

How to Increase Your Districts' Fill Rates

Webinar Questions and Answers

April 30, 2020

What do you want to get out of today's webinar?

Shenise Tyler : Good morning. Would love to learn how other large districts are increasing fill rate

Malissa Riggins : To see how to get more jobs filled

Patricia Wiley : How to increase our paraprofessional fill rate

Nancy Johnson : How to increase fill rate

Jo-Ann Marron : increase fill rate

Laurene Wistner : First Stedi webinar... just wanted to try it and get ideas from other districts.

Kathy Senn : To get more jobs filled

Monica Martinez To All Panelists : How to get our aide and para positions filled.

Joleen Henrikson To All Panelists : Ideas to increase fill rate

Sheri Price To All Panelists : I would like to learn ways that other districts statically try to increase their fill rates.

Rosa Terek To All Panelists : How to increase fill rates, especially SPED and paraprofessionals

Which of the three areas (Sub level, SubReadiness & SubFriendliness, or SubManagement) is your district particularly excellent at executing AND will you share an example?

Ashly Witek : I think sub management. We have standards for check in and information at all campuses.

Shenise Tyler : Sub Management

Nancy Johnson : Welcoming subs from the front office. Sharing where things are, etc. and telling them to please let us know if they need anything.

Shelley Dabney To All Panelists : sub management... we have a streamlined hiring and training process

Monica Martinez: SubManagement

Valerie Bampe : We apply all three to our pool of substitutes.

Sheri Hade : skill level, we have amazing retired teachers that keep coming back

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Laurene Wistner : We are also working on management and getting training for new subs

Patricia Wiley : Skill Level and Sub Management, we do not assign by seniority

Kathy Senn : Welcoming the subs and making them feel appreciated.

Valerie Bampe : We do not assign by seniority

Valerie Bampe : 90% our our substitutes are certified teachers

Sheri Price To All Panelists : We just started a sub advisory council made up of our substitute teachers and we discuss classroom management and other issues that subs face daily. Then we share that information with our entire sub pool.

Shenise Tyler To All Panelists : We do not assign by seniority.

What do you train your substitute teachers on?

Te'ana Conley To All Panelists : classroom management

Shelley Dabney To All Panelists : technology training

Ashly Witek : We offer two- three PDs a year about classroom mgmt., technology and SPED.

Felecia Phillips : Classroom management, safety, Special Education

Shenise Tyler : Emergency Preparedness

Monica Martinez: Classroom Mgmt, Safety, Sub System, etc.

Felecia Phillips : Quite a few...

Malissa Riggins : We require them to take an Effective Teachers Training class with the community college

Patricia Wiley : Rapid City peeps, we are looking into this training from STEDI for non-certified subs

LeAnn King : That will be great Pat!

Kelley Stone : Yeah! :D

Rhonda Lipp : Awesome! Thanks Pat!

Nancy Johnson : That would be great, Pat!

Kathy Senn : Good to hear that, Pat!

Does your district have a SubTaskForce or a Substitute Committee?

Ashly Witek : We do "pop" ins and pass out popcorn to our subs as a thank you.

Valerie Bampe : That is a great idea!

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Felecia Phillips : I like the task force idea, will you post those recommendations on the Stedi site?

Shenise Tyler To All Panelists : Ashley - how often does your district conduct "pop ins"?

Shenise Tyler To All Panelists : Ashly*

Valerie Bampe : No, we do not have a task force.

Patricia Wiley : no, but it's on my radar

Jo-Ann Marron : Sorry, no.

Verna Henry : we don't

Shelley Dabney: no

Te'ana Conley: no

Gerd Maines : I don't think we do

Felecia Phillips : No we dont

Kathy Senn : We do not have one.

Shenise Tyler: No, we do not.

Sheri Price: Yes, we do and it is made up of district officials and subs.

Tammy Conway: yes we do and it's HR, perm sub, pool sub, teacher, principal

Ashly Witek : We have 30+ campuses so we split it up

Ashly Witek : and try to go to each campus at least once

Kelley Stone : Thanks, Ashly! :D

Shenise Tyler To All Panelists : Once a year?

