

Knox County Schools  
Knoxville, TN

One System's Journey of Implementing  
the STEDI Substitute Teacher  
Training Program

SubSolutins  
June 2011  
Park City, UT

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Dr. Kathy Sims, Executive Director HR  
Our District: Knox County Schools

- 56,000+ students
- 85 Schools (49 elementary; 14 middle; 15 high; 7 special schools)
- 8,249+ employees \*includes substitutes
- 4,000+ licensed employees
- 3,000+ classified employees
- 1,000 substitutes



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Why an online training program?

- Principals were complaining more about the quality of the substitute pool
- Recommendation from consultant
- KCS was experiencing an increase in the number of disciplinary issues with the substitute pool.
- No formal training program

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## Substitute Teacher Training The OLD WAY!!



2008	* 1,670
2009	* 1,617
2010	* 1,370

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## Immediate Benefit

- Deeper pool of quality substitute teachers
- Clean up existing pool
  - 1,300 substitute teachers
  - Less than 60% actually worked

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## Who takes the training?

- All new applicants expect for:
  - Licensed Teachers
  - Second-year Teacher Education Students

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## What types of complaints?

- Late, what they said (professionalism)
- Not following lesson plans
- System Policies/Procedures
- Disciplinary Issues
  - Attitude
  - Sitting at their desk
  - Not doing instruction
  - Previously removing one to two individuals per week

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## Immediate Benefit

- Reduction:
  - Unemployment Claims
- Dismissals

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## Why STEDI.org?

- Recommended by our consultant
- Other districts usage
- Assessment
- Took HR out of the training
- No cost to the system
- Helped identify individuals who want to sub
- Like it, yet tough

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## Additional Benefits

- Best things we have done
  - Better applicants in the schools
  - Substitute teachers are excited about what they have learned

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