

SmartFind Survey for Administrators

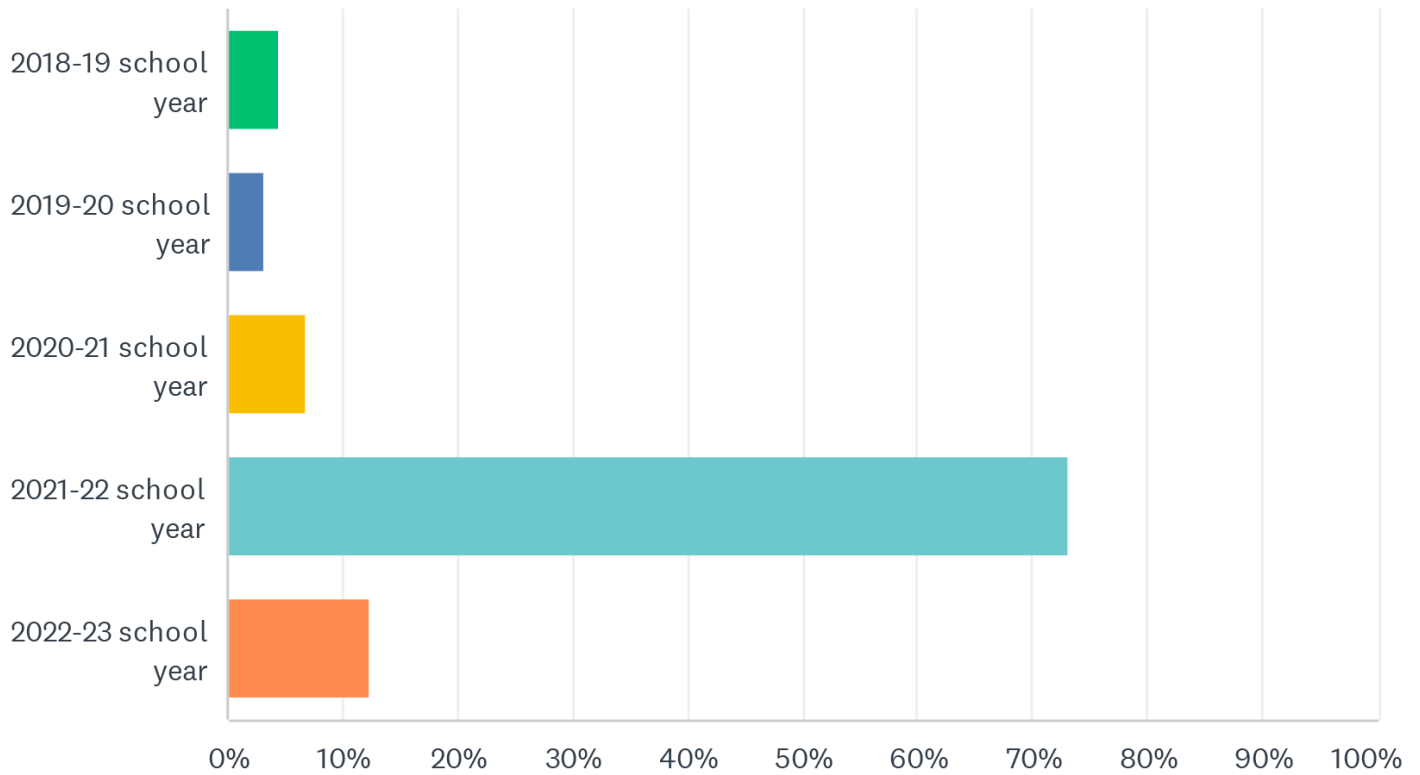


NEWFOUNDLAND
AND
LABRADOR
TEACHERS'
ASSOCIATION



As an Administrator, when did the booking of substitute teachers via SmartFind start for your school?

