

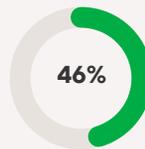
Understanding the real impact of the teacher vacancy crisis on your students

When teachers are missing, your students miss out.

It's clear that the teacher shortage is real, and that it has serious and far-reaching consequences for your district. But in the end, it's your students who pay the price for your lack of substitute teachers.



The average **student spends more than 1 year with a substitute** by the time they graduate. With unavailable, unprepared, or low-quality substitutes, **that's over 365 lost learning days.**



46% of teachers report high daily stress, which compromises their health, sleep, quality of life, and teaching performance. When teachers are highly stressed, **students show lower levels of social adjustment and academic performance.**¹

The right solution isn't just about attendance, or the **QUANTITY** of substitutes available. It's also about **QUALITY**, and how you leverage the potential benefits that diverse, quality substitute educators have to offer.



An ineffective teacher will **decrease the lifetime earning potential.**²



30% of student performance is tied to teacher quality.³



Students are **13% more likely to enroll in college** if they've had a teacher of their own ethnicity by grade 3.⁴

The right substitute teacher solution not only ensures that you have teachers present, it delivers high-quality educators who enhance the impact of your full-time teachers, supporting higher student achievement both in and beyond the classroom.

Sources: 1. Greenberg, M. T., Brown J. L., Abenavoli, R.M. (2016). *Teacher Stress and Health Effects on Teachers, Students, and Schools*. Edna Bennett Pierce Prevention Research Center, Pennsylvania State University. Retrieved from <https://www.rwjf.org/en/library/research/2016/07/teacher-stress-and-health.html> 2. Elmore, T. (2014, July 1). *The cost of bad teachers*. Retrieved from <https://growingleaders.com/blog/cost-bad-teachers/> 3. Pearson, S. (n.d.). *The powerful impact of good teachers on student achievement*. Retrieved from <https://www.tsc.nsw.edu.au/tscnews/the-powerful-impact-of-good-teachers-on-student-achievement> 4. Rosen, J. (2018, November 12). *Black students who have one black teacher are more likely to go to college*. Retrieved from <https://hub.jhu.edu/2018/11/12/black-students-black-teachers-college-gap/>

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