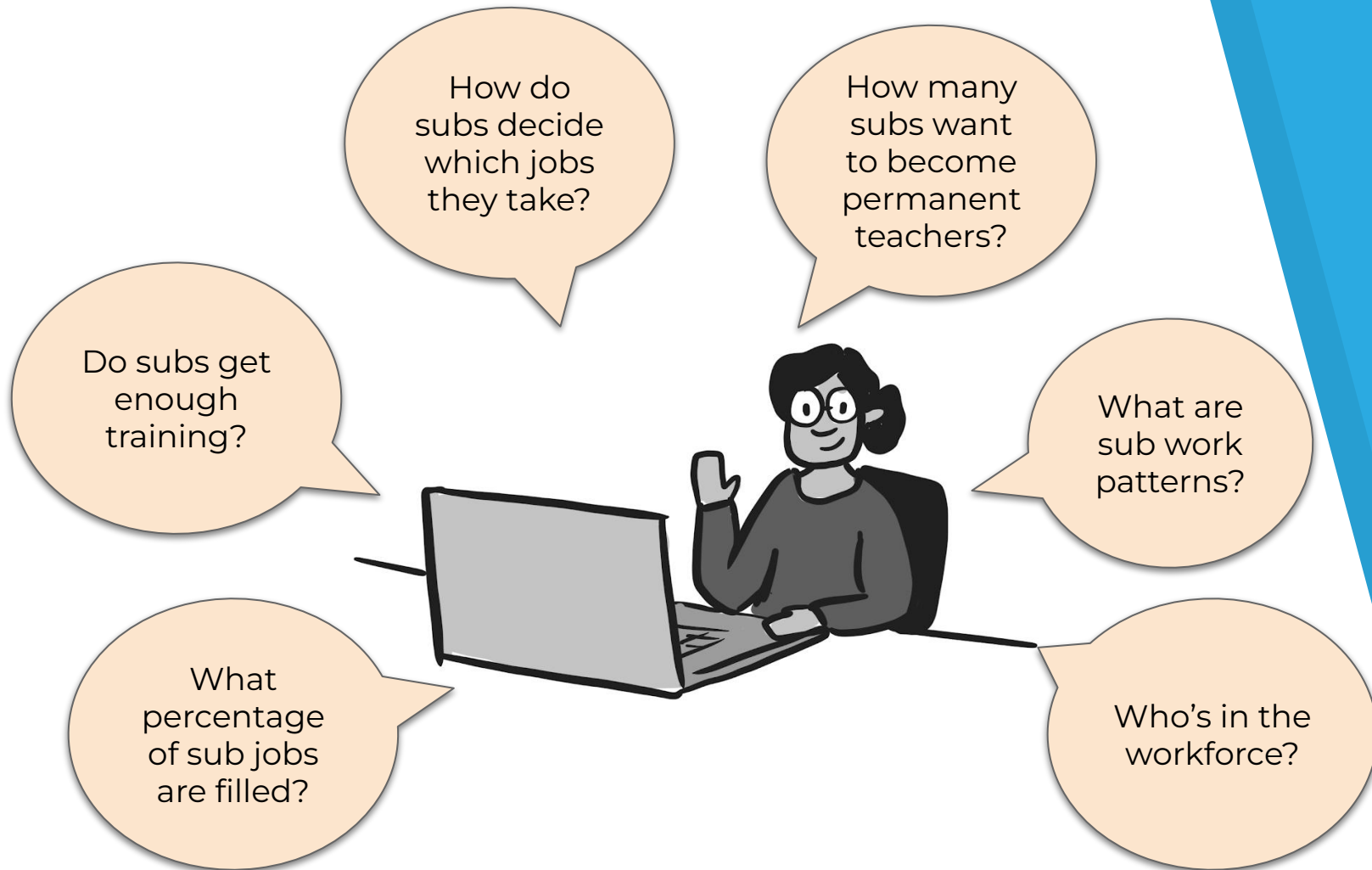
Our Time **Together**



1. Actionable Insights from the Annual Sub Survey
2. Metrics and Benchmarks
3. Powering Your Planning

What do you want to know
about your sub pool?

