

## FAQ on State and District Response to COVID-19 Outbreak

What strategies are states considering to address a possible increase in demand for substitute teachers?

Regional Educational  
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### What strategies are states considering to address a possible increase in demand for substitute teachers?

As states are preparing to start the new school year, they are facing many challenges due to COVID-19. One such challenge is the format of this coming school year. Schools and districts are also facing a substitute teacher gap, and a [white paper](#) by EdWeek highlights some of the challenges associated with recruitment and retention.

What type of strategies are districts using to address this challenge?

1. The [Anoka-Hennepin school](#) district in Minnesota fills their substitute teacher needs from an in-house pool that is available to them.
2. [EduStaff](#) in Michigan, which provides substitute teachers to school districts in the state, is providing [additional training](#) on social distancing, protective equipment and how to recognize COVID-19 symptoms.
3. [Providence Public Schools](#) is accepting substitute teachers that hold an associate degree or are college juniors pursuing a four-year degree to work as per diem substitutes. To [increase and recruit substitute teachers](#) they are partnering with the Department of Labor and Training and higher education partners.
4. [Dallas Independent School District](#) has a substitute pool and they are continually hiring due to a shortage. Substitute teachers will also receive training on remote learning to prepare the upcoming school year.

How are state education agencies addressing the possible demand for staffing?

1. Although not specific to substitute teachers, the [Kentucky Department of Education](#) offers emergency certification to districts that are not able to secure qualified teachers. Educators are limited to one emergency certificate.

2. The [Connecticut State Department of Education \(CSDE\)](#) is providing some guidance to school districts in hiring substitute teachers.
  - a. CSDE is allowing districts to hire non-certified substitutes as long as they are 18 years of age and have some experience with school-age children.
  - b. CSDE has an active endorsement tool, called EdSight, that contains a pool of retired teachers that districts can access.
  - c. CSDE is allowing flexibility in the types of substitute authorizations.

## Related Links

- <https://fs24.formsite.com/edweek/gvc3mzutpl/fill?id32=EDWEEKBOX>
- <https://www.minnpost.com/education/2020/07/how-do-substitute-teachers-fit-into-back-to-school-plans-demand-could-spike-or-plummet/>
- <https://www.edustaff.org>
- <https://www.freep.com/story/news/education/2020/07/06/why-michigan-needs-more-substitute-teachers-now/5363598002/>
- <https://www.providenceschools.org/Page/4228>
- <https://reopenpvschools.org/wp-content/uploads/2020/08/PPSD-Reopening-Plan-July-31.pdf>
- <https://www.smore.com/hc74q-the-subscriber>
- [https://education.ky.gov/comm/Documents/COVID-19%20Guidance%20-%20Certification%20\(002\)%20TM\\_jg%20\(003\)%20\(002\).pdf](https://education.ky.gov/comm/Documents/COVID-19%20Guidance%20-%20Certification%20(002)%20TM_jg%20(003)%20(002).pdf)
- <https://portal.ct.gov/-/media/SDE/Digest/2020-21/Reopening-FAQs.pdf>

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