



GREENVILLE ISD

**Tools to be a Successful
Substitute**

Behavior Management is a “Good Faith Experiment”

There are 5 variables you can experiment with to help guide students to have successful productive behaviors

- Structure for Success
- Teach Expectations
- Observe and Monitor
- Interact Positively
- Correct, Fluently, Calmly, and Consistently

Spend your energy on things/variable you can control. Use this proactively and as a reflection to plan for next time.

Vital Information for Subbing

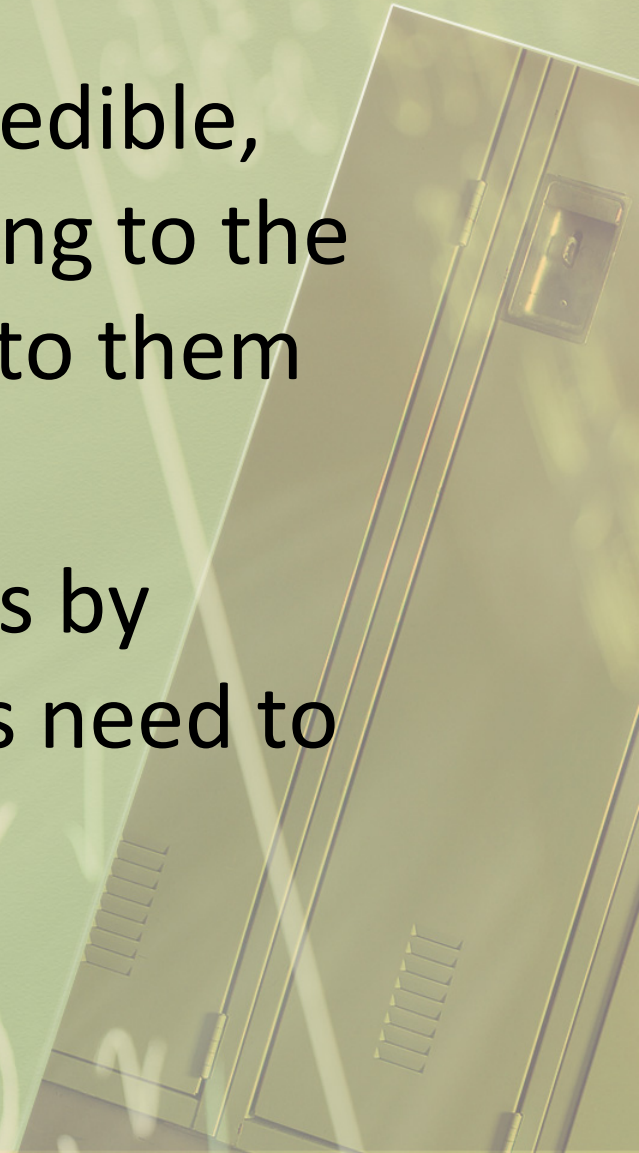
- Build relationships with students by smiling, chatting and connecting with students.
- Communicate your expectations to students with specific, explicit instructions. Do not assume they know what you want.
- Be clear and consistent with your expectations
- Have positive expectations

EXPECTATION = REALITY = 😊

EXPECTATION ≠ REALITY = 😞

Vital Information for Subbing

- Understand when to use a credible, respectful voice when speaking to the students and when to speak to them with an approachable voice.
- Remain in control at all times by reacting calmly. Our students need to feel safe with you.



Strategies to being a Successful Substitute

- Be firm but fair (Establish routines and stick to them, “it’s not personal”).
- Be consistent (Students need to know what to expect).
- Be scripted (Don’t get argumentative, emotional or out of character. Example: Billy, please follow the established expectations).
- Be communicative (Be balanced, remember the 3:1 positive to negative ratio, and correct students quietly, briefly, and walk away.
- Be forgiving (“Be a relief pitcher!” Come back tomorrow ready to pitch (teach) again.)
- Be thoughtful (Be empathetic and empowering, not condescending.)
- Be positive (Don’t let a bad day, student, issue, etc. get you down for any extended length of time; process and move on.)

FINAL THOUGHT

“Teachers can help every student exhibit behavior that will make that student feel like a champion.”

– Dr. Randy Sprick

