

**EducationWeek**<sup>®</sup> WEBINAR

# Substitute Teachers, Diversity, Recruitment, and Retention During Covid-19

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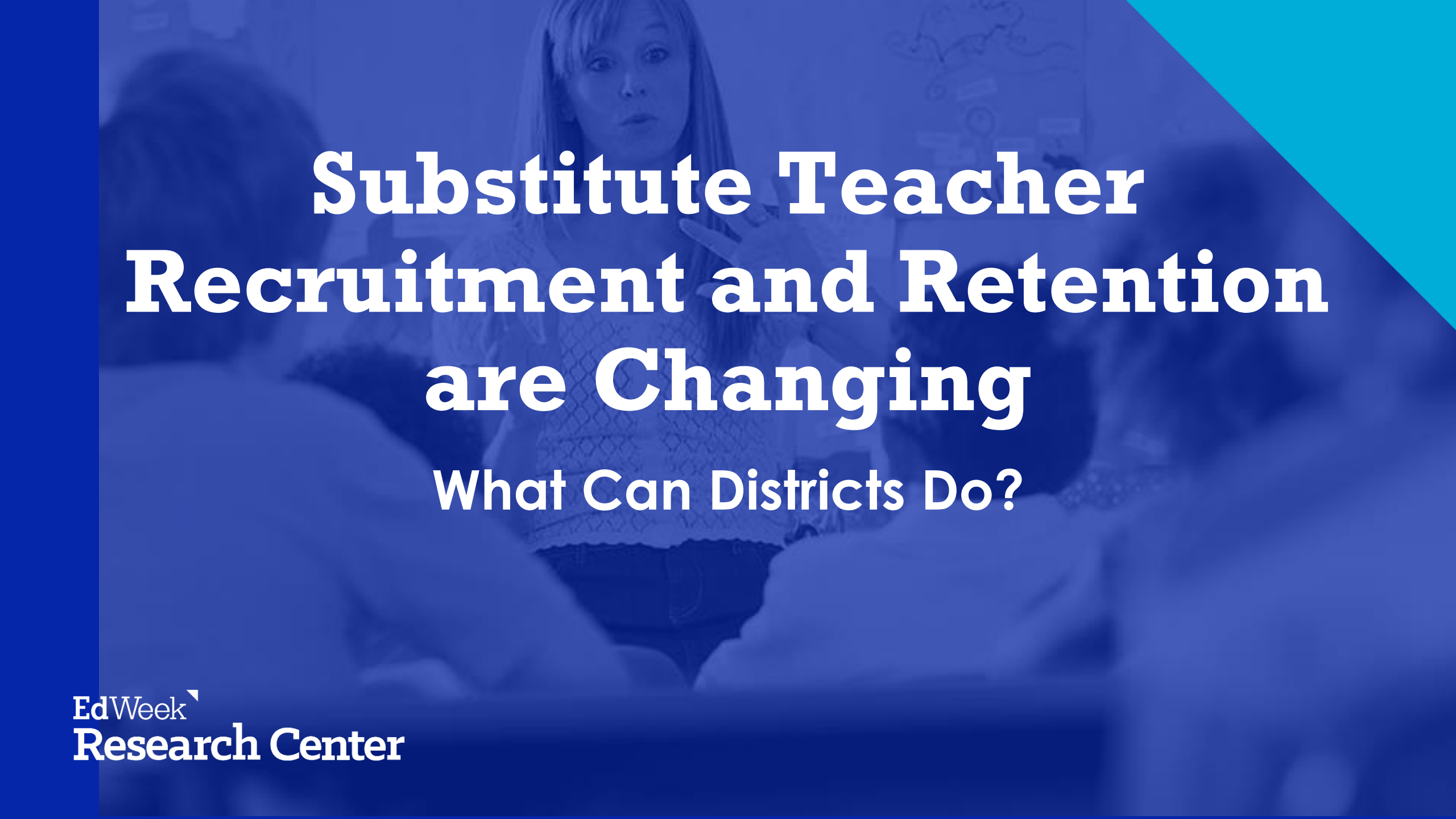


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A woman with blonde hair, wearing a white patterned sweater, stands in a classroom pointing at a whiteboard. The whiteboard has some faint diagrams or text on it. The background is slightly blurred, showing other people in the room. The entire image is overlaid with a blue gradient.

