

# STAYIN' STRONG & STANDIN' TALL

HEALTH + CULTURE IN THE SUBSTITUTE POOL



# WHO ARE WE?



TINA LIMMER,  
PUYALLUP SCHOOL DISTRICT, WA



JAMIE WEST,  
EXEC DIRECTOR, SUBSTITUTE  
MANAGEMENT ADVISORY COUNCIL



## Substitute Management Advisory Council

The council's purpose is to guide the development of the Substitute Management profession to support K-12 student academics and growth.



# HOT TOPICS

- IMPROVING FILL RATES
- SUBSTITUTE POOL HEALTH
- SUBSTITUTE LEARNING
- CREATING GOOD CULTURE
- KEEPING GOOD CULTURE



# IMPROVING FILL RATES

2023-24= 86%

- 22,601 JOBS FILLED

2024-25 = 94%

- 24,276 JOBS FILLED



# IMPROVING SUB POOL HEALTH

## IMPROVE BY:

- STARTING WITH FIRST IMPRESSIONS
- ENGAGING HIRING + ONBOARDING PROCESS
- CONTINUOUS TRAINING AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES
- BE THERE FOR QUESTIONS OR CONCERNS
- CELEBRATE THEIR TRIUMPHS OR SUCCESSES
- RECOGNIZE THEIR EFFORTS + SHOW GRATITUDE
- ACCESSIBILITY AND AVAILABILITY FOR THEIR NEEDS
- MEET THEM WHERE THEY ARE



# SUBSTITUTE LEARNING

1. OFFER OPPORTUNITIES ACCESSIBLE TO THEM THAT COVER TOPICS THEY WANT TO KNOW MORE ABOUT GIVING THEM ROOM TO GROW FROM WHERE THEY ARE
2. ASK FOR FEEDBACK AND USE THAT FEEDBACK TO IMPROVE YOUR SUB PD PROGRAM
3. MAKE SURE THIS IS SUSTAINABLE LONG-TERM FOR YOUR HR TEAM; NOTHING IS WORSE THAN IMPLEMENTING SOMETHING NEW IF YOU CANNOT KEEP UP WITH IT LONG TERM



**VIRTUAL** *Become a Teacher* **SESSIONS**  
April **17** **PART IV: RESUME WRITING & INTERVIEW SKILLS**  
[CLICK HERE TO REGISTER](#)