Answered: 220 Skipped: 0

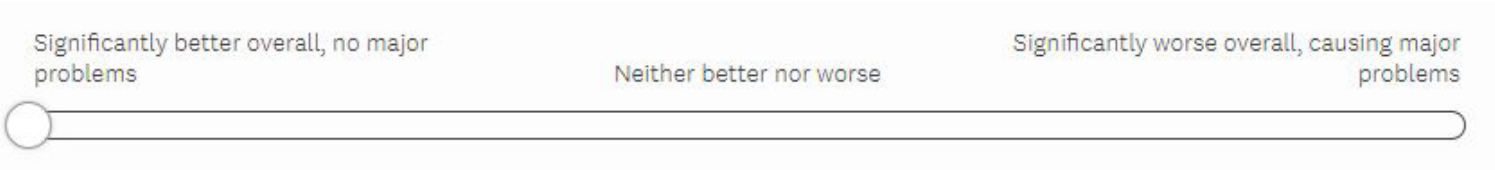
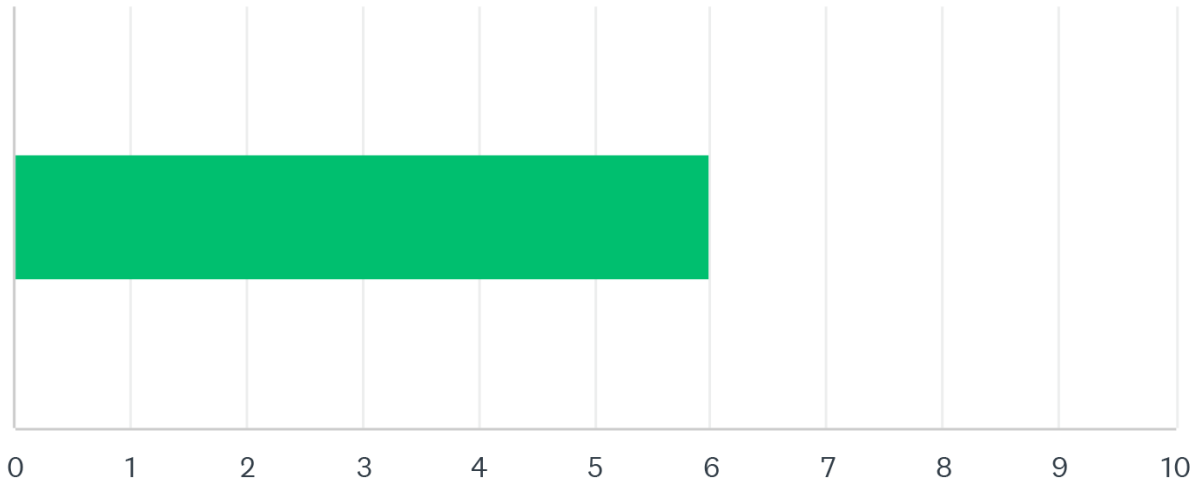


ANSWER CHOICES	RESPONSES
2018-19 school year	4.55% 10
2019-20 school year	3.18% 7
2020-21 school year	6.82% 15
2021-22 school year	73.18% 161
2022-23 school year	12.27% 27
TOTAL	220

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 booked substitutes via SmartFind.)

