

EPISODE 133

Hiring Subs & Ensuring Coverage for Every Classroom



INSTRUCTIONAL
LEADERSHIP SHOW



Essential Question



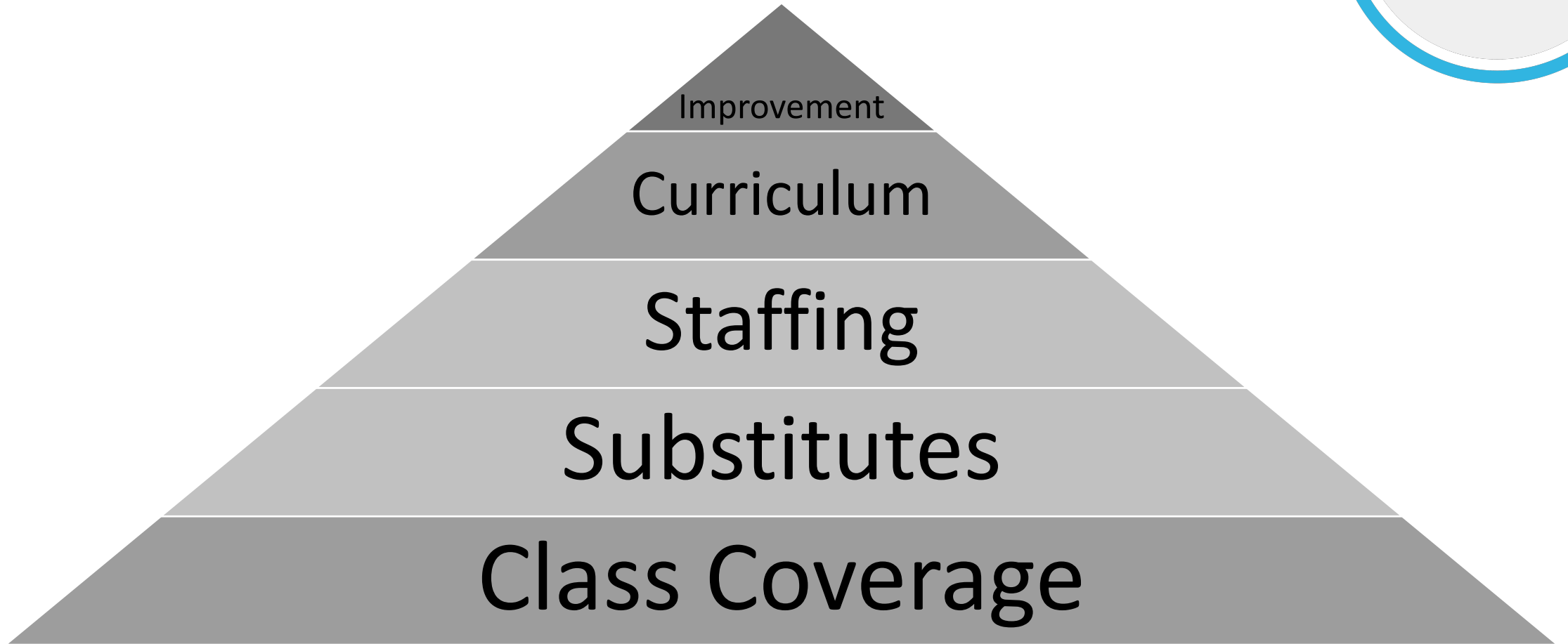
How can we hire enough subs & ensure coverage for every classroom?

A Convergence of Factors



- More positions with long-term subs
- Fewer new subs
- Quarantines & illness
- More teacher absenteeism
- Rising pay in the private sector

A Maslow-Style Hierarchy



Substitutes Are Key



Improvement
work grinds to a halt without
substitutes.

Substitutes Are Key



- Coverage for professional development
- Avoiding using coaches/admins as subs
- Ability to take time off when needed

Lead Time



In most states, hiring new subs takes

4-6 weeks

due to fingerprinting & background checks.

A Priority for Senior Leaders



Keeping schools open can take extreme measures

Like other districts in the Seattle area, many of Highline Public Schools' staff put in for paid time off on Friday, Nov. 12, the day after Veterans Day.

But Highline was ready. They have raised their substitute teacher day rate by \$65 to \$240, one of the highest in the region, so they had the extra coverage they needed.

"It's an all-hands-on-deck situation," says Superintendent Susan Enfield.

And she means all hands. She got her Washington state substitute teacher credential in case she needs to cover classes personally, and school board members have volunteered to step in too.

"I love me a long weekend as much as the next person," Enfield says. "I get it that my staff is tired. But for families, many of whom are working multiple jobs, and if they find out with two days' notice that they have to find child care, that's not an easy lift."



I get it that my staff is tired. But for families, many of whom are working multiple jobs, and if they find out with two days' notice that they have to find child care, that's not an easy lift.

Susan Enfield, superintendent of Highline Public Schools



Where To Find New Subs

- Recent district graduates
- Parents of current students
- Seasonal retail workers
- Ask teachers to recruit their friends



Student Teachers



- Can we onboard our student teachers as subs?
- Can they take a long-term sub role & finish their program?
- Hire December graduates ASAP

Remove Friction from Your Sub Hiring Process



- What are all the required steps?
- Where do people have to physically go?
- What fees or other expenses do people incur?
- How can we make this a one-stop shop?







PERSONAS DAKTILOSKOPIŠI
KARTĖ
FINGERPRINTS TRANSMISSION

Respublika Lietuva
Country of origin
Lietuva
Country Name
Lietuva
Lithuania

Lietuvos Respublika - Republic of Lithuania
KURČIUS
HAKIUS

Šio kortelės tikslas
This document used for the purpose

AFB
GABRIELIUS
VIRIUS
Date of Birth
19-02-1982
FFCAMIATA
KABULĀ
VIRIUS

Esau išrašė
True (check)

Lithuanian
Citizenship
Lithuanian

Labis vėlas - inkstu antspaudimui perdirbti
2. Inkstų antspaudimas
3. R. Inkstų antspaudimas





Fingerprinting



- Make it convenient & fun
- Set up an event with giveaways
- Pay for the cost
- Handle submission steps

Hiring Events



- Gift cards to local stores—ask for donations
- Give away district spirit wear
- Invite local media
- Information & opportunities to ask questions
- Say what you pay

Substitute Pay Must Increase



If you've removed friction but still aren't getting enough people...pay more!

- Daily rate
- Signing bonuses
- Guaranteed days/week

Collect Data Now



- How often are teachers out?
- How often are sub jobs going unfilled?
- How often are coaches & admins covering classes?