

Recruiting & Training Substitute Teachers for Next Year WEBINAR

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INTRODUCTION



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This is another “*must-participate*”
webinar!

When there's a question:

- Use the “Chat” feature to respond.
- Change chat feature to “Reply to all panelists and attendees.”
- Once everyone has answered, copy the responses to your computer.

RECRUITING & TRAINING

Recruiting

- Finding Candidates
- Marketing
- Advertising
- Meeting Requirements

Where do you look for your best
substitute candidates?

Finding Sub Teachers

- Who?

- Parents
- College Students
- Retirees
- PT Employees

- How?

- Flyers
- Signage
- Mail inserts
- PTA meetings
- Social Media

What kinds of advertising do you
find most useful?

Marketing

- Identify target audience
- Identify demographics
- Identify motivators
 - Like to be with kids
 - Want to make a difference
 - Flexible schedule
 - Part time
 - Work while own kids are in school

Advertising

- **Mediums**

- Old School: Newspaper, radio, businesses, billboards
- Online: District website, email or social media
- Internal: referral programs with staff
- Webinars to promote job needs - incentives

- **Encourage with available training**

- Help people know they can do the job
- Create self-efficacy among applicants/new hires

What requirements must your substitute candidates meet?

Requirements

- **Employment Standards**
 - Experience
 - Education
 - Certification
- **District to Provide**
 - Application (should be simple)
 - Training (if required by State/District)
 - Expectations (clearly defined)

What incentives do you use when hiring substitute teachers?

Recruiting Incentives

- Better pay
- Reimbursement
 - When training completed
 - # of assignments completed
- Referral bonus
- Continued professional development
- Tit for tat

HOW CAN STEDI HELP?

STEDI Skills Training Suite™

A comprehensive training package which includes unlimited access for your district employees.

SubSkills Training Package™

New Substitutes

- SubSkills™ Online Training Course

Returning Substitutes

- Advanced Classroom Mgmt. Course
- Advanced Teaching Strategies Course
- Advanced Special Education Course

ProSkills Training Package™

Full-time Professionals

- *SubSkills Training Package™*
- Paraeducator Training Course
- Specialist Classroom Management Course
- Teacher Classroom Management Course
- Online Teacher Remote Training
- Parenting Magic™ Course
- Fill-Rate™ Course

AdminSkills Training Package™

Administrators and Managers

- SubSkills Training Package™
- ProSkills Training Package™
- Fill-Rate Academy™ Sessions - 11 Sessions of extensive district administrator training - Designed specifically for substitute management departments. Topics include: Expectations, SubTask Force
- One-on-One Exclusive Mentoring

Substitute Benefits

- University-based online training curriculum
- Private Facebook group
- Biweekly SubSuggestions™ Newsletter
- SubWeek™ Semi-Annual Giveaways
- Positive and friendly support group

Organization Benefits

- Unlimited annual access to training
- Registration and completion reports
- Substitute recruiting video for your district
- Regular SubManager™ Newsletters
- Dedicated client support

Training Packages

STEDI Skills Training Suite™			
We Train Subs & Professionals	SubSkills™	ProSkills™	AdminSkills™
		BEST VALUE (50% Savings)	
Less than 1,500 Enrollment	\$1,000	\$1,250	\$1,875
< 3,000 Enrollment	\$2,000	\$2,500	\$3,750
< 6,000 Enrollment	\$3,000	\$3,750	\$5,625
< 9,000 Enrollment	\$5,000	\$6,250	\$9,375
< 12,000 Enrollment	\$6,000	\$7,500	\$11,250
Over 12,000 Enrollment	Please Call for Quote		
SubSkills Online Training	X	X	X
Adv. Classroom Management	X	X	X
Adv. Teaching Strategies	X	X	X
Adv. Special Education	X	X	X
Cust. Support 8-4:30PM MST	X	X	X
Paraeducator Training		X	X
Specialists Training		X	X
Classroom Teacher Training		X	X
Remote Teacher Training		X	X
Parenting Magic		X	X
Fill-Rate Course		X	X
Fill-Rate Academy			X
Exclusive One-on-One Mentoring			X

Spring Giveaway is Happening

STEDI.org/Giveaway

- Apple Watch
- Amazon Gift Cards
- Kindle Fire Tablets



At STEDI.org

Download a Certificate of Appreciation to send to your substitute teachers:

<https://mylearning.stedi.org/saying-thank-substitute-teachers/>

What's next week's topic?

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THANK YOU!