Answered: 215 Skipped: 5

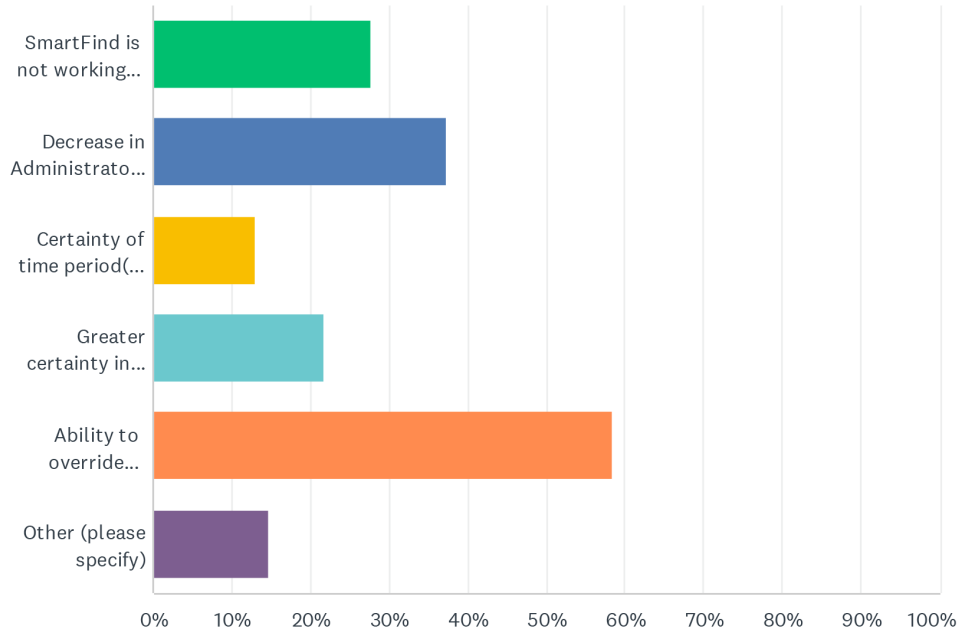


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	1,287	215
Total Respondents: 215			



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

Answered: 217 Skipped: 3



ANSWER CHOICES	RESPONSES	
SmartFind is not working well for me overall	27.65%	60
Decrease in Administrator workload	37.33%	81
Certainty of time period(s) when calls to book substitutes will be made	12.90%	28
Greater certainty in knowing which substitutes are available to work in your school	21.66%	47
Ability to override SmartFind so that substitutes can be contacted directly	58.53%	127
Other (please specify)	14.75%	32
Total Respondents: 217		

COMMON THEMES FROM COMMENTS RECEIVED

Positive impact on workload due to having to make no/fewer calls to book substitutes

