



BY RED ROVER

Substitute Retention

Featuring: Erica Christmas, Ed.D., Director of Classified Employment, Clarksville Montgomery Schools

Your Substitutes Want to Be Informed

Approximately 34%*
of substitutes
want to become
full-time teachers

Practical Ways to
Keep Subs Informed

Substitute Professional
Development (offered
on teacher PD days)

District-funded and
community sponsorships
through our Education
Foundation



Your Substitutes are Motivated

Lean into your subs' priorities of flexible scheduling and control over that schedule. Don't neglect the major reason our substitutes stay engaged: to make a difference.

- Low cost and free ways to affirm your subs are making a difference
- Substitute Mentorship Program
- Substitute Teacher Coach (paid position on our Teacher Salary Schedule)



Traditional Recruitment

- Acknowledge front office assistants who recruit parents/visitors at the school level.
- Student Teachers/College Fairs
- Engage with the community & have a social media presence.
- Collaborate with your district level classified and certified depts.





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Substitute Management & Engagement

Featuring: Jamie West, Instructional Recruitment Partner, Lake County Schools

Recruitment + Engagement = Retention

- Recruit your substitutes to retain your substitutes
- Keep engaging throughout the onboarding process, which will allow you to climb the retention ladder

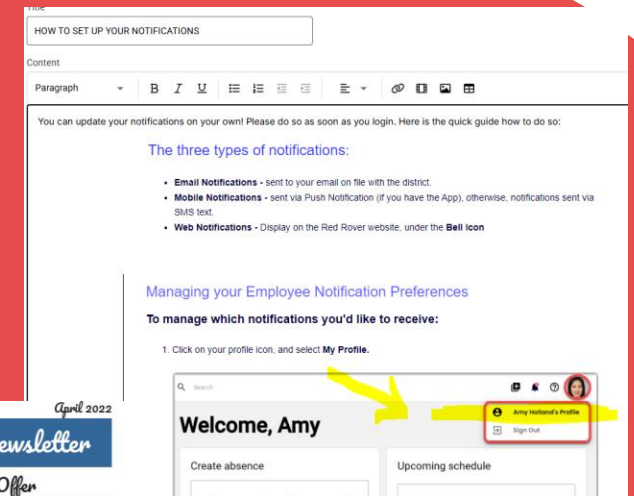
- Partner with community businesses and parents of students to begin a Substitute Teacher pipeline that is organic
- Call on those partnerships to use for engagement opportunities

Engagement 101

- Communication is the key to sustainable engagement, costing your district nothing.
- Recognition is the best way to show substitutes they are appreciated and important in simple ways. Small lifts can make large impacts.
- Be flexible. Meeting substitutes where they are and ensuring professional learning and growth opportunities are accessible anytime, anywhere, is the key to successful engagement.
- Engage your substitutes by sharing the values you practice in your district. Relationship-building skills are a great place to start. Teaching your substitute pool the value of human connection will also allow them the opportunity to grow as educators and stay in your district.

Communication is Key

- Address your substitute pool in a casual manner
- Communicate clearly and frequently
- Newsletters or bulletin blasts to share updates about the district and/or upcoming events

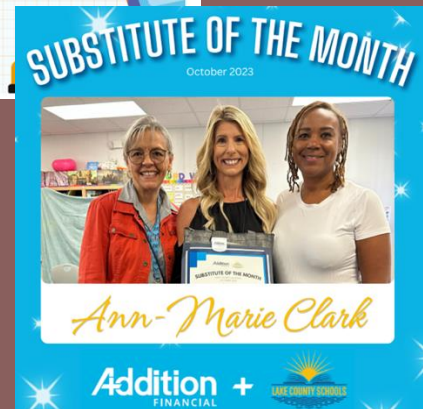


Incentivize if able for
extra duties and out-of-
the-box thinking

Find a community
partner to sponsor a
recognition program for
your superb substitutes

Recognition is Important!

Spotlight your substitutes



Meet Them Where They Are

Host events or webinars for substitutes to have access to professional learning and growth opportunities



Lake County Schools Human Resources presents:

Substitute Boot Camp 2023

Part 4: How Substitutes Can Keep
Students Safe

Taking your
Substitute Teaching
Skills to the Next
Level!

Sponsored by:

Additio
FINANCIAL



ONLINE WEBINAR

**JOIN US
OCT. 30**

BUILDING RELATIONSHIPS
WITH PARENTS + STUDENTS

5:30 PM - 7:30 PM



Rachael Adams
Program Specialist

Join us for an online webinar!

When?

Wednesday, October 30th from 5:30 PM - 7:30 PM

Who should attend?

- Aspiring substitutes and teachers
- Anyone interested in becoming a teacher
- Potential college graduates

How do I register?

Copy and paste this into your browser or [click here!](#)



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Final Thoughts



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The Current State of Substitute Management: Recruitment, Retention & Engagement

THANK YOU FOR JOINING!