# **Substitute Teacher Recruitment and Retention are Changing**

**What Can Districts Do?**

# The Survey

- Nationally-representative online survey conducted by the EdWeek Research Center
- Winter 2020
- 2,065 respondents, all from public schools/districts:
  - 1,454 school board members
  - 404 principals
  - 99 superintendents
  - 61 district human resources officials
  - 47 district finance/business officials

# The Interview Study

- Winter 2020
- EdWeek Research Center conducted 10 phone interviews
- 4-21 minutes per interview
- Interviewees included:
  - 5 school board members
  - 4 district leaders
  - 3 principals

# Quiz yourself

On an average school day, 8 percent of teachers (about 250,000) are absent. According to our survey, on average, what percentage of teachers are districts able to replace with substitutes?

- 12%
- 31%
- 54%
- 77%
- 91%

# Sizing up the problem

- Enrollment in teacher preparation programs has declined by one third over the past decade.
- The number of teaching positions has increased by 64 percent since the late 1980s.
- Researchers project that teacher demand will exceed supply by more than 110,000 positions annually for the foreseeable future.
- The coronavirus could create additional demands for substitute teachers.



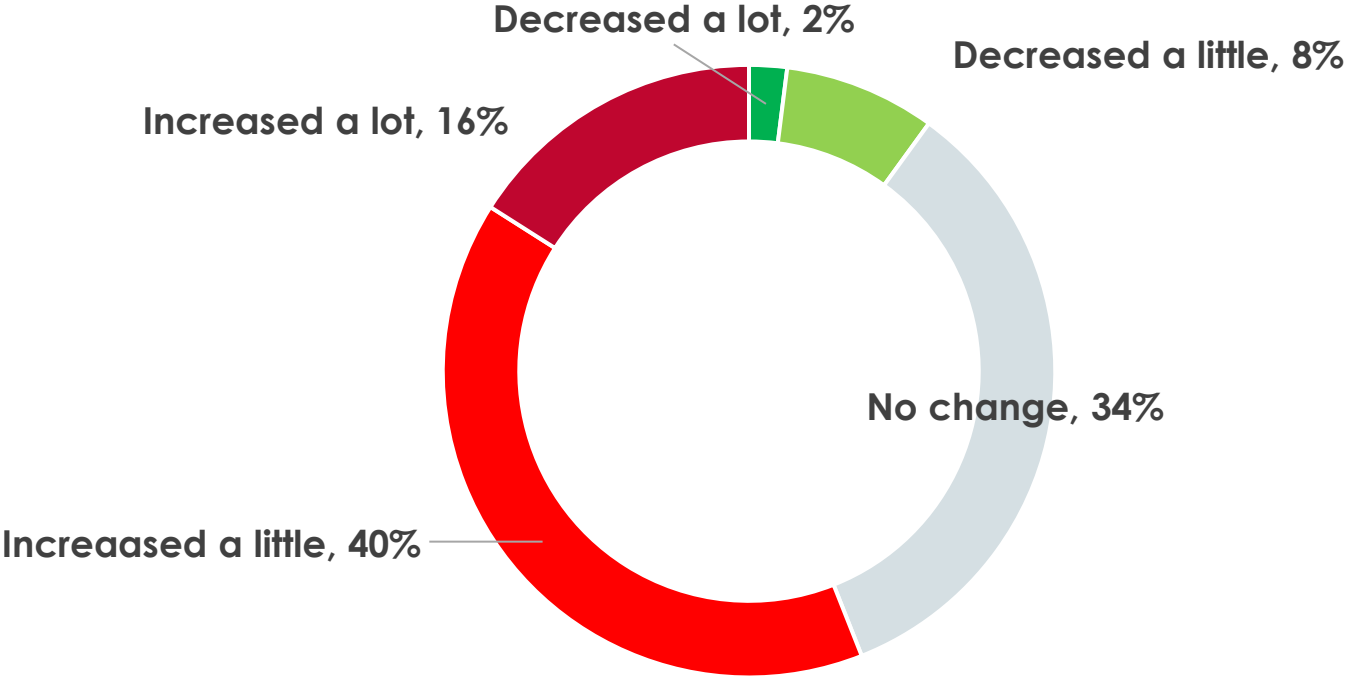
# Quiz yourself

**What is the most frequently-reported reason why teacher absence rates are on the rise?**

- Declining teacher morale
- Changing teacher demographics: a higher percentage of teachers of our teachers are of child-bearing age and face child care challenges/are on maternity leave
- More professional development scheduled during school hours/more professional development
- Greater need for flexibility/work life balance
- Declining teacher health

# Absence Rates Are on The Rise

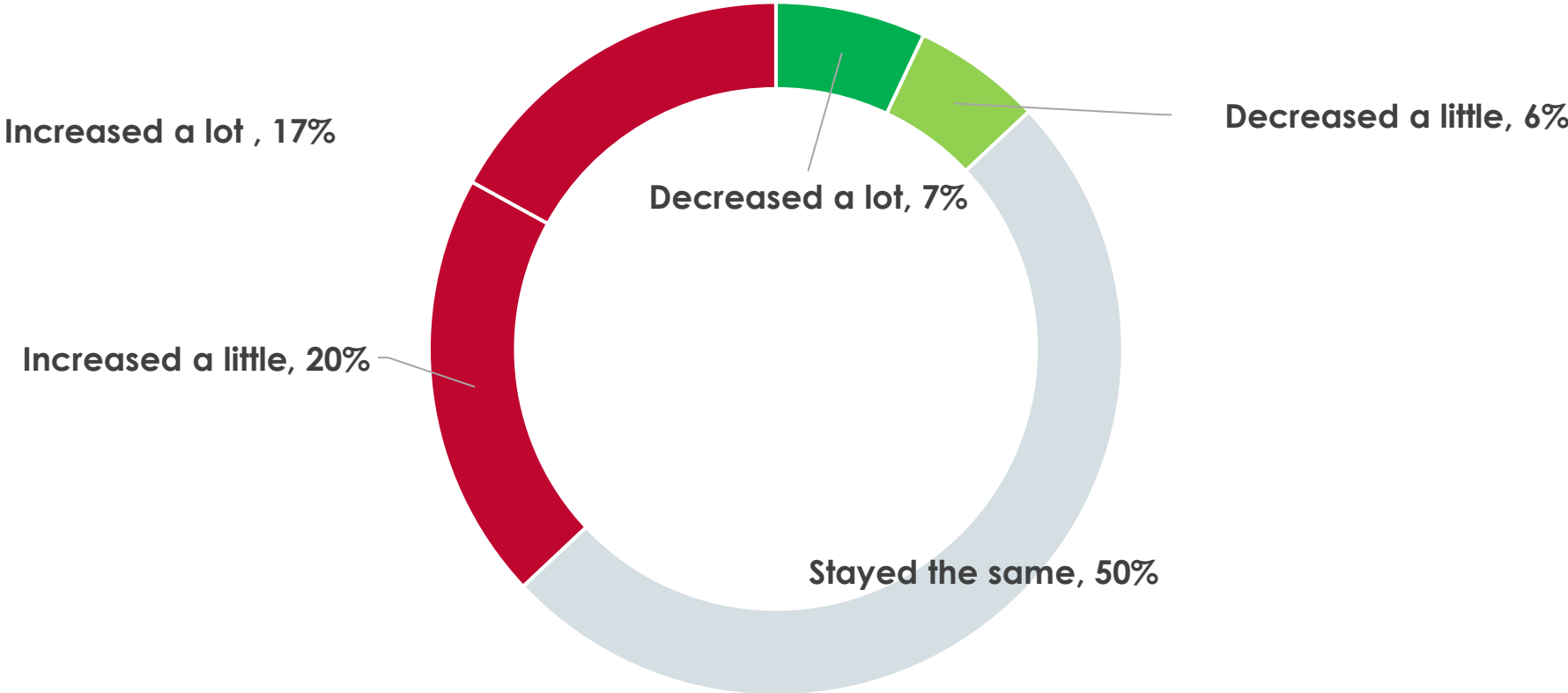
In the past five years, how, if at all, has your teacher absence rate changed?