Ashly Witek : :)

Shenise Tyler: We have 250 campuses - I don't know if we could visit all but plan to do some in the spring and some in the fall.

Kelley Stone : Ashly - is that just once a year? or a semester?

From Monica Martinez: I try to meet with my sub coordinators at least once a month to try to keep things as consistent as possible.

Shenise Tyler : We have 250 campuses - I don't know if we could visit all but plan to do some in the spring and some in the fall.

Shenise Tyler : Ashley - how often does your district conduct "pop ins"?

Kelley Stone : It's all about figuring out what you can do

Ashly Witek : We schedule them for once a month

Shenise Tyler : Thanks!

Ashly Witek : and try to go to several campuses that are in close proximity

Patricia Wiley : Need a sub pool of about 4 to 5 subs for every absence

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What does your district do to advertise for substitute teachers?

Tammy Conway: until the COVID crisis our unemployment rate in our county and surrounding areas was 2%ish. That poses a HUGE recruiting issue. Do you have any ideas to help?

Felecia Phillips : We get more from Word of mouth because we're in such a rural area.

Patricia Wiley : I don't have a percentage, but ours is mainly word of mouth

Valerie Bampe : We post on our district website and once a hear place advertisement in the newspaper prior to the start of the school year.

Valerie Bampe : Numbers have fallen off the past several years.

Shelley Dabney : we added road-side signs to display at all school sites city - "substitutes needed" with info that takes them to the website

Patricia Wiley : When the economy is good, and jobs are plenty to find, our sub numbers drop.

Shenise Tyler : I agree Patricia

Laurene Wistner : agree as well

Malissa Riggins : Website. We require ours to have at least equivalent to an Assoc. Degree, this keeps our applicant number low. Do other systems have qualifications like this?

Shenise Tyler : Towards the end of the year - our numbers dropped tremendously....

Tammy Conway : We advertise in all the normal places, newspaper, website, work of mouth, flyers our most out of the box location is in the movie theater (the ads rotate on the screen before the movie starts)

Laurene Wistner : We require 60hr min college credits for non-cert subs

Shenise Tyler : No - we hire substitutes with a HS Diploma as a Substitute Teacher Assistant or Clerk to Nondegreed, Degreed and Certified. The Associate's degree would eliminate a lot of applicants. The rates vary depending on level of education.

Patricia Wiley : Malissa, we do require 48 credit hours, they can also take the paraprofessional praxis if they don't meet that qualification

Malissa Riggins : We are a small county so this really hurts us

Ashly Witek : We host two job fairs a year

Tammy Conway : movie theater (the ads rotate on the screen before the movie starts)

Ashly Witek : Encourage student teachers to come back to work as a sub.

Sylvia Boese : We've put signs up at the front office of the schools with qualifications listed, rate of pay, and how to apply

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Tammy Conway : We have a yearly contract. It's about 5 cents per ad for each screen for every movie all year long

Sheri Price : We ask our secretaries to recruit regular volunteers on their campus to apply to substitute teach.

Thank you to all of those who attended today's webinar!

Felecia Phillips : Thank you!

Gerd Maines : Great ideas! Thanks!

Jo-Ann Marron : Thank you. Keep the webinars coming!

Sheila Reber : Thank you for the great ideas! Have a wonderful day!!

Nancy Johnson : Thank you!

Susan Phillips : Thank you!

Joleen Henrikson : Thanks!

Kim Whitney : Thanks!

Shelley Dabney To All Panelists : 😊

Malissa Riggins : Thanks

Debra Anthony : Thanks

Kathy Senn : Thanks!

Tamela Pahdocony : Thanks!

Valerie Bampe : Thank you! Great ideas!

Verna Henry : Thanks, I appreciate the help!

Patricia Wiley : Thank you

Ashly Witek : Thank you!

Thank you, several good ideas. Have a good day everyone.

Sheri Price : Thank you!

Laurene Wistner To All Panelists : Very helpful thanks!

Geoffrey Smith : THANKS EVERYONE!

LeAnn King : Thanks so much for the information!

Tiffany Rivers : Love the different ideas and it helped me to brainstorm things that might help with our school! :) Thank you!