

Quote of the Month

"The only people with whom you should try to get even are those who have helped you."

- John E. Southard

SubManagers Newsletter - November 2009

A Free E-Newsletter for SubManagers from STEDI.org

Feature Articles:

- [Fall 2009 Surveys](#)
 - [Does training matter in today's economy?](#)
 - [SubSolutions 2010](#)
 - [Substitute Teaching In The News](#)
-

Extended Deadline for the 09 Fall Surveys [\[top\]](#)

Your substitute teachers have a chance to win one of eight gift cards. Just by participating in the Substitute Teacher Fall 09 Survey, you will be able to receive district-specific information to compare with national statistics at no cost to your district.

But, you must invite your substitute teachers to participate in the survey by November 30, 2009! Additionally, there needs to be a significant number of substitute teachers from your district to adequately represent your sub-pool. We'll do the rest!

Visit www.STEDI.org/subm/survey to learn how to invite your substitute teachers. Also learn about the survey for managers of substitute teachers and complete it today.

Does training matter in today's economy? [\[top\]](#)

Recently, as we worked with a number of managers of substitute teachers, some interesting feedback was given as it relates to the current challenges faced by substitute teachers. . Even though budget cuts are constantly on the front page, the skill level of substitute teachers outweighs the budget issues two to one.

That means districts struggle more with substitute teacher performance than with managing budget cuts and management issues. Performance can be improved with training, especially if it includes the following skills:

1. Classroom management - the ability to manage yourself allowing students to increase the probability of responding appropriately.
2. Teaching Strategies - the ability to implement lesson plans left by the

- permanent teacher.
3. Being prepared and professional - the ability to arrive on time and to act and dress as a professional.
 4. Legal/Educational knowledge - the ability to understand district policies and procedures.
 5. The possession of a SubPack - the ability to put together a resource kit to use in a moment's notice. For example if no lesson plans are found or if there are students who finish early, a substitute teacher is prepared by having a Subpack.

By focusing the training of substitute teachers in these five areas, many complaints registered against substitute teachers can be eliminated. Considering the sizes of the current sub-pools, now is the perfect time to require training prior to employment and to also offer annual refreshers in the key areas previously listed.

SubSolutions 2010 [\[top\]](#)

Mark these dates: July 7 - 9, 2010

Where has the year gone?

Not to rush the end of school but we are planning next year's SubSolutions Conference in Park City, Utah. I know, you may say "It was in Park City last year". Well, we had so much fun this year we decided to do it again. We have made a couple of changes that will make it even more remarkable for you to attend.

The conference this year is two and a half days of action-packed instruction on recruiting, training, and retaining your substitute teachers. [Check out the website for more information about SubSolutions 2010](#), or to see the many regional workshops we are conducting.

See you in Park City, July 7-9, 2010.

Substitute Teaching In The News [\[top\]](#)

Here are some links to stories from across the country which relates to substitute teaching:

[Substitute teachers protest Duffy deal](#)

KABC-TV, Los Angeles, CA

There is fallout from major cutbacks in the Los Angeles Unified School District. Angry, pink-slipped teachers are confronting their union president, claiming he made a secret deal with the district.

[Student Misbehavior In Chicago Serves As Raw Material](#)

www.groundreport.com

According to a report issued by Consortium on Chicago School Research in June 2009, about 100 Chicago schools suffer from chronically high rates of teacher turnover...

[Former Giants 'Touchdown Maker' Stephen Baker still making a difference](#)

nydailynews.com

Baker is a permanent substitute teacher at the James J. Flynn Elementary School in Perth Amboy, NJ...

[A tale of two teachers: One nice educator plus one who's scary add up to a winning musical](#)

www.nj.com

The angel you know is better than the devil you don't know. That's the message the grammar school students learn in "Miss Nelson is Missing!"...

[Alleged attack on teacher over cellphone probed](#)

Denver Post

Aurora police are investigating an alleged attack by a Hinkley High School student on the substitute teacher who confiscated her cellphone...

[Substitute Teacher Tips: The Vital First Few Moments](#)

Associated Content

Being a substitute teacher is not easy. But keeping a few things in mind will make your life much easier. The way you handle the first few moments are important and almost define how the rest of the class or day will go...

[A Fast-Track Alternative to a Teaching Job](#)

New York Times

Anxiety about what comes next in midlife is gripping a lot of people these days, especially if their jobs are ending or they are nearing retirement age...

[Wanted: substitute teachers](#)

www.connecttristates.com

With flu season lurking, are school districts prepared with subs?

[Mourning Utah band wins competition after crash](#)

blog.taragana.com

Many in tears, members of the high school marching band that lost a teacher in a bus crash honored her by playing on and playing well, sweeping the awards at a regional competition...



[Local woman raising funds for a school in Cambodia](#)

www.chippewa.com

Donna Martin loves being retired after teaching full-time for 34 years in the Chippewa Falls School District...