

## Meeting the need for educators: Q&A with Substitute Teacher Service



### Who we are

**S**ubstitute Teacher Service, Inc. (STS) provides a multitude of diverse and cost-effective staffing solutions to our clients throughout the commonwealth. STS supplies to our client districts substitute teachers, substitute support staff, and substitute or interim administration team members. This allows anyone who wants to work in their local school districts the opportunity to help their community.

#### Explain the recruitment and screening process.

All STS employees are vetted through our online application process to ensure all candidates meet the PA Department of Education and state hiring guidelines. We also meet, currently virtually, with each candidate to finalize the hiring stage while discussing each necessary job requirement and our STS Handbook.

#### How has virtual learning affected your recruitment efforts?

During the pandemic, we have shifted to a completely online hiring process; this has increased STS's ability to hire new candidates for our client districts while still complying with all guidelines established by the Centers for Disease Control and Prevention. For those who may not be comfortable with the online application process, we also have worked one-on-one with those candidates to ensure that the application process is simple and pain free.

**STS can place qualified candidates from various locations into virtual classrooms to help the district to continue its necessary instruction.**



**SUBSTITUTE TEACHER  
SERVICE, INC.**

#### How do substitute teachers fit into back-to-school plans?

Substitute teachers and support staff are an integral part of any school district. STS helps to fill hiring gaps for our client districts and helps them with necessary candidates for full-time employment with the district. This year more than ever, school districts need qualified candidates to fill vacancies for long-term or full-time positions.

#### What new challenges are schools facing and how is Substitute Teacher Service helping to execute effective solutions?

STS has been working with our client districts to supply virtual substitute teachers and support staff. Because

of the nature of virtual work, STS can place qualified candidates from various locations into virtual classrooms to help the district to continue its necessary instruction. Since the work is done virtually, a substitute from anywhere in the state can fill in for that teacher because physical locations of the district are not a factor. For instance, we could have a substitute who lives in Altoona, PA, substitute teach in a client school district in Lancaster County. **B**