

Interview with Cliff Mayer, Fort Worth ISD

Cliff Mayer
Director of Induction, Development and Retention
Human Capital Management

Fort Worth ISD
Fort Worth, Texas

Hire 700 substitute teachers/year
1,200 – 1,600 substitute teachers in the pool

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Challenges and concerns
Substitute Teachers
Quality
Preparedness

Hiring process
Large volume of applicants

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Screening process prior to hiring

Additional training

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How to implement this training
Trial period - successful

New applicants
Immediately

For existing substitute teachers
Six months

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Fall out from the implementation of training

No drop in unfilled positions

More prepared substitute teachers
Career substitute teachers

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What would you differently next time?

Ways to communicate with
existing substitute teachers

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Benefits of implementation

- Significant reduction in the "Do not use list"
- Noticeable difference
- Reduction in complaints

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Why STEDI.org?

- STEDI Handbook
- SubSkills Training
- Usage by other districts
- Complimentary registrations for previewing

Provides higher level of education for our students

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