

Background: College Substitute Partnership Program

We've published three blog posts that outline the college student, district and intermediary experience, in bringing a college student substitute program to life. Take a moment to review these and share with others in your organization who may be interested. These may also be useful recruitment materials for college students and districts.

1. [Five Reasons Why Every College Student Should Try Substitute Teaching](#)
2. [The Benefits of College Student Substitute Teachers](#)
3. [What We Learned Trying to Help College Students Become Substitute Teachers](#)

Preparation: Getting Started with a College Substitute Partnership Program

As an Institute of Higher Education, you play a critical role in this program and defining what it looks and feels like for your students. Substantial is here to help support you, by sharing our model, and adapting it to be successful. Here are three areas to consider as we get started:

1. **Permit Requirements** - it's understand the permit requirements and ensure students have access to the necessary official documents required.
 - Substantial can help here, working with administrators or designated students to discover this process, and customizing our existing quick guides to your university's context.
2. **Training & Support** - our first cohort of college students stressed how important it was to have the support of Substantial *and* their peers to ensure they not only followed through with the process to become a sub, but felt successful in the classroom once they arrived. What might that support look and feel like for your students?
Note: Substantial has training and resources we can provide, though it's not required.
 - **Training:** Will this be offered? Optional or required? Delivered by university staff or an external partner?
 - **Additional Resources:** What existing tools and guides might already exist to share with interested students?
 - **Community Support:** What might a regular peer-led cohort session look like for your student population? Are there students who might seek out this type of leadership opportunity?
3. **Recruitment** - we've heard in the past that districts who have tried to recruit college students failed, because they couldn't find the right channels to recruit students. The success of this program at your institution will hinge on recruitment.
 - What communication channels are most effective for reaching students?
 - What organizations or existing groups may be campus partners for recruitment?
 - Are there any existing events where this program could be featured?