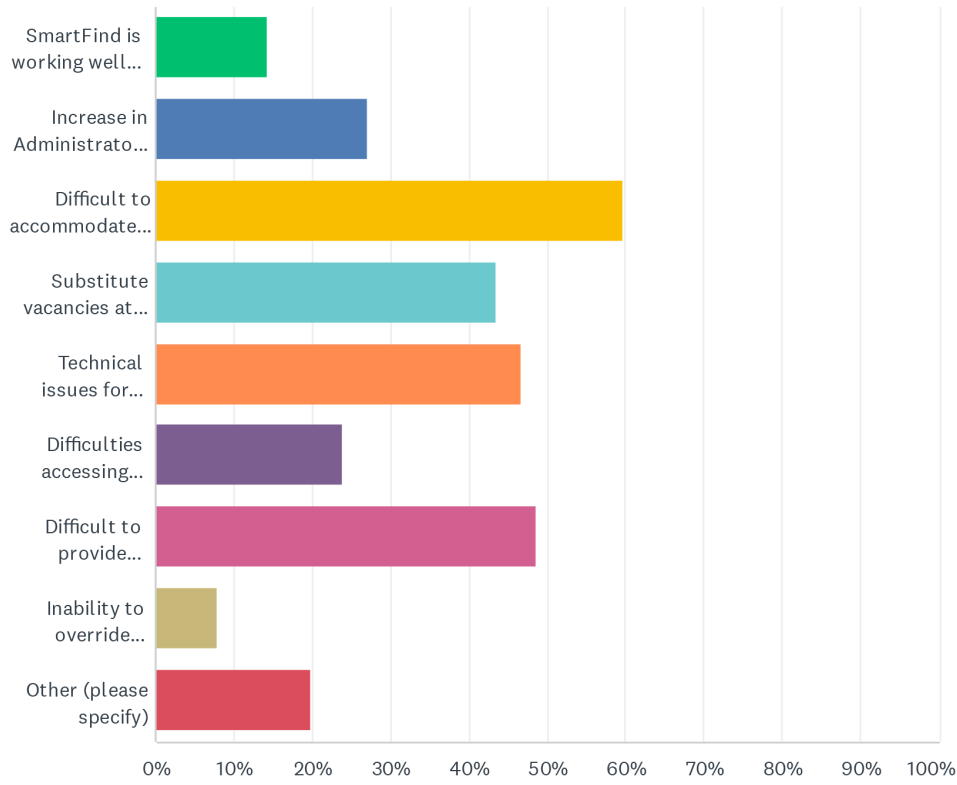
Good organizational/tracking tool

Should be able/easier to top up part-time teachers



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

Answered: 218 Skipped: 2



ANSWER CHOICES	RESPONSES
SmartFind is working well for me/my school overall	14.22% 31
Increase in Administrator workload	27.06% 59
Difficult to accommodate schedules for part-time teachers	59.63% 130
Substitute vacancies at my school often going unfilled	43.58% 95
Technical issues for substitutes receiving and responding to offers for work	46.79% 102
Difficulties accessing technical support from the employer	23.85% 52
Difficult to provide consistency and opportunities for substitute teachers to build relationships and connections with schools and students	48.62% 106
Inability to override SmartFind to contact substitutes directly when necessary	7.80% 17
Other (please specify)	19.72% 43
Total Respondents: 218	

COMMON THEMES FROM COMMENTS RECEIVED

Lack of top-up for part-time teachers, this is unfair

Not able to book substitutes far enough in advance

Not user friendly to create partial day vacancies

Substitutes reporting frequent technical issues and errors, very difficult to get tech support

Issues with continuity, increases admin workload when substitutes are often unfamiliar with the school

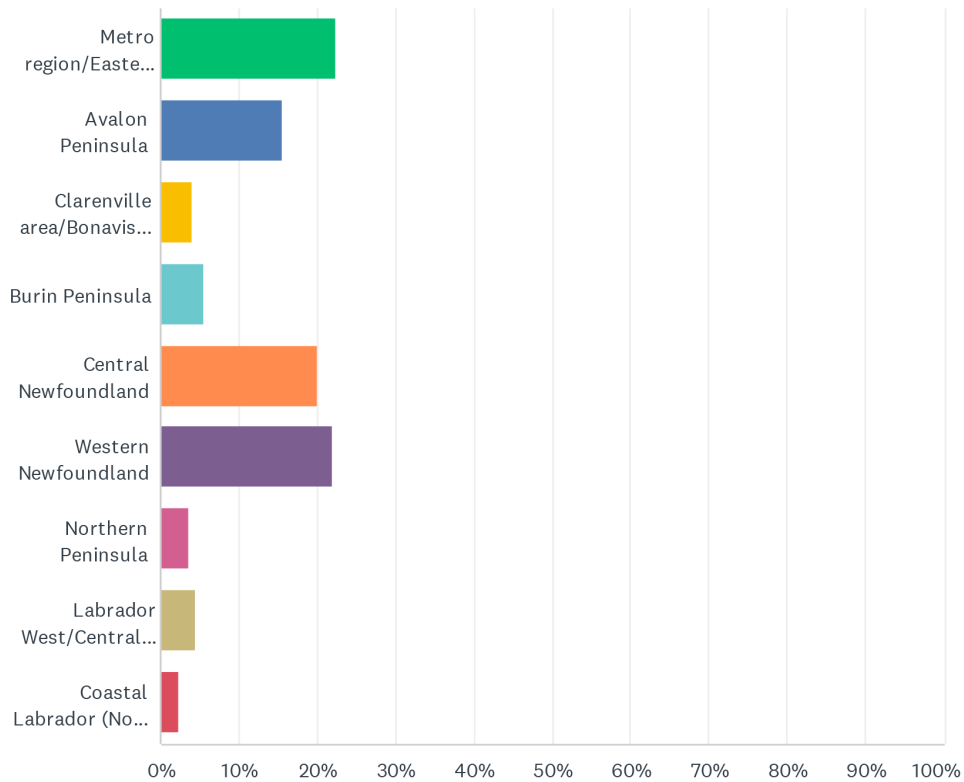
Unreliable cell service leading to positions going unfilled

Constant checking of emails to see if positions have been filled



In what region of the province do you reside?

