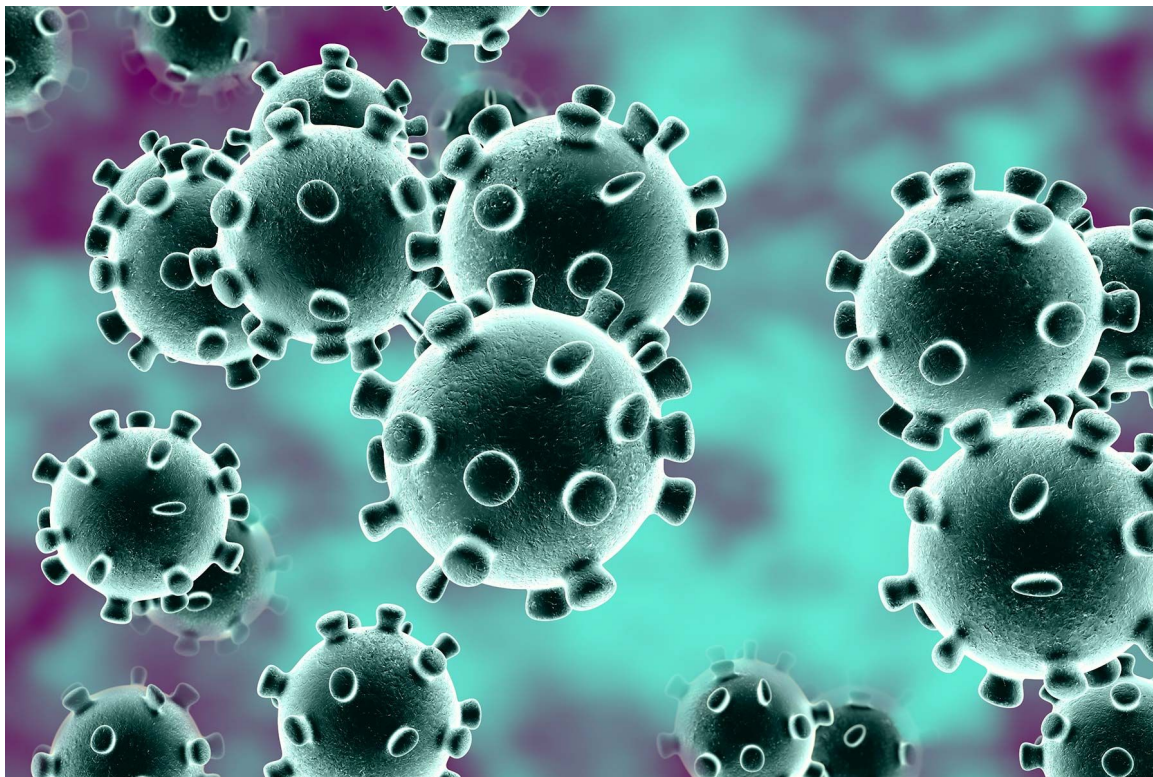


# Prepare Your Substitute Teachers for the Unknown: Training Is Key

Download slides at [www.stedi.org/webinars/](http://www.stedi.org/webinars/)





# District Responses

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- Schools Closed
- Virtual Learning
- Unemployment
- Summer School
- Classroom Modifications
- Parents as Teachers
- Hybrid Schedules
- Online Platforms
- Pods
- Tutoring

So.... how is the year going?

# District Heros

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# Substitute Teachers!!





# Effectively Using Substitute Teachers

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How many of your substitute teachers remained in your sub pool?

1. Recruiting
2. Training
3. Retaining

# Recruiting

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- Finding Candidates
- Requirements
- Onboarding

# Trends

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- Larger Sub Pools, but subs work less
- Good economy = more competition for employees
- Others?

# Finding Sub Teachers

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- Who?

- Parents
- College Students
- Retirees
- PT Employees

- How?

- Flyers
- Signage
- Mail inserts
- PTA mtgs.
- Social Media

What kind of training does your district require and/or provide for your substitute teachers?

# Training v. Orientation

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## Training: Skills

- Improved efficacy
- Not just babysitting
- Standardized
- Who needs it most?
- Ongoing