What questions do you have
about the state of substitute
teaching nationally?



Data Sources

- ▶ **Red Rover / Substantial National Substitute Teacher Feedback Survey:**
Completed by 10,000 substitute teachers
- ▶ **Red Rover Absence Management Software:**
Used in 1,200+ districts in 45 states

A large blue diagonal graphic that starts from the top left and extends towards the bottom right, creating a split background of white and blue.

National Sub Survey:

Actionable Insights

10,000

Sub Voices



#1: Subs Are Community Members

Many subs are flexible, part-time (gig) workers (30%) and/or parents in the district (29%).

They want to make a difference, have flexibility, and control their own schedule.



#1: Subs Are Community Members

Design Recruitment & Support
According to the Profile



#2: Subs are Educators

The vast majority of subs intend to stay in education (91%).

About a third of them (34%) self-identify as aspiring teachers.



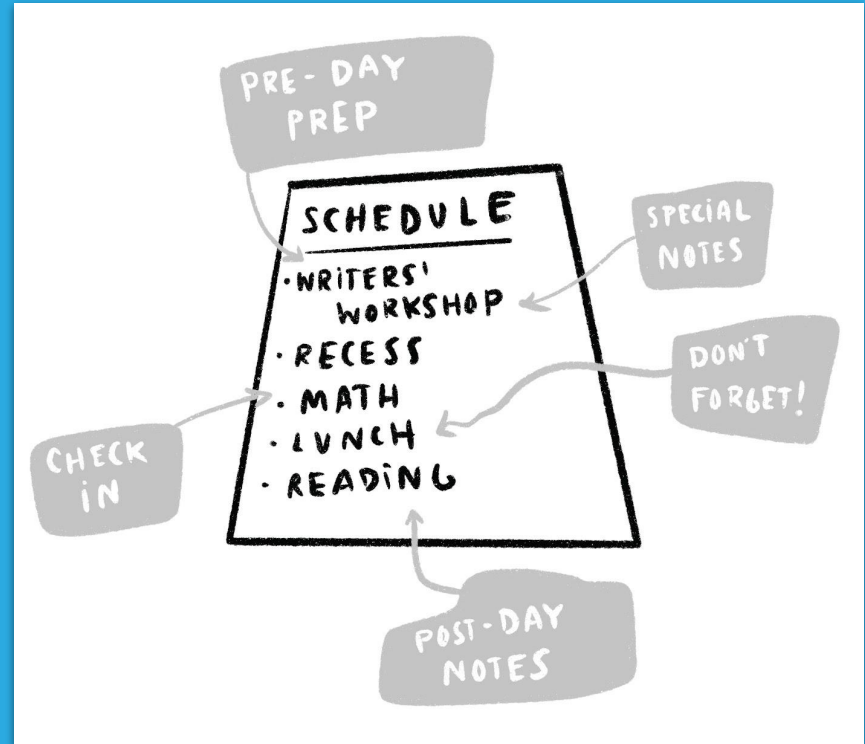
#2: Subs are Educators

Focus on Retention &
Build Sub-to-Teacher Pipelines



#3: The School Experience Matters

Subs choose schools where they reliably get a lesson plan, there is a friendly office staff, and they know they can make a difference



#3: The School Experience Matters

Lead & Empower Your Schools





Has your sub pay gone UP, DOWN or STAYED the same in the past few years?

#4: Pay Is a Factor

Subs consider pay -
though it's not the top
factor - when deciding
whether and where to
sub



