

Are Your Subs Coming Back?

ACTIONABLE DATA FROM RED ROVER
& SUBSTANTIAL'S 2022 SUB SURVEY



Who We Are



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Substantial

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Sub Survey



4095
Responses

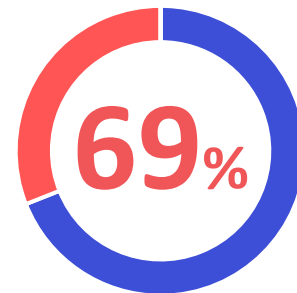
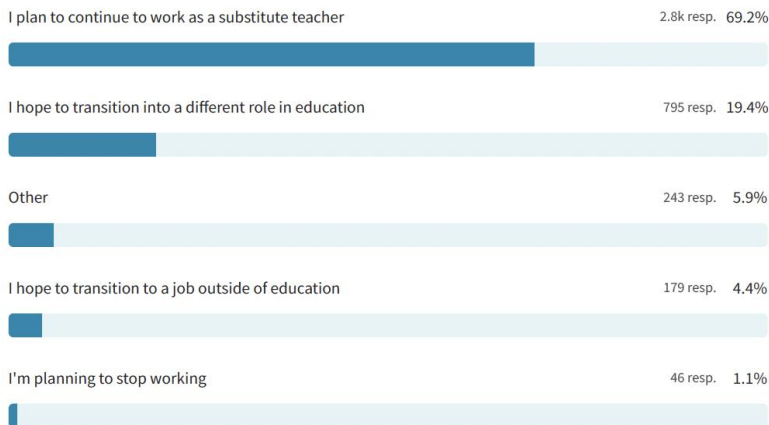


Are Your Substitutes Coming Back this Fall?

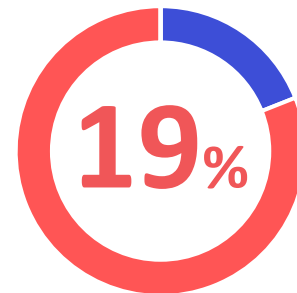
The Short Answer: YES!

What are your plans for next school year (2022-23)?

4095 out of 4095 answered



69% of subs plan to continue working
as substitute teachers



An additional 19% hope to transition
to a different role in education

THE LONGER ANSWER:

A Snapshot, Not a Guarantee

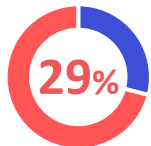
Three insights from the data show
steps you can take...



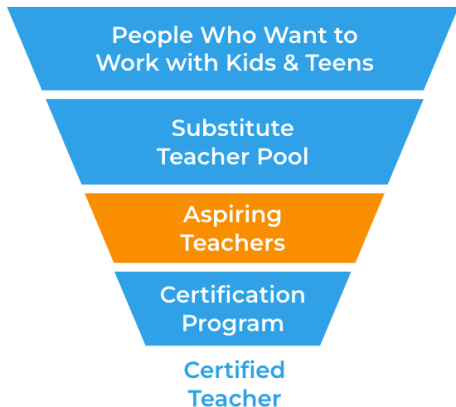
Insight 1

Many Subs are Aspiring Teachers

WHAT



of subs reported that they are aspiring teachers



NOW WHAT?

- Find out who they are!
- Provide a positive subbing experience
- Spotlight pathways to permanent teaching



Insight 1

Many Subs are Aspiring Teachers

"I absolutely love this job and think all aspiring educators should substitute teacher before choosing their school or grade level for their career."

"It's a great opportunity to see the teaching profession, make a difference, and sample local districts, especially if teaching full-time is the end goal."

"It is great experience to have before you become a full-time teacher. It allows you to see what you like and dislike and you can get advice and help from official teachers."



Subs Want to Make a Difference

WHAT

When you consider a job, how important is each of these factors?

- Feeling Like I am Making a Difference: 85% important or very important

When you choose an assignment, how important is each of these factors?

- Knowing I can make a Difference: 82% important or very important

NOW WHAT?

- Emphasize impact in end-of-year & summer messages
- Use stories in recruitment
- Prepare subs for the classroom

When you choose an assignment, how important is each of these factors?

4095 out of 4095 answered

	Not important	Somewhat important	Important	Very important
Close to my house	4.4%	25%	39.4%	31.2%
Pay amount	4.6%	18.3%	39.1%	37.9%
Subject area/grade	6.6%	21.7%	37.8%	33.9%
Relationships with teachers at the school	9.9%	23.4%	35.3%	31.5%
Friendly office staff	3.8%	17.9%	41.4%	36.9%
The school reliably provides...	2.6%	13.6%	38.9%	44.8%
Knowing I can make a difference	3.2%	15.9%	38.1%	42.7%

When you consider a job, how important is each of these factors?

4095 out of 4095 answered

	Not important	Somewhat important	Important	Very important
Flexibility	2.7%	19.3%	39.5%	38.6%
Control over my schedule	2.5%	19.7%	37.9%	39.9%
Variety	11.6%	33.5%	36.8%	18.1%
Feeling like I am making...	2.1%	12.6%	40.1%	45.2%
Building towards a career	33.2%	21.3%	25%	20.5%
Healthcare benefits	41.6%	20.3%	22.1%	16%
Pay	3.9%	17.1%	41.1%	37.9%

Insight 2

Subs Want to Make a Difference

"Substitute teaching is an awesome experience that allows you to make a difference. It is great to feel needed and appreciated in addition to having the opportunity to touch the lives of our future generations."

"It can be a difficult job, but eventually you find your way and it can make a huge difference in how you feel about yourself and the world around you. I personally went from feeling like the world was happening to me to feeling like a participant in what makes the world special in only a matter of a few months. It's still a hard job, but I would choose it again."

"I have had a few friends ask me about substitute teaching. I tell them that I love it! It feels great every day knowing that I make a difference. My advice to them is to give it a try."

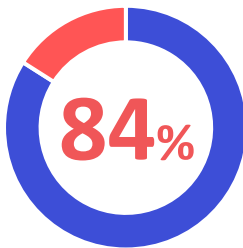


Reliable Lesson Plans are Key

WHAT

When you choose an assignment, how important is each of these factors?

Top answer: The school reliably provides a lesson plan (84% very important or important)



NOW WHAT?

- Learn about school-based practices
- Provide guidance, coaching, and best practices

When you choose an assignment, how important is each of these factors?

4095 out of 4095 answered

	Not important	Somewhat important	Important	Very important
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The school reliably provides...	2.6%	13.6%	38.9%	44.8%
Knowing I can make a difference	3.2%	15.9%	38.1%	42.7%

Insight 3

Reliable Lesson Plans are Key

"Be prepared for anything because plans are not always available."

"Every experience is different. It helps when teachers give you good lesson plans. Have some back up plans."

"Plan ahead the night before and always bring some backup plans appropriate for the grade level."





Sub Perspective: **Interview**

John Blackwell



Conclusion

More survey results soon!



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