

Sub-to-Teacher Pathway Partnership

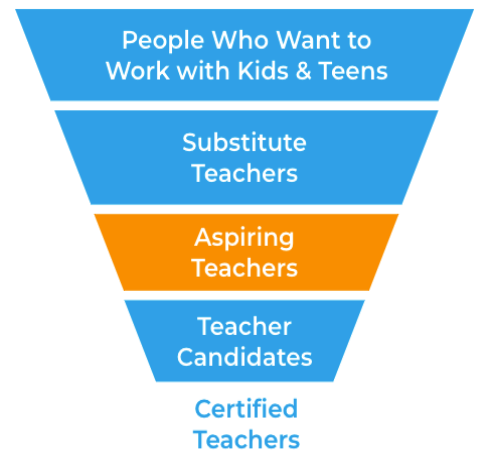
Helping school systems to operationalize a **Grow Your Own** strategy for subs



Drawn together by a mutual commitment to help school systems build the education workforce, Substantial and Reach University are collaborating to offer a supported credential pathway for substitute teachers working in California. [Substantial](#) is a California-based nonprofit with expertise in the field of substitute teaching, and a professional development (PD) platform built for subs. [Reach University](#) is an accredited university with expertise in job-embedded programs for educators, including an intern credential program and MAT degree for aspiring teachers.

Activate Your Biggest Pipeline

California's substitute teacher workforce is a major teacher pipeline with the potential to expand. Thirty percent of substitute teachers want to pursue credentials, which means that **20,000 aspiring teachers are already working in classrooms across the state**. But those aspiring teachers have to navigate an often-confusing and expensive path, leading many to decide teaching isn't for them.



This program is designed with two distinct goals in mind:

1. **Build the Teacher Workforce of Tomorrow** - Create a smoother pathway for working substitute teachers to pursue a credential.
2. **Strengthen Substitute Teaching Today** - Reduce turnover, improve student experience, and cultivate talent by providing all subs access to competency-based PD.

How It Works

This unique three-way partnership is designed to make it easy for school systems to implement a Grow Your Own (GYO) program for substitute teachers.

- **Create a Foundation with High Quality PD:** [Strong professional development](#) for substitute teachers will improve the confidence and quality of their work - and the

foundation for your GYO strategy. Partner with Substantial to provide access to [SubSchool](#), competency-based PD for your substitute teachers. All subs will have access to SubSchool's full curriculum, including self-paced courses, skill-building workshops, and drop-in coaching.

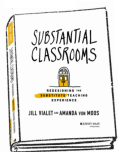
- **Substantial Will Identify & Provide Targeted Support for Aspiring Teachers:** When subs create their SubSchool account to access PD, they will be asked whether they are aspiring teachers. No matter where they are on their journey, SubSchool's programming will help your subs get clear on their goals, prep for exams, and choose a pathway. Additional option: *Want to put together a cohort of aspiring teachers in your district? Substantial can facilitate an Aspiring Teacher Academy specifically for your subs.*
- **Reach University Will Provide Personalized Credential Program Enrollment Support:** For those ready to enter a program, Reach will offer concierge support. From understanding application requirements to financial planning, this personalized support addresses common barriers for subs applying to credential programs.
- **Credential Program Scholarship:** As part of this partnership, your substitute teachers will be eligible for a scholarship from Reach University. If your district opts to sponsor part or all of the tuition, the discount will apply.
- **Aspiring Teachers Can Start Coursework Early:** In addition to the SubSchool curriculum, your subs will have the option to begin Reach's pre-service coursework early. This will smooth the transition into their credential program and get them access to relevant material that they can use in their substitute teaching placements.

SubSchool Pricing

School systems partner with Substantial to provide access to SubSchool for their substitute teachers. For a flat annual fee, all substitute teachers in the school system (including any who join mid-year) will have access to the full SubSchool curriculum.

Flat fee: Approximately \$5,000 per 10,000 enrolled students.

About the Partners



[Substantial](#) is a national nonprofit on a mission to unlock the potential of substitute teaching. Substantial runs [SubSchool](#), which partners with districts, regional offices, and state offices of education to provide PD and ongoing support for substitute teachers.



[Reach University](#) is pioneering a new era in higher education through job-embedded learning. Reach's unique undergraduate and graduate degree programs leverage candidates' workplaces as learning spaces, allowing employers to grow their own talent pipelines and working adults to earn a degree and / or a credential.