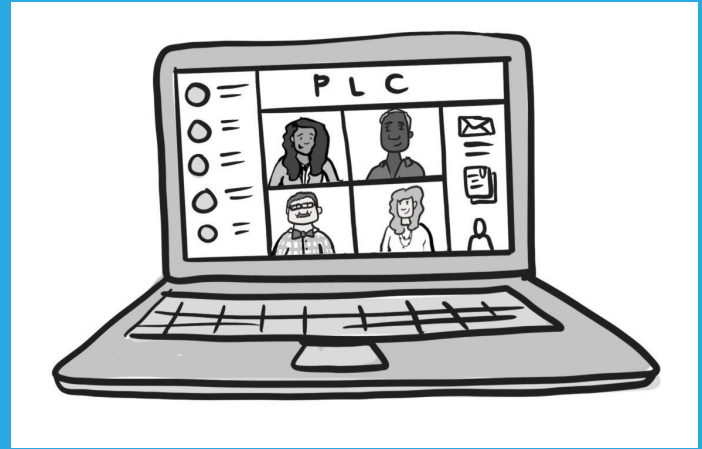
#4: Pay Is A Factor

Evaluate Pay Compared to the
Local Market



#5: Subs Appreciate PD

Only 3% of subs say they get too much professional development this year (compared to 48% of teachers asked the same question)



#5: Subs Appreciate PD

Provide training & learning opportunities for subs



Quick Reflection

Which one of these insights or actions feels most significant in your context?

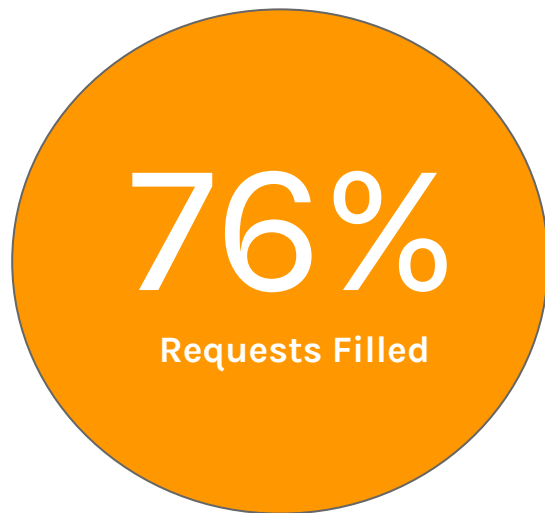
1. *Subs are Community Members*
 - Design Recruitment & Support Accordingly
2. *Subs are Educators*
 - Focus on Retention & Build Pipelines
3. *The School Experience Matters*
 - Lead & Empower Your Schools
4. *Pay Is a Factor*
 - Evaluate Compared to the Local Market
5. *Subs Appreciate PD*
 - Provide learning opportunities for subs



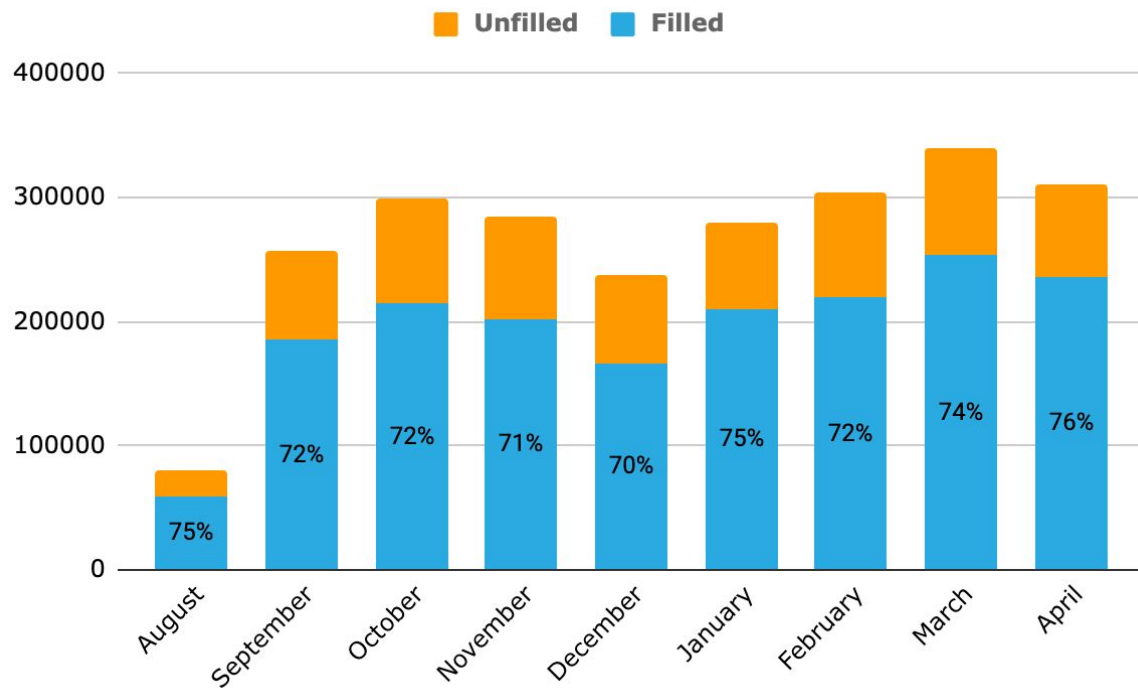
The background of the slide is split diagonally from the top-left to the bottom-right. The upper-left portion is white, and the lower-right portion is a solid blue color. The text is positioned in the white area.