- Decreased a lot
- Decreased a little
- No change
- Increased a little
- Increased a lot

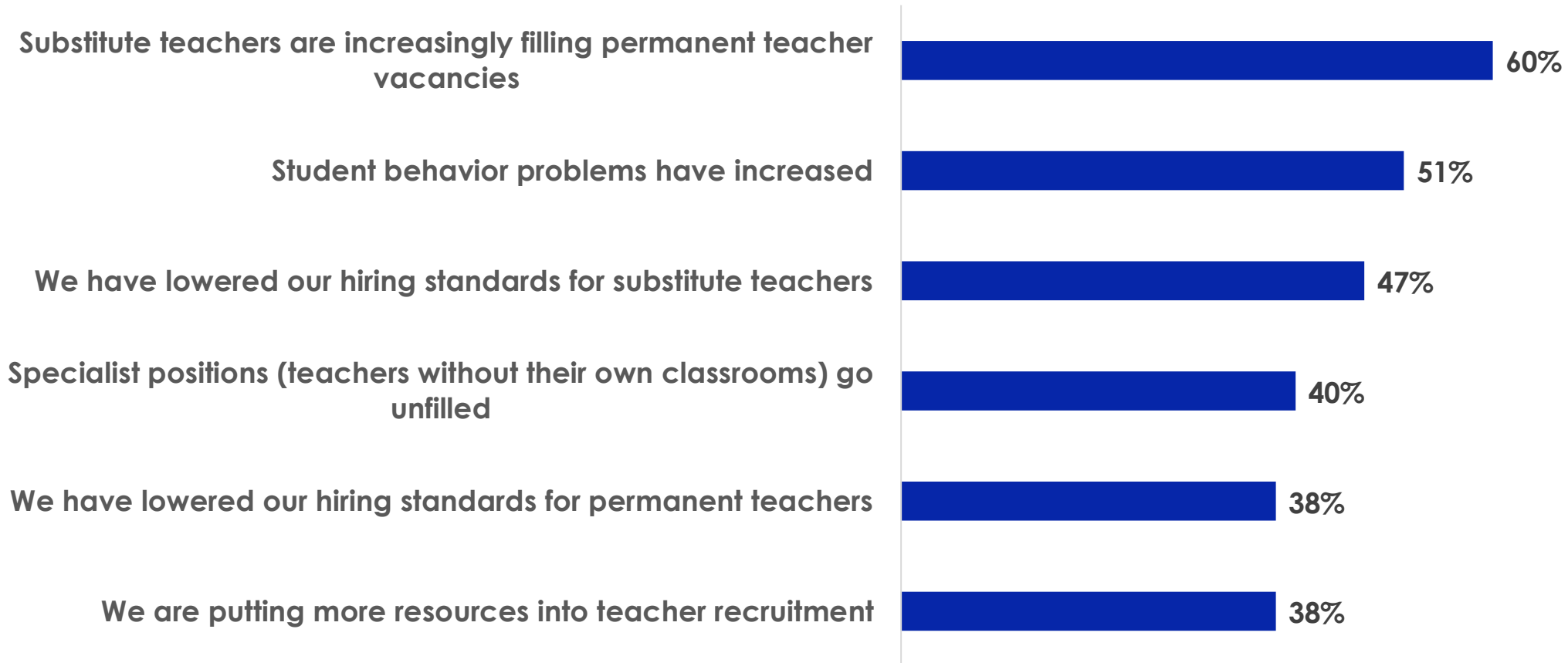
# Meantime, Permanent Teacher Vacancies Are on The Rise....

How has your teacher vacancy rate [rate of unfilled teaching positions] changed over the past five years?