## Orientation: Info

- District Guidelines
- SubFinder Info
- Maps/Direction
- Onboarding Info

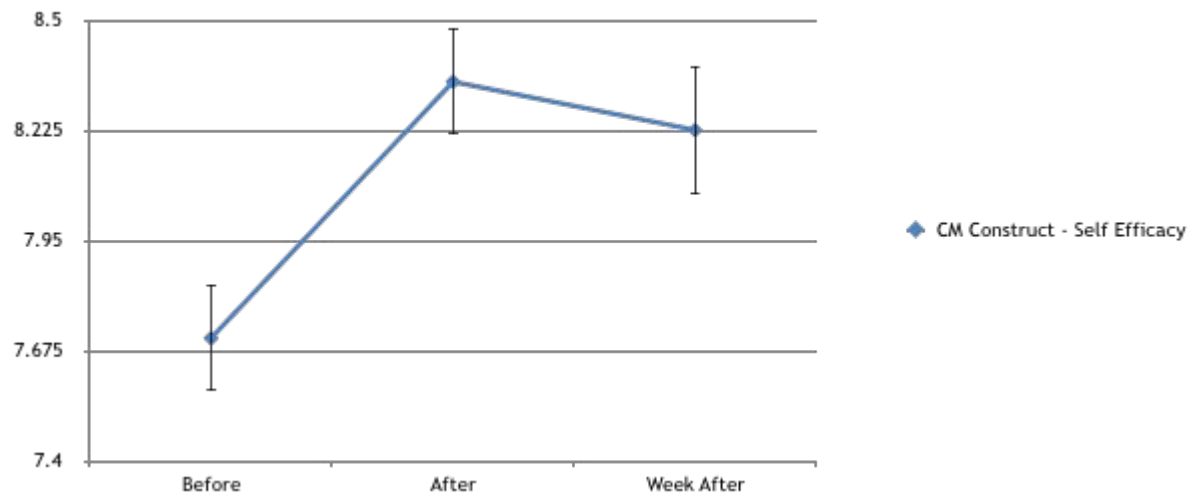
# Self Efficacy

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Self-efficacy refers to an individual's belief in their capacity to execute behaviors necessary to produce specific performance attainments (Bandura, 1977, 1986, 1997).



### CM Construct - Self Efficacy



# Skills Training

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- Classroom Management
- Teaching Strategies
- Professionalism
- Special Education
- Legal Issues

# STEDI Training Options

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- Substitute Teacher Handbook
- SubSkills Online Training
- Fill-In Activities
- Refresher Courses

# Handbook Training

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- Interaction
- Practice
- Controlled environment
- Limited time
- Scheduled

# Online Training

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- Self-paced
- Convenient
- Self evaluation
- Affordable
- Test & certificate

# Refresher Training

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- Take 1/yr. following SubSkills
  - Adv. Classroom Management
  - Adv. Teaching Strategies
  - Adv. Special Education
- 3 - 4 hrs. ea.
- Test & certificate
- Remediation

# Wording for your Website

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<https://stedi.org/wording/>

Metro Nashville (TN) -

<https://www.applitrack.com/mnps/OnlineApp/default.aspx?Category=Substitute>

Boston Public Schools (MA) -

<https://www.bostonpublicschools.org/Page/1095>

# New Course!!

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## Teaching Online: Principles, Techniques and Strategies \$19.95

Rated 4.80 out of 5 based on 15 customer ratings ([15 customer reviews](#))

For anyone who is a skilled teacher and needs to teach online or in a remote classroom. This course teaches principles and concepts such as, changing a mindset, supporting engagement and fostering learning communities. It also gives the teacher strategies to apply their instruction to an online setting. This course offers helpful techniques and introduces teachers to some relevant technologies that will make their task easier.



# Special Offer!!

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## New for 2020!

For only \$10 more, you'll also get the

***New Teaching Online Course for  
Distance Learning***

# Retaining

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- SubTask Force
- Determine needs
- Prepare schools
- Show appreciation
- Prepare Sub Teachers

# Know Your Subs

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- Teachers
  - 62% of CERTIFIED teachers feel unprepared
  - What about NON-Certified teachers?
- Sub Teachers
  - 40% want a permanent position
  - 42% of Sub Teachers want to continue as a sub

# Discover Subs' Needs

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- Open dialogue
- Suggestion box
- Surveys
  - Demographics
  - Training needs
  - School preferences

# STEDI-Ready Schools

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- Welcoming staff
- Lesson plans
- Sub folders
- Prepared students



# Sub Appreciation

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- Free meals
- Thank you's
- Tickets
- Recognition
- ***TRAINING***

# Other Ways to Use Substitute Teachers

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# Virtual Learning

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- Monitoring remote students
- Team teaching
- Remote check-ins

# Tutoring

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- Hybrid Classes
- Virtual Classes
- Pods

# What else?

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- Teaching aides
- Paraprofessionals
- Specialists

# STEDI Skills Suite™

We Train All Educators	SubSkills™	ProSkills™	AdminSkills™
SubSkills Online Training	✓	✓	✓
Adv. Classroom Management	✓	✓	✓
Adv. Teaching Strategies	✓	✓	✓
Adv. Special Education	✓	✓	✓
Paraeducator Training	□	✓	✓
Specialists Training	□	✓	✓
Classroom Teacher Training	□	✓	✓
Remote Teacher Training	□	✓	✓
Parenting Magic	□	✓	✓
Training Parents in Teaching Methods	□	✓	✓
Fill-Rate Course	□	✓	✓
Fill-Rate Academy	□	□	✓
District Specific Content (Only For >12,000 Enrollments)	✓	✓	✓

# STEDI Resources

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# For Substitutes

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- SubSuggestions
- Giveaways
- Website
- Training
- Facebook page

# For Administrators

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- Conferences
- Webinars
- Newsletters
- Templates
- Fill-Rate Academy
- Website wording
- Kelley!!





# Questions???

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***Thank you!!***