

SmartFind Survey for Substitute Teachers



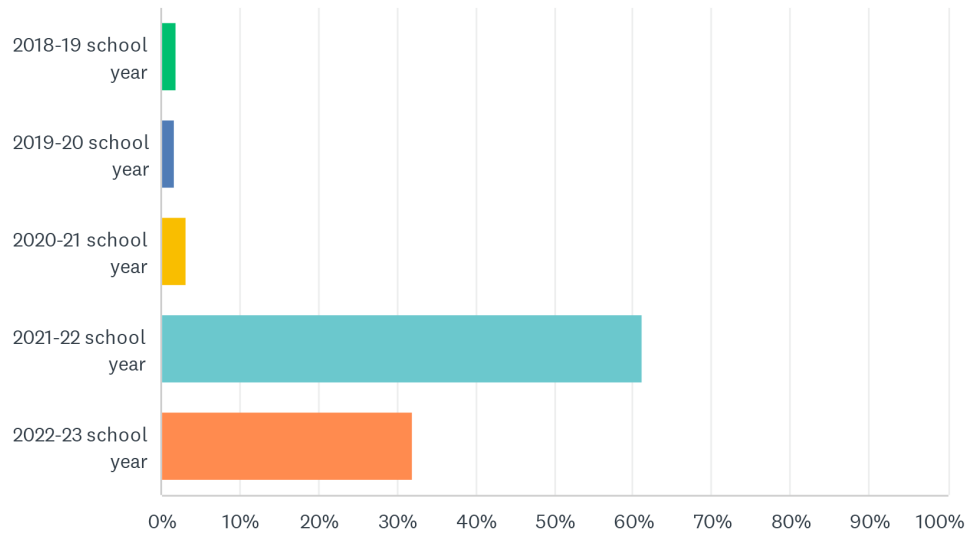
NEWFOUNDLAND
AND
LABRADOR
TEACHERS'
ASSOCIATION



As a substitute teacher, when did you first start being booked for work via SmartFind?

Answered: 870

Skipped: 4

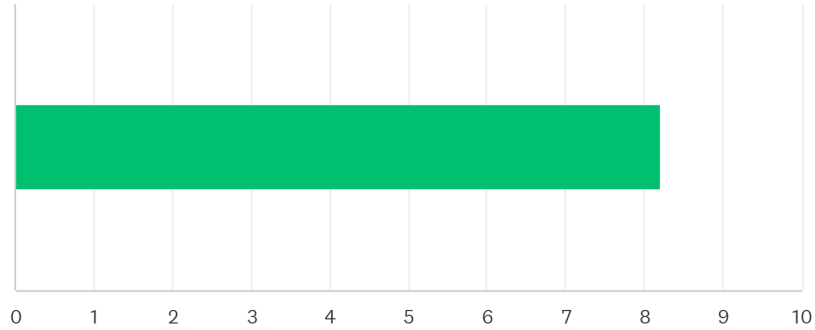


ANSWER CHOICES	RESPONSES	
2018-19 school year	1.95%	17
2019-20 school year	1.61%	14
2020-21 school year	3.22%	28
2021-22 school year	61.15%	532
2022-23 school year	32.07%	279
TOTAL		870

Q2

In your experience, is SmartFind better or worse than previous/other practices for booking substitute teachers? (Please indicate your experience on the scale below or skip the question if you have only ever been booked to work as a substitute via SmartFind.)