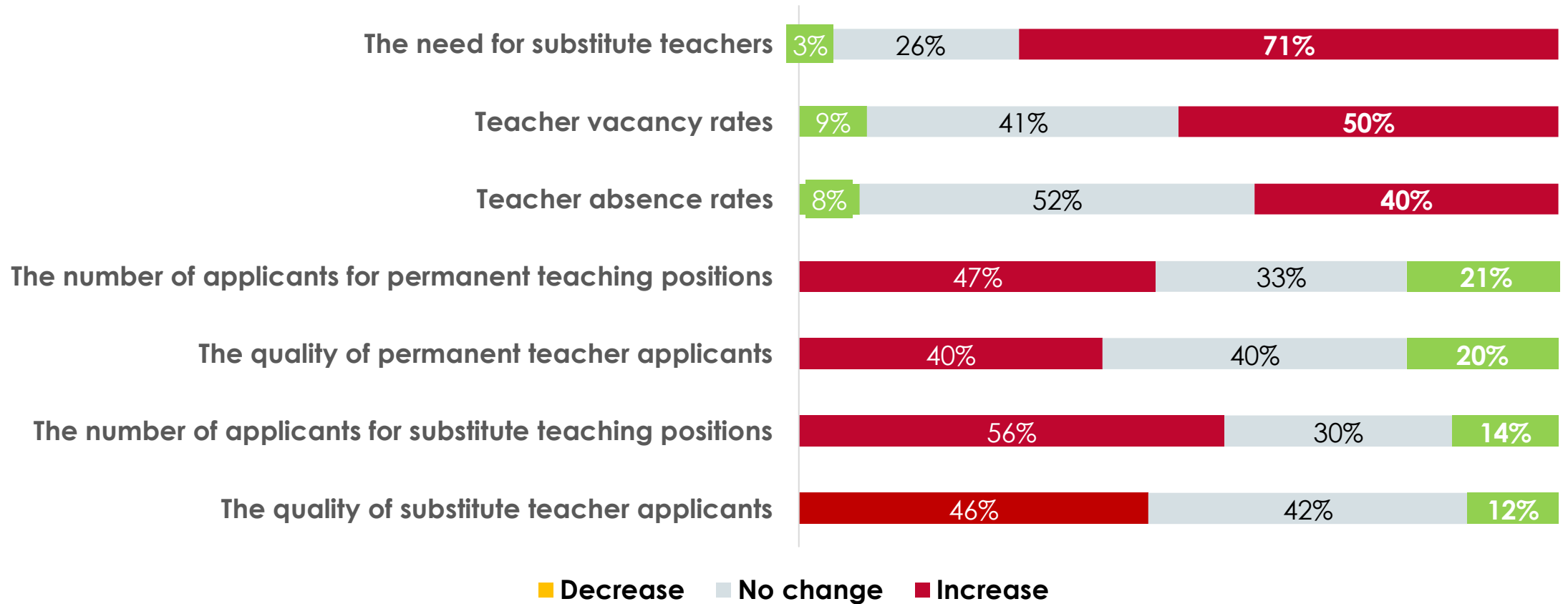
# Substitute & Permanent Teacher Shortages: The Connection

Which of the following have occurred as a result of your increasing teacher vacancy rates? Select all that apply.



# Challenges are Not Expected to End Anytime Soon

In the next five years, how, if at all, do you expect the following to change in your district or school?



A woman with long blonde hair, wearing a white patterned top, is standing and gesturing with her hands as if presenting to a group of people. The background is a blurred meeting room with a whiteboard. The entire image is overlaid with a semi-transparent blue filter. A dark blue triangle is in the top right corner.

# Solutions

Higher Pay?