Metrics & Benchmarks

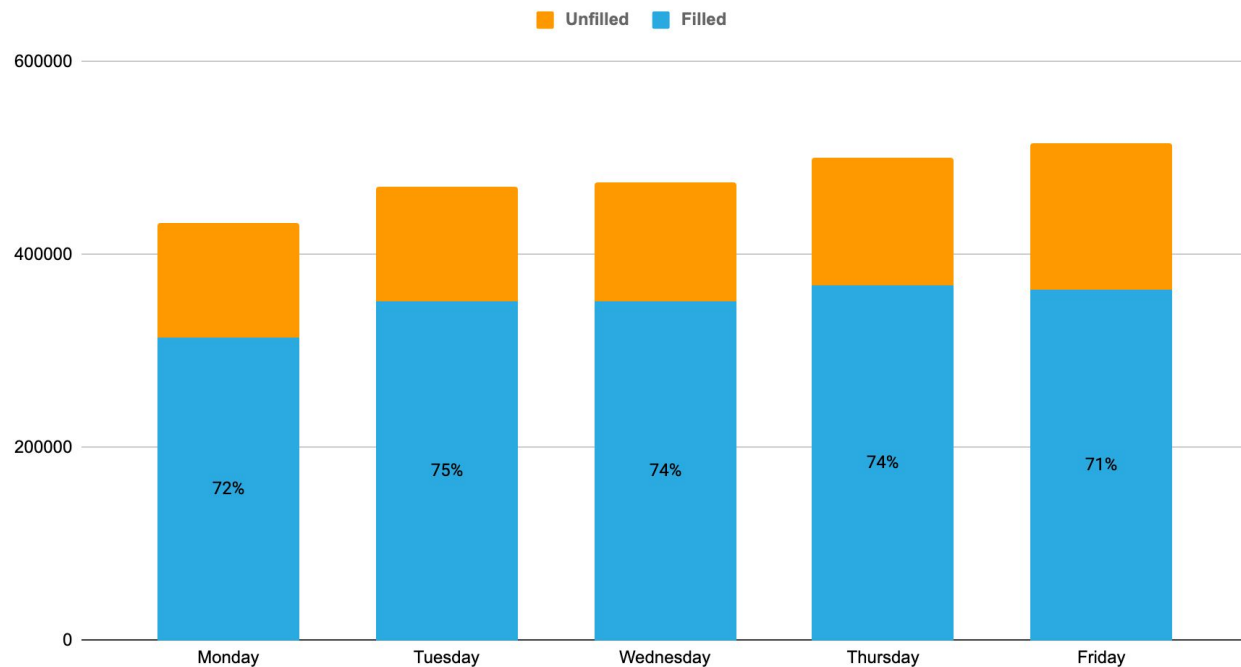
Coverage



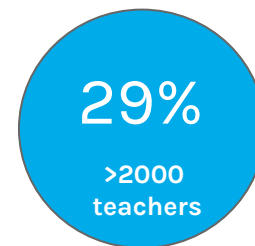
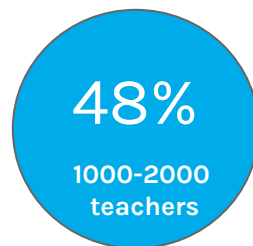
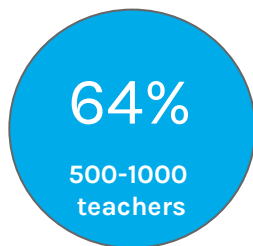
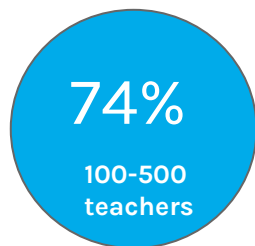
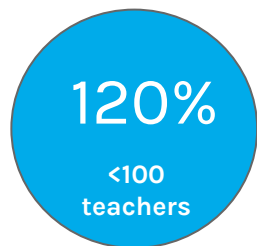
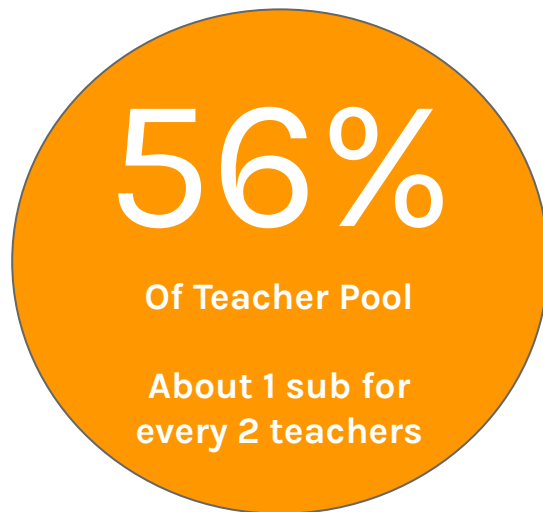
Coverage Gap by Month



Coverage Gap by Day of the Week



Substitute Pool Size



Engagement

7

Average Days
Worked

PER MONTH

29

Average Days
Worked

PER YEAR

Quick Reflection

Which of these benchmarks resonated most with you? What did it make you think?

1. Coverage
2. Coverage Gap By Month
3. Coverage Gap by Day of the Week
4. Substitute Pool Size
5. Engagement



A large, solid blue diagonal shape that starts from the top left and extends towards the bottom right, covering the right half of the image.

Powering Your Planning

3 Trends to Track

1. **High Demand:** The teacher shortage - and more teacher absences - mean more subs are needed, particularly in long-term roles
2. **ESSER Cliff:** School systems are anticipating funding changes and challenges as ESSER ends
3. **Every Day Matters:** Efforts to engage students are focusing on relationship development and positive learning environments

Benchmark Scorecard

Use this template to review the data in your district and compare it to national benchmarks.

