

# **Teach Fresh: A SUB's WAY-**

## **A 'Footlong' Substitute Teacher Shortage**

**by Lindsey Nelson, Special Ed. Resource Teacher**

# Who Cares about SUBs ?

The Collective Bargaining Agreement says this about subs...

“They **both** agree to review & revise  
the recruitment, training &  
evaluation...

of Substitute Teachers...

...with the **goal** of ensuring a substitute pool of sufficient size to support teacher.”

**TEACH FRESH**--means everybody in the pool.

**? How's that pool of highly effective  
subs filling up ?**

**The Ward 8 pool of subs is so small.**

**How small is the pool of subs?**

**If the pool of Ward 8 Subs was a literal pool of water, then a Big Gulp cup could serve as a strategic reserve**

**Rim Shot**

**If the pool of Ward 8 subs were a literal pool of water, then a roll of Bounty paper towels could drain the pool.**

**Rim Shot**

**If the pool were a literal pool of water  
than it could be covered a European  
Speedo swimsuit..male.**

**Rim Shot**



**THE SHORTAGE OF SUBS MAKES  
OTHER BUILDING TEACHERS TO BE  
THE 'IN-HOUSE' SUBSTITUTE**

**RATIONALE**

**WE ARE TOLD WE MUST DO THIS  
CLASSROOM COVERAGE BECAUSE  
IT IS AN EMERGENCY**

**RATIONALE**

**THIS SHORTAGE OF SUBS  
EXHAUSTS THE REGULAR  
TEACHERS FROM THEIR REGULAR  
POSITION**

**RATIONALE**

**“Hey wait a minute! I’m an ART teacher not a substitute for P.E. !”**

**RATIONALE**

**“Okay, I’ll do it but, where are the lesson plans & seating chart?”**

**TEACH FRESH--means having all things ready to sub**

**Think of a teacher like an NBA player...**

**We prepare to compete with bodies and minds toward a goal**

**“Yes, Mr. Curry, you ARE a Golden State Warrior, but tonight, you’re donning a Clippers’ jersey...”**

**Ward 8 will sub teachers out to a new class just before tip off.**

**...you see Steph, the Clippers forward called out sick and this IS an emergency. It's in the contract!"**

**How dynamic a player will Mr. Curry sub as a Clipper?**



**The Contract (2016-2019) says teachers can be used as an 'In-House' substitute in cases of an 'EMERGENCY'.**

**LITERATURE REVIEW**

**Emergencies are if a teacher calls out  
with less than 24-hour notice**

**LITERATURE REVIEW**

**Emergencies are also when a substitute cannot be found--even if leave is asked for weeks in advance**

**LITERATURE REVIEW**

**The Washington Post reported that  
some Montgomery County Public  
Schools can't find subs 15% of the time**

**LITERATURE REVIEW**

**That means 4 out of 5 requests there are filled with a 'guest' substitute.**

**LITERATURE REVIEW**

**What is the rate for substitute requests  
going unfilled in Ward 8 ?**

**TEACH FRESH -- revise & review the fill rate in 8**

**EMERGENCY CLASS COVERAGE**  
**INCLUDES** the practice of educational  
**FRACKING** called **CLASS SPLITTING**

**LITERATURE REVIEW**

**The Leader-Telegram describes class splitting as putting those kids without a sub into many other classrooms with a regular teacher.**

**LITERATURE REVIEW**



**They may put fourth graders in a first grade class, or vice versa. The split students know none of your routines but they're gonna sit today at the table you do small group.**

## **LITERATURE REVIEW**

**It's like the first day of school whenever the class splitting occurs. You host the guests at a cost to your regular class. But it's okay, because tomorrow is a new day.**