# Quiz yourself

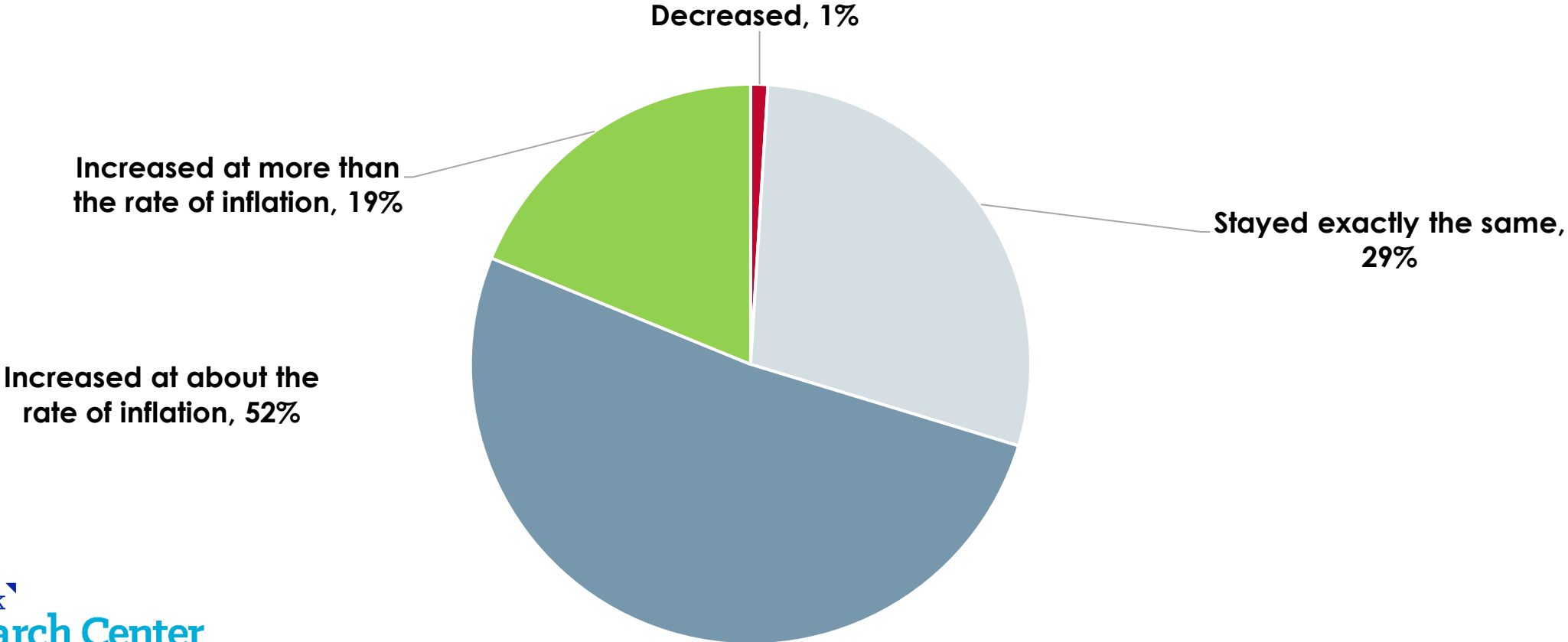
According to our survey, what is the median daily pay rate for a substitute teacher?

- \$97
- \$131
- \$176
- \$181
- \$193



# Despite Increasing Demand, Decreasing Supply, Pay Rates Have Mostly Been Flat

In the past five years, how, if at all, have your substitute teacher pay rates changed?



# Quiz Yourself

On average, what is **MINIMUM** pay increase that survey respondents said their districts would need to provide in order to increase the quality of the substitute teachers hired?

