

# HUTTO INDEPENDENT SCHOOL DISTRICT

HISD sets themselves apart from neighboring districts by using SubSchool to prepare and support their subs.

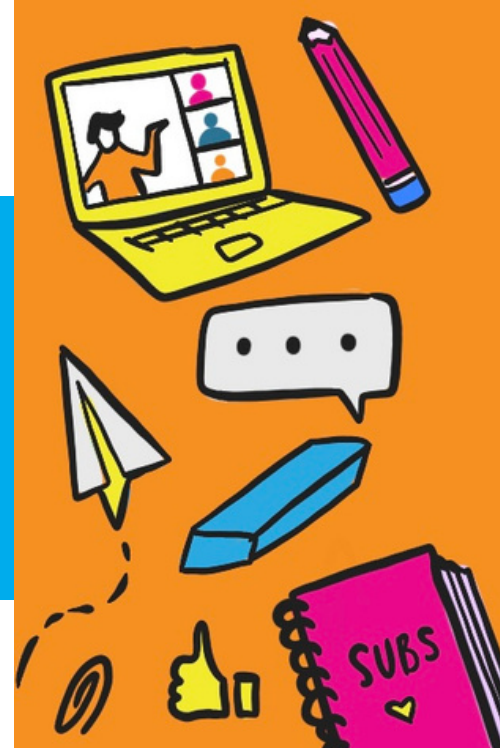
## CASE STUDY

In Hutto Independent School District (HISD), a mission of inspiring excellence in academics, character and community means leaving no stone unturned in supporting, developing and uplifting every person to make an impact in and out of the classroom. For substitute teachers, known as guest educators, this mission translates to equipping each educator with human-first resources, such as SubSchool, to ensure their continued success.

“We think a lot about overcoming isolation in the teaching profession; both how we can remove the feeling and how to foster a more collaborative, community-driven approach for anyone charged with leading the classroom. Guest educators are generally brand new to the field, and feelings of isolation and unpreparedness are the enemy of their success. Anything we can do to bring our team together, relate to individual on-the-job experiences, and build a toolbox to navigate the unknown not only instills hope but also ensures a positive day for all,” said Dr. Cara Malone, Assistant Superintendent for Human Resources.

“I was on the search for something like SubSchool to help develop and grow substitutes. When I learned of Substantial’s program, I was immediately interested because it includes coaching and community alongside training in high-need areas, such as classroom management and trauma-informed strategies. It was just what we needed to ensure every sub walks into a classroom ready to lead,” Dr. Malone continued.

“To ensure every guest educator successfully completes SubSchool, we incentivize them to complete six modules. This includes a balance of required modules with those that each individual substitute deems of highest-need for the classroom. Once they’ve completed their training and subbed for 10 days per month, they are eligible for a higher pay rate,” said Gaye Rosser, Director of Human Resources.



### Hutto Independent School District Hutto, Texas

- SubSchool partner since 2023
- 10,000 students served
- 12 school sites



## DR. CARA MALONE

Assistant Superintendent for Human Resources

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"It's important for us to give each sub a choice and voice in their training. Guest educators have such a huge heart for students, but they generally lack the tools to lead the classroom. Student behavior, school technology, and the nuances of daily routines vary between campuses, and SubSchool's coaching opportunities and ongoing resources ensure subs can log on and talk to people that understand what they are experiencing. This offers not only effective solutions, but also the reassurance that they are not alone and we are all in this together - ready to support them every step of the way," Rosser continued.

As Hutto ISD looks to grow in their use of SubSchool, "We want to go a step further to extend our support to prepare subs to enter the classroom as full-time credentialed teachers. We're proud that we're able to offer subs something that no one else is offering around us, and nurture guest educators as the wonderful people they are, offering their time and attention to our students," shared Dr. Malone.

"If you're considering SubSchool, just jump in and try it. I haven't seen anything else like it. It's been an incredibly positive experience for us. It's affordable, well designed to meet the needs of every type of learner, and provides the comfort of knowing that you can offer an effective resource that subs can access from home, after a rough day - never leaving them on their own. It helps me sleep at night knowing that we have not left any stones unturned in supporting all teachers on campus through SubSchool," Dr. Malone continued.

To learn more, visit  
[substantialclassrooms.org](https://substantialclassrooms.org)  
or email us at  
[info@substantialclassrooms.org](mailto:info@substantialclassrooms.org)

See SubSchool  
in action:



## FEEDBACK FROM HUTTO SUBSTITUTES



*I found it all helpful. It was nice to see things in a different perspective and to get ideas on how to interact with the kids.*



*I have been subbing several years, but there was so much great, new information...I give this training a double thumbs up!*

HOW WAS IT?

9.3 / 10

WILL YOU USE IT?

9.4 / 10