



Report on Substitute Teachers

February 27, 2017

Problem:

According to the CTA's Winter Survey, 60 percent of CCSD teachers are required to teach extra students or classes when other teachers are absent.

This reveals a critical lack of substitute teachers. When schools cannot get substitutes, students are either distributed to random classes, or teachers are removed from their planning time to monitor the students.

Both of these options hurt students. In the first case, students rarely receive instruction and get little attention in overcrowded classrooms. In the second, teachers are unable to prepare for their own lessons.

Proposed Solutions:

The CTA recognizes that the problem of acquiring qualified substitutes is both difficult and costly. There are, however, several possible ways to address the issue:

- The district's contract with Kelly Services could be re-examined if they are unable to meet its demands.
- Substitute recruitment can be added to the district's efforts of overall teacher recruitment.
- The district can determine if there are schools where substitutes do not wish to teach and address the underlying causes.
- Administrators or teacher coaches could be assigned to unfilled classrooms.
- With the money the district saves on absentee substitutes, teachers who are required to take on the extra instruction could be compensated for having to use their personal, after-hours time to prepare their lessons.