



Turning Your Subs Into Superheroes:

How your investment in a temporary need will have a permanent impact on your students



“Last school year, almost 3 out of 4 public schools reported higher rates of chronic teacher absenteeism, or teachers missing 10 or more days of work, according to the U.S. Department of Education. At the same time, 77% of schools reported having more difficulty finding substitutes to fill in while regular teachers were out, with 61% saying it was ‘much more difficult’ than it had been before COVID-19 began to spread.”¹

1. Ordway, Denise-Marie. “The Substitute Teacher Shortage: Research Reveals Why It Warrants More News Coverage.” The Journalist’s Resource, 30 Jan. 2023, journalistsresource.org/education/substitute-teacher-pay-student-achievement-research/.



*Is there anything we can
do about this?*

Let's hear from our panel...



Meet the Panelists

Richelle Starnes

Substitute Teacher
Instructional Aid

Orange County Public Schools
St. Mary's County PS
Frederick County PS
Calvert County PS

Michael Carbenia

School Building
Administrator

Orange County Public Schools

Sarah Lucas

Classroom Teacher

Orange County Public Schools



Question and Answer with our panelists



Final Thought to Consider

“In the long-term, school systems would benefit from improving training of substitutes and better integrating them into their regular staffs so they can find the support and autonomy they need to succeed.”¹





***Thank you for your time and
participation today!***

