



BY RED ROVER

# Substitute Teacher Professional Learning

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# Why do subs need professional development?



## Prepare for the Job

Substitute teaching is a hard job. PD builds the **skills and confidence** subs need to thrive.

# What are the outcomes?



## Build Sub Pool & Pipeline

Development and ongoing support improves subs' retention and strengthens your teacher pipeline.



## Sustained Student Learning

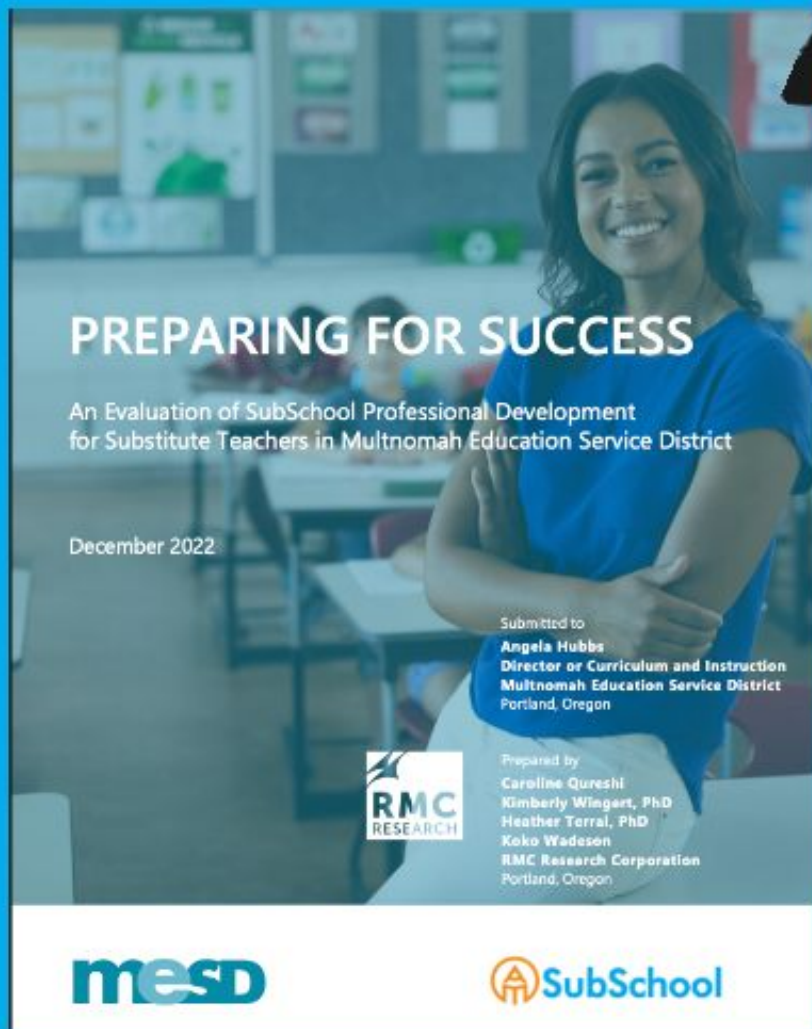
Subs are responsible for an increasing share of instruction. Prepare them to teach, not just babysit.

# 33%

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One third of substitute teachers are aspiring teachers.

**That's a big deal!** Professional development for subs, builds their pathway to licensure.

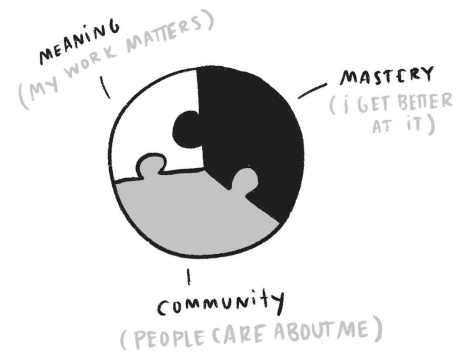


“Participants in the SubSchool pilot reported positive, **significant growth** from the pre-to-post survey on items relating to all 4 preparedness domains: **student engagement, instructional strategies, classroom management, and culturally responsive teaching.**”