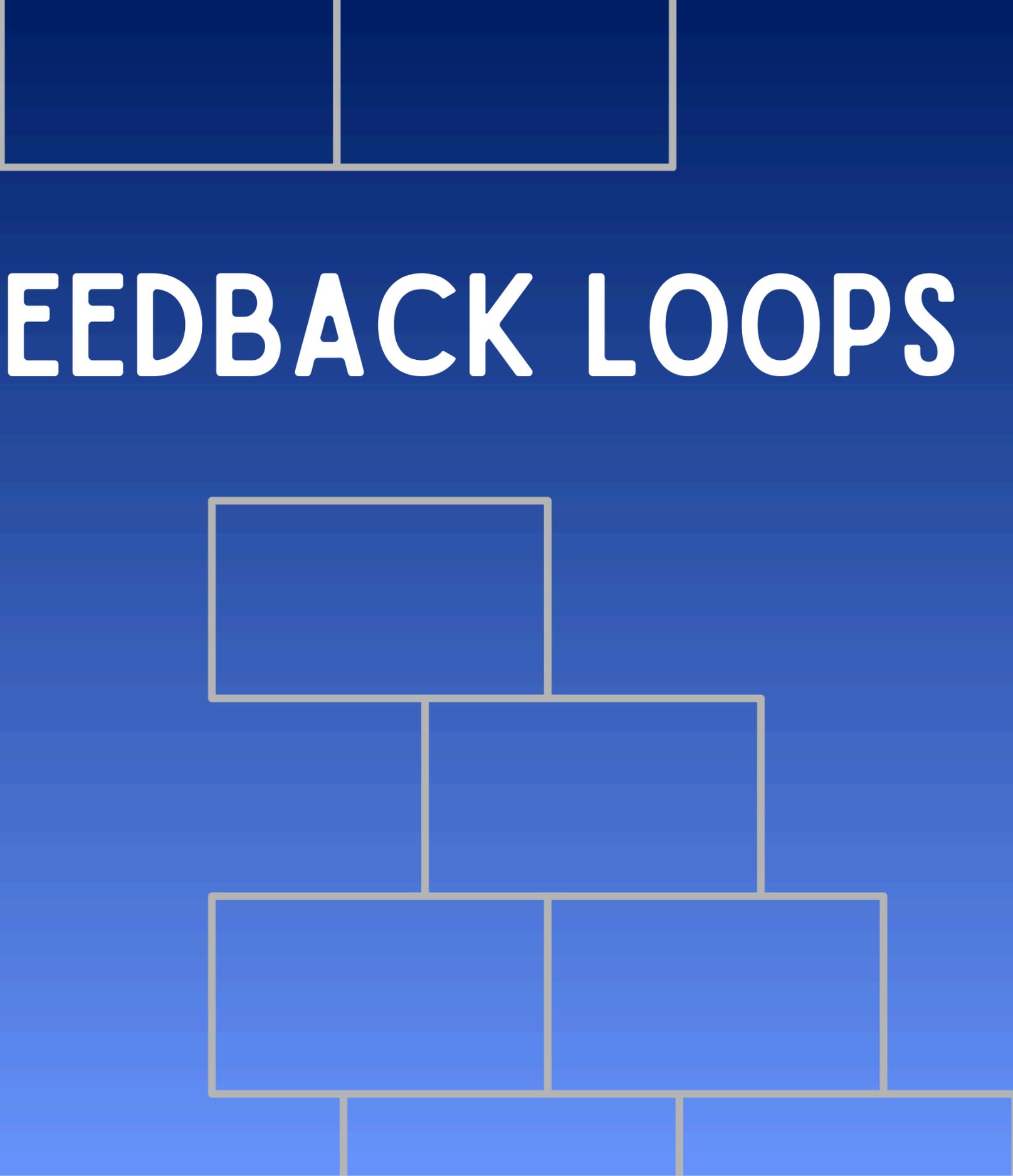
 **ONLINE WEBINAR**  
**LESSON PLANNING ESSENTIALS**  
**APRIL 4TH**  
**5:30 PM - 7:30 PM**  
[REGISTER NOW](#)

# CREATING GOOD CULTURE

- CULTURE IS A FEELING RECEIVED.
- CULTURE IS NOT THE SAME AS REPUTATION.
- REPUTATION IMPROVES BASED ON CULTURE.

WE HAVE PROVIDED THEM WITH LEARNING & GROWTH OPPORTUNITIES AND RECOGNIZED THEM FOR THEIR AMAZING WORK - ISN'T THAT IT?? SHOULDN'T WE HAVE GOOD CULTURE?

NO. YOU ARE THE CEO AND YOUR SUBSARE YOUR EMPLOYEES. CREATING A POSITIVE WORK ENVIRONMENT IS KEY TOGOOD CULTURE, AND SUSTAINING THAT CULTURE IS BASED ONLISTENING AND UNDERSTANDING FEEDBACK FROM YOUR EMPLOYEES.



