

SAUGUS UNION SCHOOL DISTRICT

SUSD is using SubSchool to support substitutes with professional development, and to build their pipeline of future teachers.

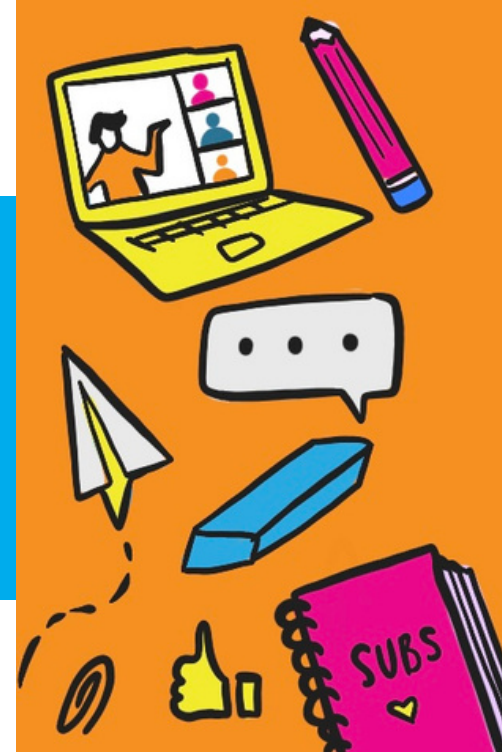
CASE STUDY

When Dr. Tanaz Bruna, Director of Human Resources (HR) at Saugus Union School District (SUSD), joined the district in July of 2023, she was already intimately familiar with SubSchool. Having served as principal in the neighboring Redondo Beach Unified School District for over a decade, Dr. Bruna leveraged Substantial Classrooms' training curriculum to support substitutes and full-time teachers in professional development and continued growth.

“From a principal standpoint, the SubSchool platform is so user friendly and easy on the eyes, making every step - from launching to scaling the platform across those who lead the classroom - incredibly easy. No onboarding needed. You send the emails provided by SubSchool, employees get on the platform, everyone can navigate the system, and there are no complaints,” said Dr. Bruna.

Now the Director of Human Resources at SUSD, Dr. Bruna works closely with Asst. Superintendent, Dr. Jennifer Stevenson, and Substitute Employee Coordinator, Barbara Maekawa, to scale SubSchool across its nearly 200 substitutes throughout the district. “To ensure preparedness to lead the classroom, we require every substitute employee to complete the first five SubSchool modules in part of their onboarding,” shared Maekawa.

“We receive nothing but positive feedback, and I know this because I use the SubSchool dashboard every single day to monitor engagement, track progress, and gauge satisfaction. Substitutes find so much value in this platform that nearly 40% go on to complete the remaining modules in two months or less, all on their own accord.”



Saugus Union School District Saugus, California

- SubSchool partner since 2022
- 10,000 students served
- 15 school sites



DR. TANAZ BRUNA

Director of Human Resources

“If you are looking to create a consistent student experience, ensure substitutes can effectively lead the classroom, grow your own talent, and create community-wide benefit, this is the platform to use.”



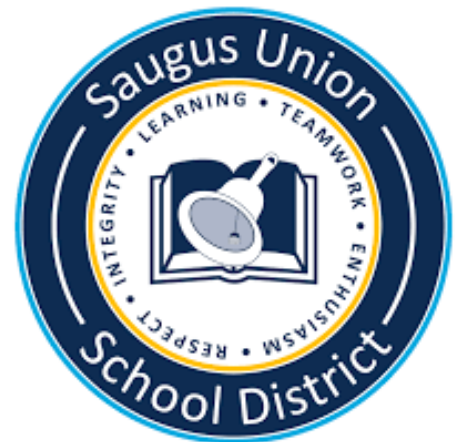
SubSchool's breadth of impact in SUSD is not limited to the substitute experience. The program is also helping district HR and administrative leadership meet one of its most important goals: achieving a successful and consistent student experience each and every day. "Our top-level goal is to create a positive environment and successful experience for every student. When substitutes are bouncing between schools, grade- and subject-level needs in the district, SubSchool offers tangible ideas and new tactics to implement in the classroom, ensuring substitutes and students have a successful day, every day," continued Dr. Bruna.

"SubSchool makes sense for everyone involved. It supports a sub in becoming more effective at their job, while securing an uninterrupted student learning experience. Since launching SubSchool, we've seen over a dozen subs transition to permanent employees and express interest in pursuing a teacher credential," shared Barbara.

"We absolutely love and prioritize growing our own talent in this district, and SubSchool is helping us to tap into another high-potential pipeline," said Dr. Bruna. "To all district leaders out there, if you're looking to create a consistent student experience, ensure substitutes can effectively lead the classroom, grow your own talent, and create a larger community-wide benefit, this is the platform to use."

To learn more, visit substantialclassrooms.org or email us at info@substantialclassrooms.org

See SubSchool in action:



FEEDBACK FROM SAUGUS SUBSTITUTES



After completing this course though I can confidently say that I feel prepared to be a substitute teacher.



I enjoyed the platform of SubSchool! Having a variety of ways to interact with the material such as reading, videos, quizzes, and short responses ensured that I was testing my knowledge and applying it to real life situations.

HOW WAS IT?

9.3 / 10

WILL YOU USE IT?

9.5 / 10