

2023 Substitute Teacher Survey Results: 7 Key Takeaways

1 Nearly Half of Subs Are in Their First Year of Teaching

43%

This presents an excellent opportunity to nurture their enthusiasm, offer support, and ensure that these educators will want to remain subs for the long term.



“You’re making a difference in the lives of students, and that is amazing.”

—First-year sub

2 The Majority of Substitutes Plan to Continue Next Year



73% of substitutes plan to stick around, rather than pursuing other gigs exclusively or abandoning education. An additional 16.6% hope to transition into a different role in education, such as by obtaining certification to become full-time teachers.

73%

“It is rewarding in that you can interact with students of all ages and hopefully make them feel good about themselves.”

—A sub for 6+ years

3 44% Say Making a Difference Is Very Important

44%

When taking into account all the factors that go into play when they consider taking a job, substitutes ranked “feeling like I am making a difference” at the top, followed closely by “control over my schedule,” “flexibility,” and “pay.”



“It’s a very difficult job that is not given much training and support. You have to really be committed or it can be extremely taxing.”

—First-year sub

4 Subs Want More Training in Trauma-Informed Teaching



Subs are walking into schools where students may be struggling with anxiety, depression, and lingering traumatic stress. And the mental health and wellbeing of substitutes themselves is also an important consideration.

5 “Reliable Lesson Plans” Are a Number One Draw

47%

When accepting an assignment, almost half of respondents (47%) consider it to be “very important” that the school “reliably provides lesson plans.”



“You have to be flexible, fearless, and ready for anything that comes your way.”

—First-year sub

6 Parents Who Are Subs Outnumber Retired Teachers

Our survey revealed that almost 30% of substitute teachers are parents in the district where they work, as opposed to 15% who are retired teachers.

30%



7 The Majority Prefer Mobile Notifications

64%

No automated phone calls, please. The majority of substitutes we surveyed (64.6%) voted for mobile app notification as their preferred method for hearing about an opening.