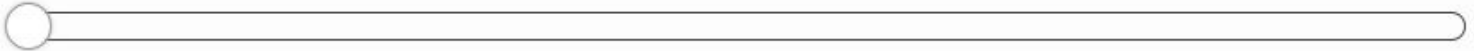
Answered: 851 Skipped: 23



Significantly better overall, no major problems

Neither better nor worse

Significantly worse overall, causing major problems

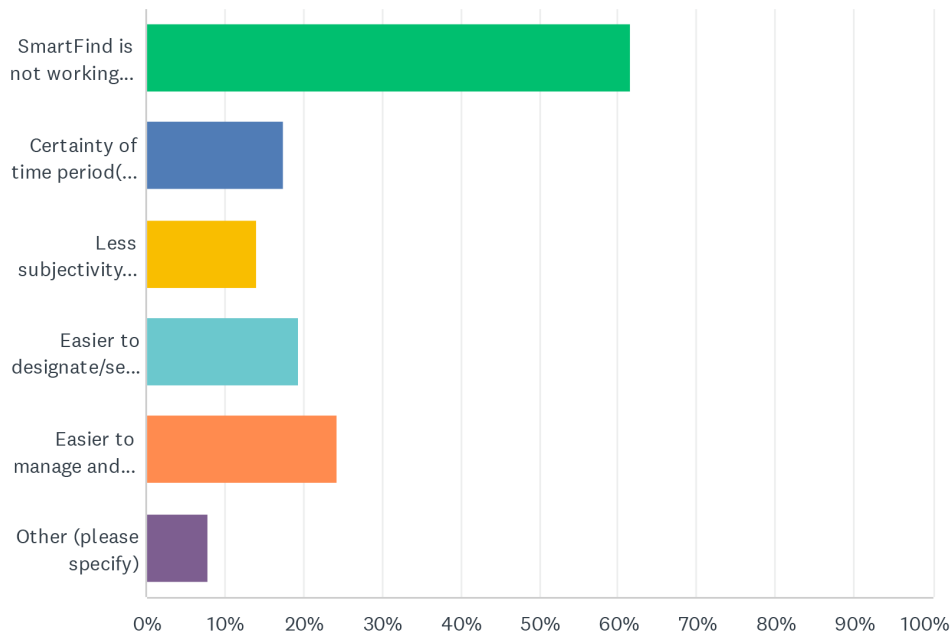


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	7,056	860
Total Respondents: 860			



In your experience, what is working well about being booked to work as a substitute via SmartFind? (Please select all that apply.)

Answered: 863 Skipped: 11



ANSWER CHOICES	RESPONSES	
SmartFind is not working well for me overall	61.65%	532
Certainty of time period(s) when calls for work will be made	17.50%	151
Less subjectivity in hiring of substitute teachers	14.14%	122
Easier to designate/select schools where you are available to work	19.35%	167
Easier to manage and update your availability schedule	24.33%	210
Other (please specify)	8.00%	69
Total Respondents: 863		

COMMON THEMES FROM COMMENTS RECEIVED

No recognition of experience/length of service

Negative impact on continuity, hard for substitutes to build relationships and form connections to schools and students

Useful organizational tool and online record of work

Easy to cancel/modify times of unavailability

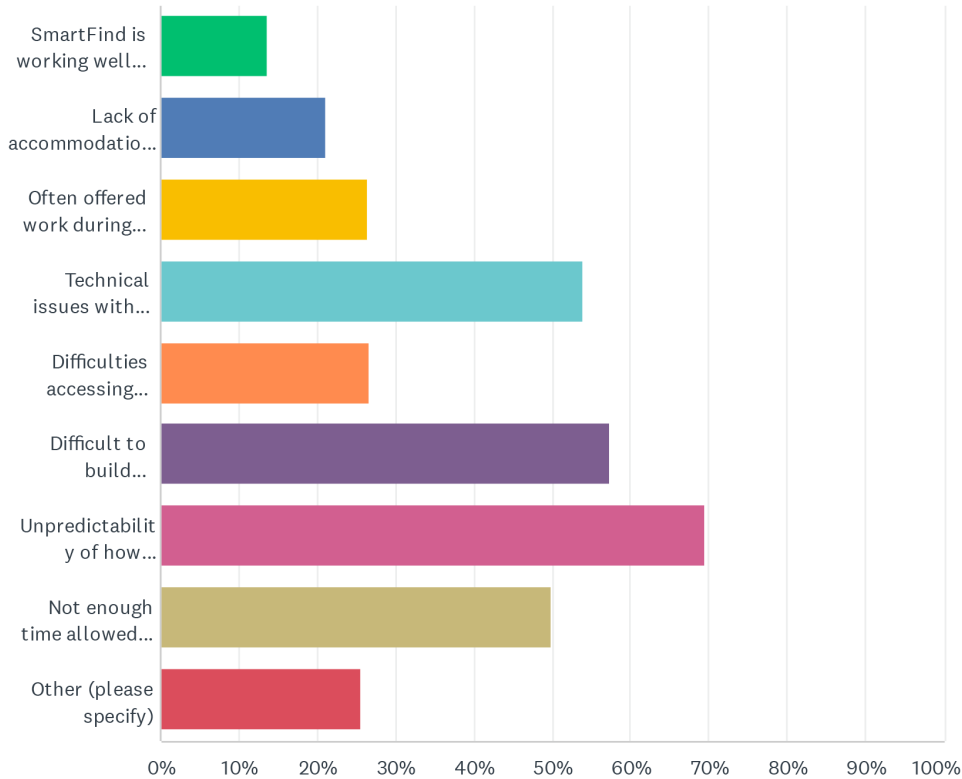
Teaching assignment information available at time of booking