Substitute System Review

Coverage		Our District	Benchmark
	% Requests Filled		76%
	Most Requests Month		March
	Most Requests - Day of the Week		Friday
Pool	Number of Subs		n/a
	% of Teacher Pool		56%
	Average # Days Worked per Month		7
	% Retired Teachers		21%
	% Aspiring Teachers		34%

National Trends

1. **High Demand:** The teacher shortage - and more teacher absences - mean more subs are needed, particularly in long-term roles
2. **ESSER Cliff:** School systems are anticipating funding changes and challenges as ESSER funding ends
3. **Every Day Matters:** Efforts to engage students are focusing on relationship development and positive learning environments

What's Happening in Our District

Priorities for Next Year

- 1.
- 2.
- 3.

Resources

Ready to dig into the topics surfaced today?
We've got you covered.

- ▶ Sub survey planning guide (with questions!)
- ▶ Sub plans best practices example
- ▶ PD best practices blog
- ▶ Briefing on the sub-to-teacher pipeline

substantialclassrooms.org/2024plan

The background of the slide is split diagonally from the top-left to the bottom-right. The upper-left portion is white, and the lower-right portion is a solid blue color. The word 'Conclusion' is positioned in the white area.

Conclusion

Subs Are Happy at Work!



Thank you!



substantialclassrooms.org

info@substantialclassrooms.org



redroverk12.com