- 8%
- 10%
- 26%
- 57%
- More than 100 %

# Top 10 Ways to Improve Substitute Teaching, in Order of Popularity

1 Higher substitute pay

2 Professional development for substitutes

3 Hiring/assigning substitutes with expertise in the field of the absent teacher

4 Improving recruitment efforts

5 Other, please specify

6 Professional development for teachers on planning for substitutes and preparing their students

6 Making/expanding efforts to create a substitute pool with similar demographics to our student population

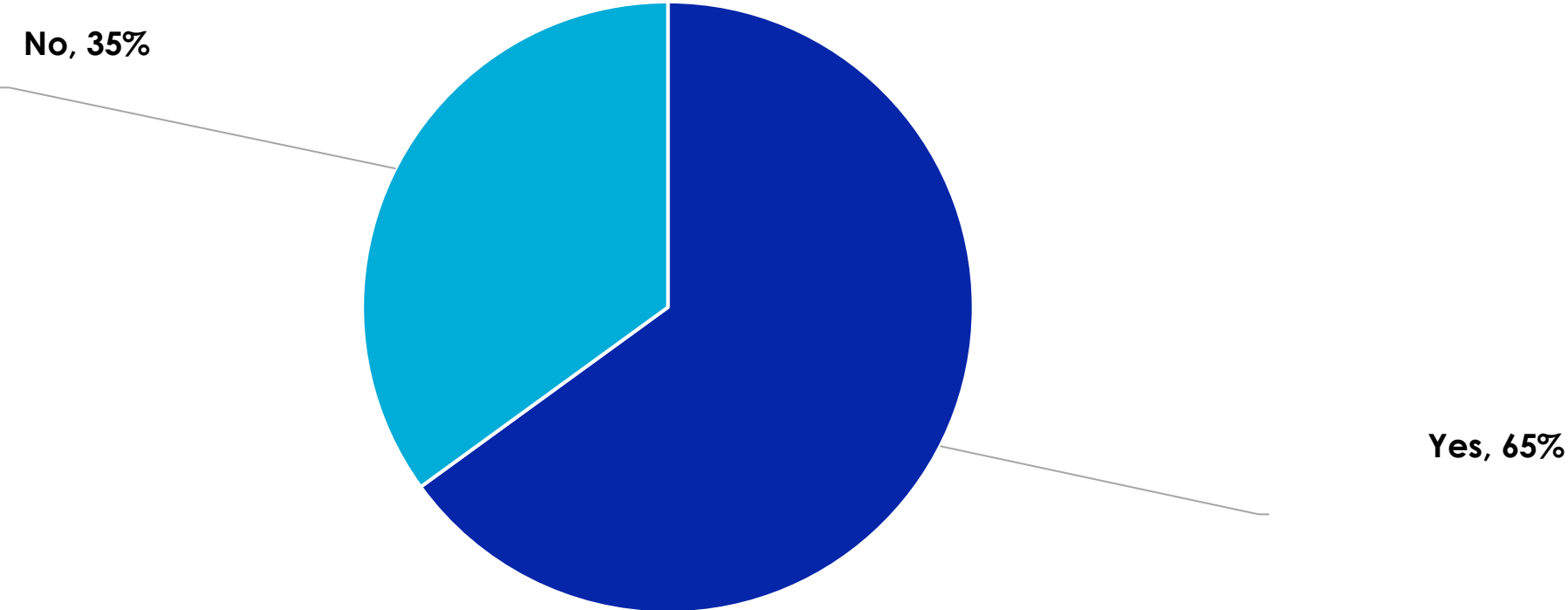
10 Improving retention efforts

10 Requiring substitutes to have teaching experience

10 A centralized, computerized dashboard that tracks substitute requests, teacher absence reasons, and other data related to substitute teaching

# Most Respondents Say Higher Pay Would Increase Substitute Teacher Quality

In your opinion, would increasing substitute teacher pay increase the quality of your substitute teacher pool?