Broader/fairer distribution of available work amongst substitutes

Q4

In your experience, what is not working well about being booked to work as a substitute via SmartFind? (Please select all that apply.)

Answered: 867 Skipped: 7



ANSWER CHOICES	RESPONSES	
SmartFind is working well for me overall	13.61%	118
Lack of accommodation of my part-time teaching schedule	21.11%	183
Often offered work during periods that are set in my schedule as unavailable	26.41%	229
Technical issues with receiving and responding to offers for work	53.98%	468
Difficulties accessing technical support from the employer	26.64%	231
Difficult to build relationships and connections with schools and students	57.32%	497
Unpredictability of how teachers are selected	69.55%	603
Not enough time allowed to accept an offer of work before the job is offered to someone else	49.83%	432
Other (please specify)	25.61%	222
Total Respondents: 867		

COMMON THEMES FROM COMMENTS RECEIVED

Technical difficulties and lack of technical support

No recognition of experience/length of service

Negative impact on continuity, hard for substitutes to build relationships and form connections to schools and students

Not good for small schools or areas with few substitutes, schools should be able to book substitutes further in advance

Big impact on long-term/career substitutes who were established "regulars" for some schools

Have to be "tied" to your phone

Retirees being booked when regular substitutes were not contacted

Lack of reliable cell service/WIFI

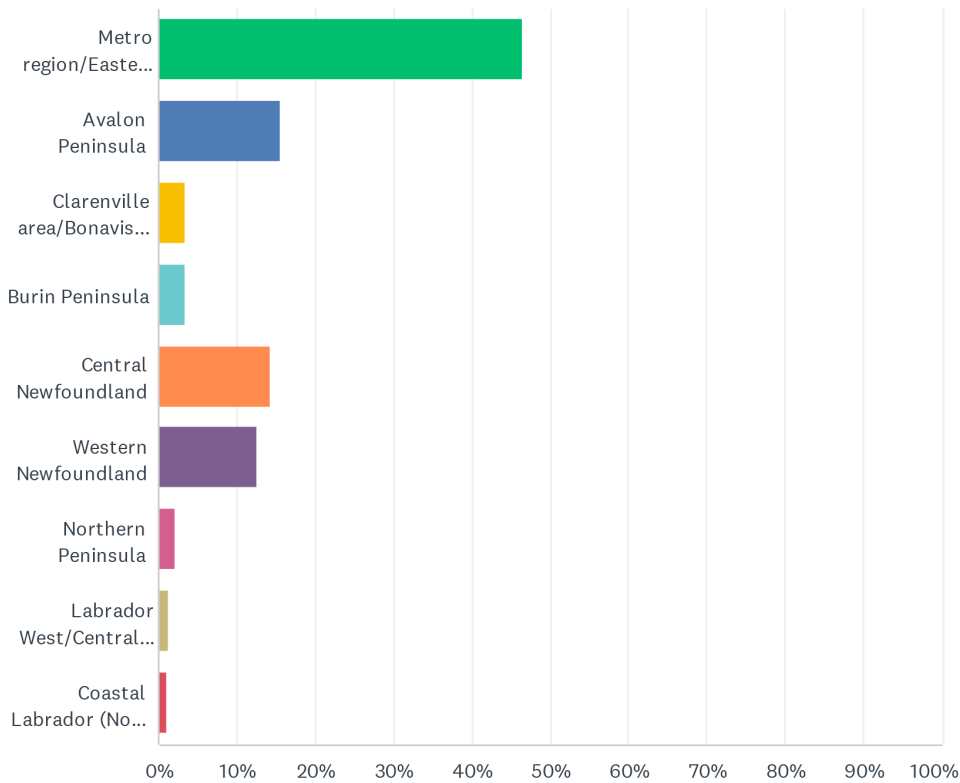
System is unreliable, frequent glitches

Unfair to part-time teachers who had previous assurances of being "topped up"



In what region of the province do you reside?