# What makes a **high quality** professional development program for subs?



**Learning Goals  
Aligned to Sub  
Competencies**

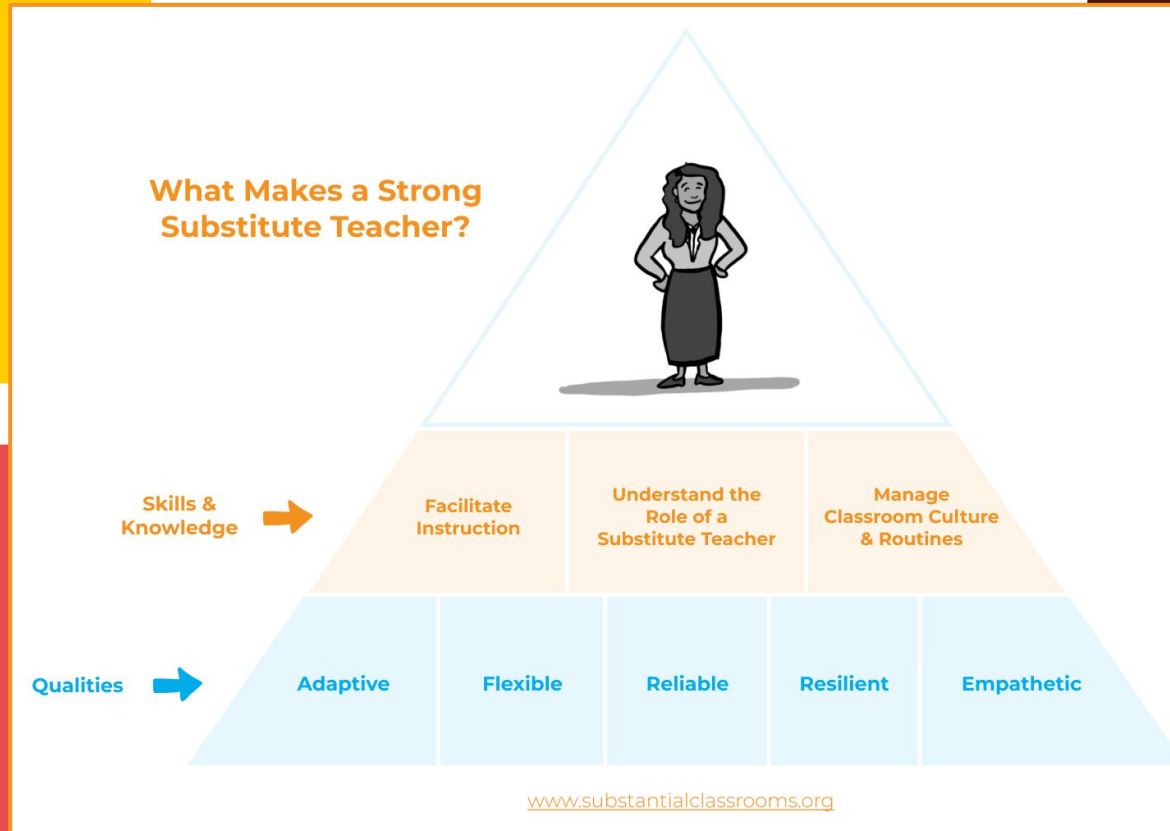


**Best Practices  
for Adult  
Learners**

# What do subs need to know?

Manage Classroom Culture and Routines

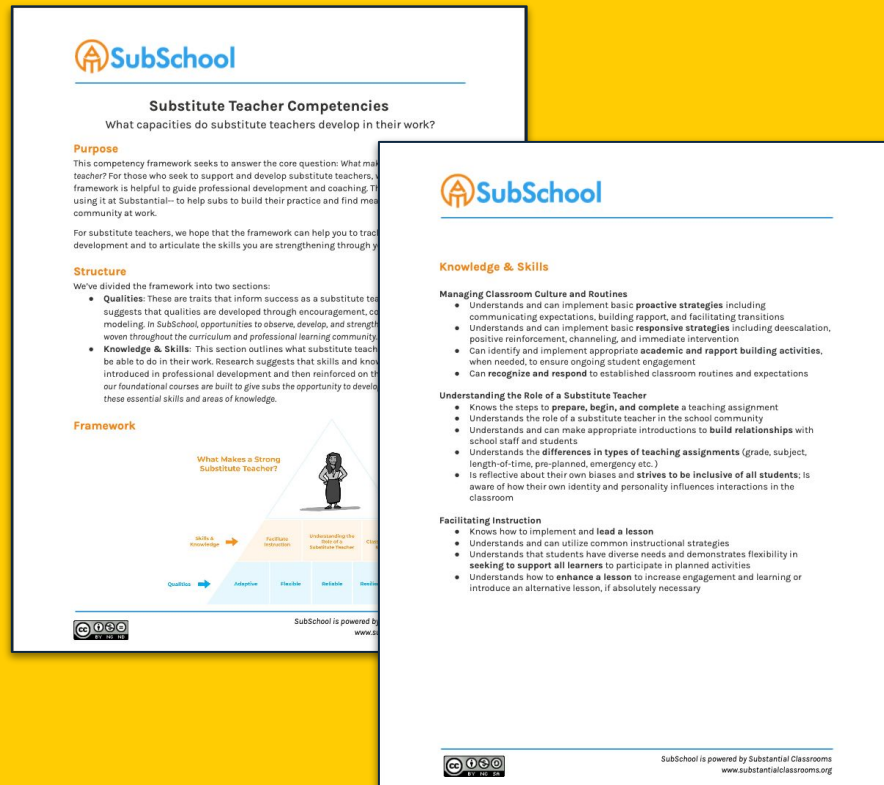
Their Role in the School Community



Facilitate Instruction

Supporting Students with Disabilities  
Trauma Informed Teaching

# Download the Full Framework



Ways to use it:

- PD design
- Appreciation events
- Application or selection processes

[substantialclassrooms.org/competency-framework](https://substantialclassrooms.org/competency-framework)





Active Learning Cycles



Collaborative Community of Learners

## *How do subs learn?*

Best practices  
for PD

Modeling



Feedback & Reflection



# Resources

## Jump Start Your Sub PD Program

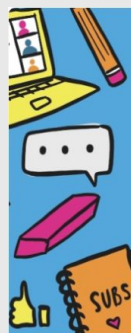


**It's Time to Get Serious  
about Professional  
Development and Support  
for Substitute Teachers**

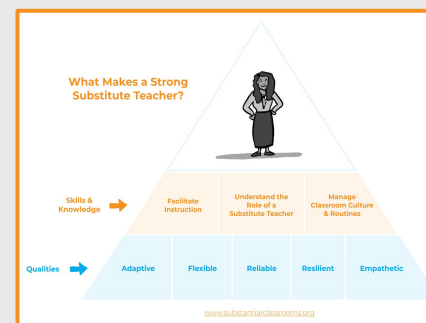
[NCTQ Article](#)

**Free Course for  
Subs!**

[SubSchool.org](http://SubSchool.org)



Welcome to  
Substitute Teaching



[Sub Competency  
Framework](#)

**More...**

[Disaster  
Recovery](#)





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# Thank You

*Be in touch!*

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