# FEEDBACK LOOPS

## FORMAT

- GOOGLE FORMS
- SURVEY MONKEY
- MICROSOFT SURVEYS

## FREQUENCY

- QUARTERLY OR ANNUALLY

## QUESTIONS

- PULSE-TYPE QUESTIONS
- GROWTH QUESTIONS
- OPEN-ENDED QUESTIONS

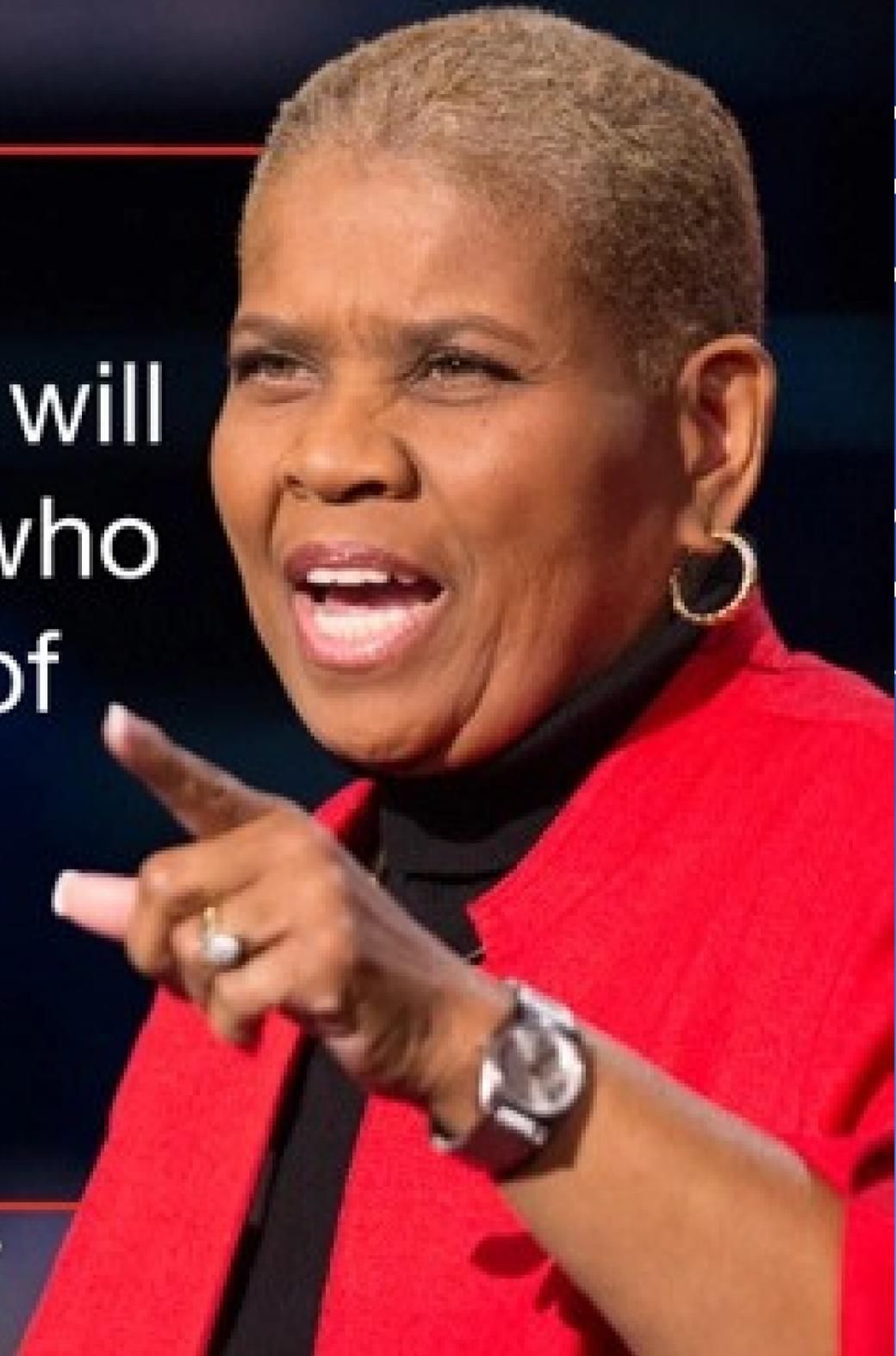
# RECOGNITION

- SUBSTITUTE TEACHER OF THE WEEK, MONTH, OR YEAR
- SENDING FREEDISTRICTOR SCHOOL SWAG
- SUBSTITUTE APPRECIATION WEEK
- INCLUDING SUBS IN ALL EMPLOYEE PARTIES, CELEBRATIONS AND SIMPLY EXTENDING AN INVITE TO CEREMONIES OUTSIDE OF CLASS TIME



"Every child deserves a champion: an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be."

- Rita Pierson, Educator



# STAY CONNECTED

 *Tina Limmer*

PUYALLUP SCHOOL DISTRICT, WA

*Jamie West* 

EXECUTIVE DIRECTOR,  
SUBSTITUTE MANAGEMENT ADVISORY COUNCIL