Answered: 872 Skipped: 2

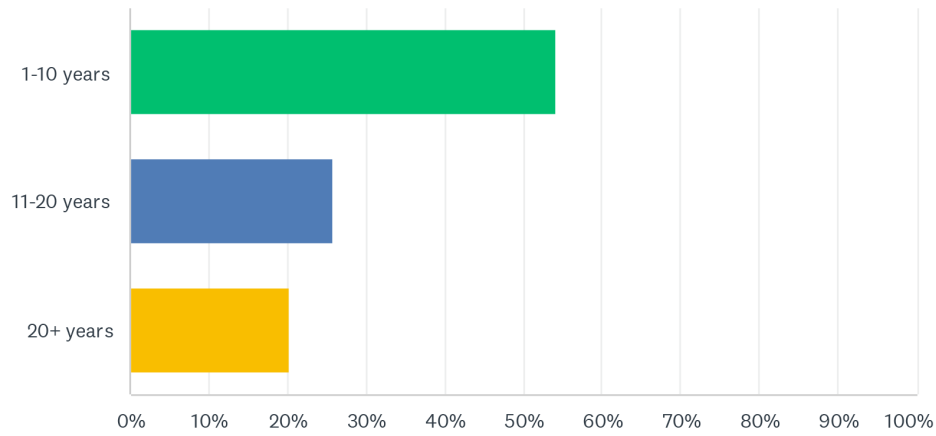


ANSWER CHOICES	RESPONSES	
Metro region/Eastern Avalon	46.44%	405
Avalon Peninsula	15.60%	136
Clarenville area/Bonavista Peninsula	3.33%	29
Burin Peninsula	3.33%	29
Central Newfoundland	14.33%	125
Western Newfoundland	12.50%	109
Northern Peninsula	2.06%	18
Labrador West/Central Labrador	1.38%	12
Coastal Labrador (North and South)	1.03%	9
TOTAL		872



How many years have you been teaching?

Answered: 873 Skipped: 1

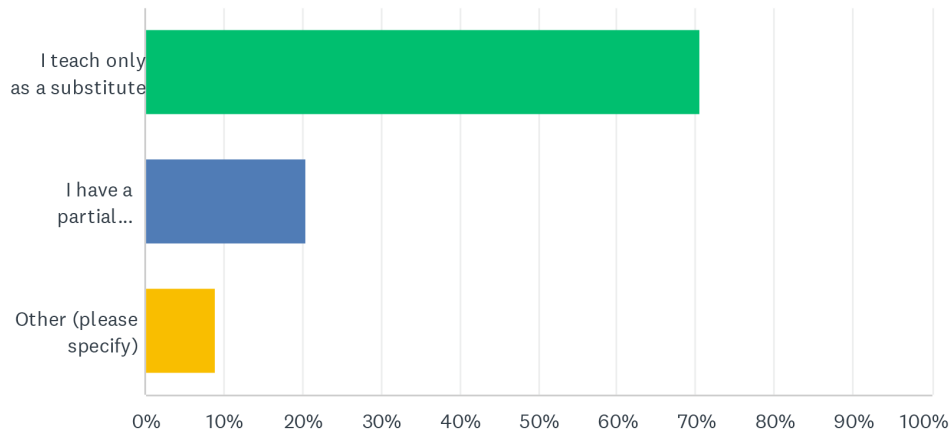


ANSWER CHOICES	RESPONSES	
1-10 years	54.07%	472
11-20 years	25.77%	225
20+ years	20.16%	176
TOTAL		873



Please choose one of the following.

Answered: 870 Skipped: 4



ANSWER CHOICES	RESPONSES	
I teach only as a substitute	70.57%	614
I have a partial permanent/term teaching position and also work as a substitute	20.57%	179
Other (please specify)	8.85%	77
TOTAL		870