# Solution: Professional Development

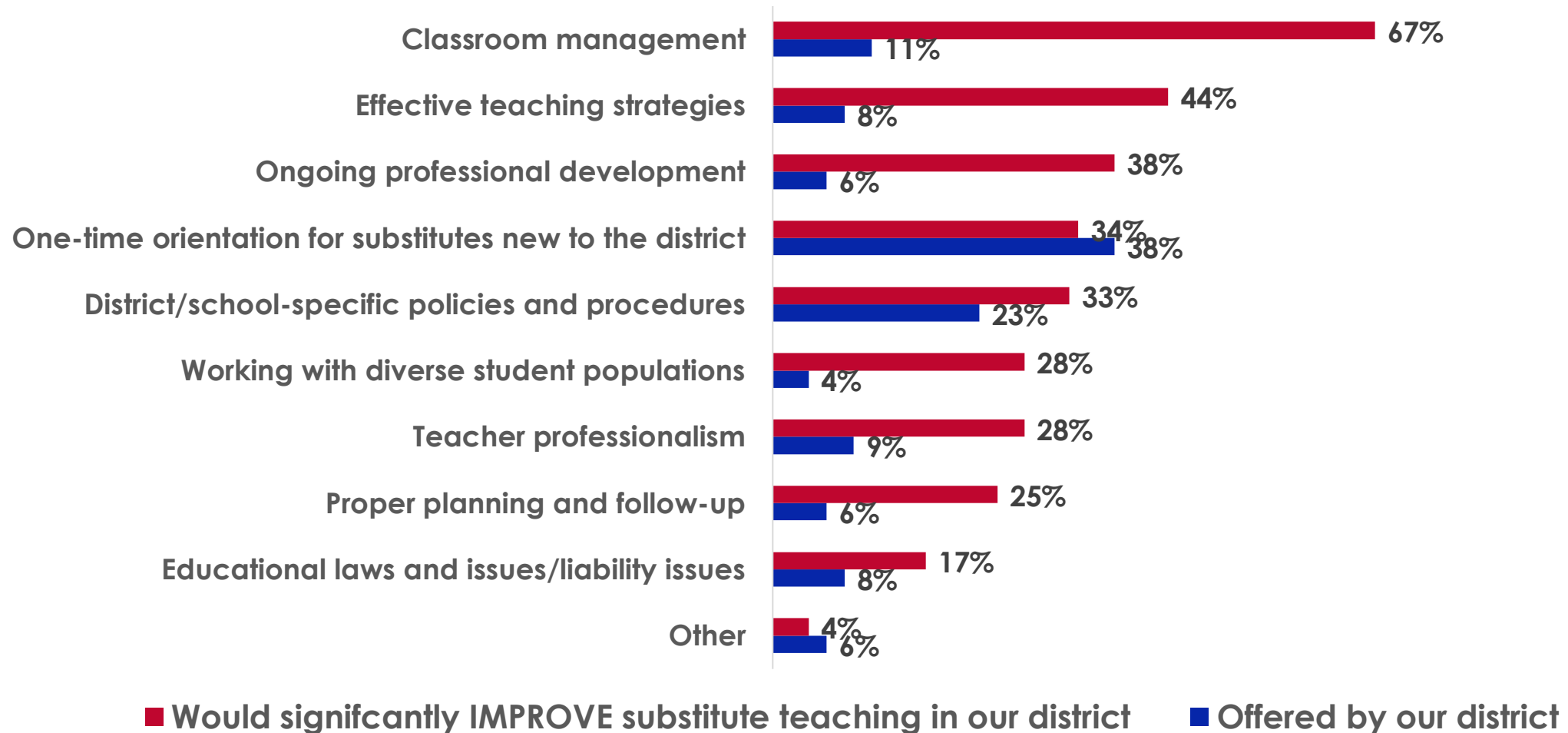
# Quiz Yourself

What percentage of survey respondents say their districts provide professional development to substitute teachers?

- 24%
- 33%
- 56%
- 79%

# Mismatch: PD Provided Vs. PD Needed

Professional development: What's offered versus what administrators and school board members say should be offered



# Solution: Recruitment & Retention



# Quiz Yourself

What percentage of survey respondents say that their district makes NO effort to recruit or retain substitute teachers?

- 16%
- 47%
- 69%
- 90%

# Grow-your Own Programs: A Promising Solution

## Examples of Approaches

- Teacher cadet programs for the district's own high school students
- Community-originated and focused programs
- University partnerships

# Conclusion

# Your Turn!

What do you think would be the most promising and attainable approach to improving substitute teaching in your school district?

- Raising pay
- More/better professional development
- More/better recruitment efforts
- More/better retention efforts

# Recommendations

- **Providing professional development** that not only improves substitute teachers' instructional ability but develops classroom management skills that help them avoid burnout and stress resulting from difficulties with student behavior. Remote learning may also be need if schools continue to close due to the pandemic.
- **Implementing basic recruitment and retention tactics** from formally advertising the need for substitute teachers to offering incentives that encourage retention.
- **Investing in grow-your-own programs** that prepare districts' students, parents, para-professionals, and substitute teachers for permanent teaching positions. This approach has the added potential of increasing the level of diversity in the teaching corp as grow-your-owns may reach people who had not previously considered permanently entering the teaching profession.



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Q & A



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“We are humbled and energized to be selected as one of the top fifty 2020 winners, particularly during these very challenging times,” says president and CEO Michele Givens, who has held a leadership role with Education Week for more than 15 years.

– **Michele Givens**, President and CEO, Education Week