**TEACH FRESH -- means planning for emergencies**

**A SURVEY collected data from Ward 8 teachers**

**DATA ANALYSIS & METHODOLOGY**

**The QUESTIONS...**

**DATA ANALYSIS & METHODOLOGY**

**Have you ever been asked to sub for a colleague because your building had no outside sub?**

**DATA ANALYSIS & METHODOLOGY**

**90% said YES**

**DATA ANALYSIS & METHODOLOGY**

**Can you decline the subbing invitation ?**

**DATA ANALYSIS & METHODOLOGY**

**90 % said 'No'.**

**It's like an offer you can't refuse**

**DATA ANALYSIS & METHODOLOGY**



**How many times this year (2019-20)  
did you Sub for a colleague ?**

**DATA ANALYSIS & METHODOLOGY**

**90% have subbed at least 3 times or more. 20% said they've done it 10 times or more this year alone.**

**DATA ANALYSIS & METHODOLOGY**

**Does your school have a building substitute?**

**DATA ANALYSIS & METHODOLOGY**

**70 % of the respondents said their school does NOT have a building substitute staff position.**

**DATA ANALYSIS & METHODOLOGY**

**Has 'In-House' emergency coverage reduced your planning time in your regular position ?**

**DATA ANALYSIS & METHODOLOGY**

**70 % reported “YES,” that ‘in-house’ subbing reduces their planning time.**

**DATA ANALYSIS & METHODOLOGY**

**Does your school practice  
'Class Splitting' to manage a  
lack of subs?**

**DATA ANALYSIS & METHODOLOGY**

**60% said 'Yes,' their school practices 'Class Splitting'.**

**DATA ANALYSIS & METHODOLOGY**



**Are you Paid  
for the time you perform substitute  
duties or Class Splitting ?**

**DATA ANALYSIS & METHODOLOGY**

**30% said RARELY & 30% said NEVER**

**20% said ALWAYS & 10% said  
OFTEN**

**DATA ANALYSIS & METHODOLOGY**

**Besides the Principal, does your school have 'point-person' for getting subs to your building ?**

**DATA ANALYSIS & METHODOLOGY**

**90% were not sure or a said, “NO.”**

**That’s 50% at “No” & 40% at “Not  
sure”**

**DATA ANALYSIS & METHODOLOGY**

**The final two questions of the survey  
were open ended & fill-in selections**

**DATA ANALYSIS & METHODOLOGY**

**How has this emergency, ‘In-House’  
subbing impacted your regular  
teaching position?**

**DATA ANALYSIS & METHODOLOGY**

**It makes me more exhausted.**

**DATA ANALYSIS & METHODOLOGY**

**It reduces my planning time.**

**DATA ANALYSIS & METHODOLOGY**



**It makes it impossible to accomplish  
my actual job**

**DATA ANALYSIS & METHODOLOGY**

**It takes me away from special ed.**

**DATA ANALYSIS & METHODOLOGY**

# **SUGGESTIONS**

**DATA ANALYSIS & METHODOLOGY**

# **Staff Ward 8 schools with more BUILDING SUBSTITUTES**

**DATA ANALYSIS & METHODOLOGY**

# **Strategic Planning to recruit & train DCPS substitutes**

**DATA ANALYSIS & METHODOLOGY**

**20% pay increase for Ward 8  
Daily substitutes**

**DATA ANALYSIS & METHODOLOGY**

- **Ward 8 gets more building subs**

**RECOMMENDATIONS**

- Uphold Contract's "Pool" of Subs

**RECOMMENDATIONS**



- **Expand sub acquisition duties to a committee or a team of teachers**

## **RECOMMENDATIONS**

- **Emergency sub coverage requires same-day compensation**

**RECOMMENDATIONS**

**Get teachers involved with the  
Substitute teacher selection**

**RECOMMENDATIONS**

**Matthews, J. (2019).  
There's No Substitute  
For a Regular Teacher.  
The Washington Post**

## **REFERENCES**

**Seifert, S. (2019). Filling In: Local School Districts Short on Substitute Teachers, Support Staff. Eau Claire, Wisconsin. The Leader-Telegram**

## **REFERENCES**

**DCPS & WTU #6. (2016-2019). Collective Bargaining Agreement Between The Washington Teachers' Union Local #6 of American Federation of Teachers & The District of Columbia Public Schools (pp. 81-82).**

## **REFERENCES**

**The teachers who completed this survey...  
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**SPECIAL THANKS**

**Pacific Salmon Productions c 2020**

**LRN Global ACT c 1994**

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**Educational Musical Permission for soundtrack...**

**Funkytown, Lipps Inc. (1979)**

**Wake Me Up When September Ends, Green Day. (2004)**

**SPECIAL THANKS**

**TEACH FRESH--Let's reduce the footlong Ward 8  
Sub shortage to the size of a  
6-inch sub with chips in 2020**

**TEACH FRESH--requires planning**