Answered: 219 Skipped: 1

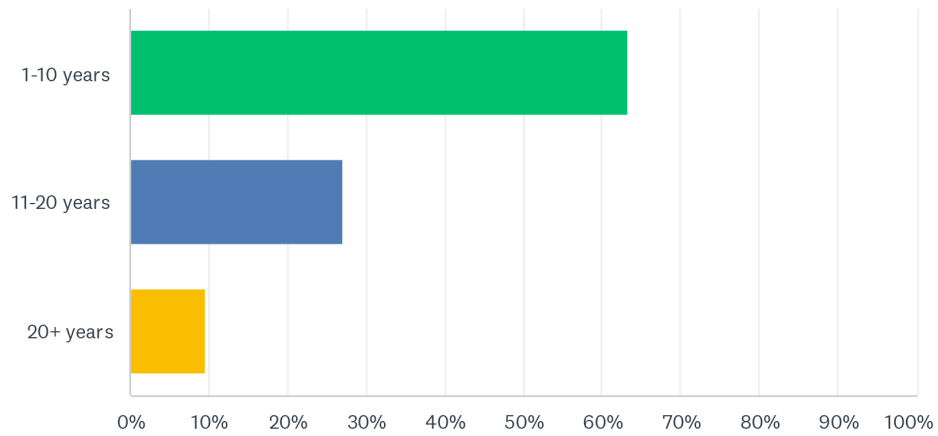


ANSWER CHOICES	RESPONSES	
Metro region/Eastern Avalon	22.37%	49
Avalon Peninsula	15.53%	34
Clarenville area/Bonavista Peninsula	4.11%	9
Burin Peninsula	5.48%	12
Central Newfoundland	20.09%	44
Western Newfoundland	21.92%	48
Northern Peninsula	3.65%	8
Labrador West/Central Labrador	4.57%	10
Coastal Labrador (North and South)	2.28%	5
TOTAL		219



How many years have you been an Administrator?

Answered: 218 Skipped: 2

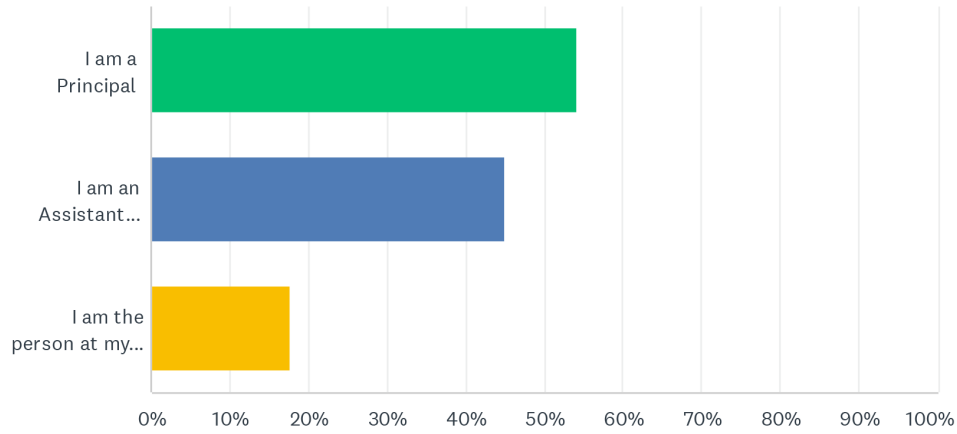


ANSWER CHOICES	RESPONSES	
1-10 years	63.30%	138
11-20 years	27.06%	59
20+ years	9.63%	21
TOTAL		218



Please choose all that apply.

Answered: 220 Skipped: 0

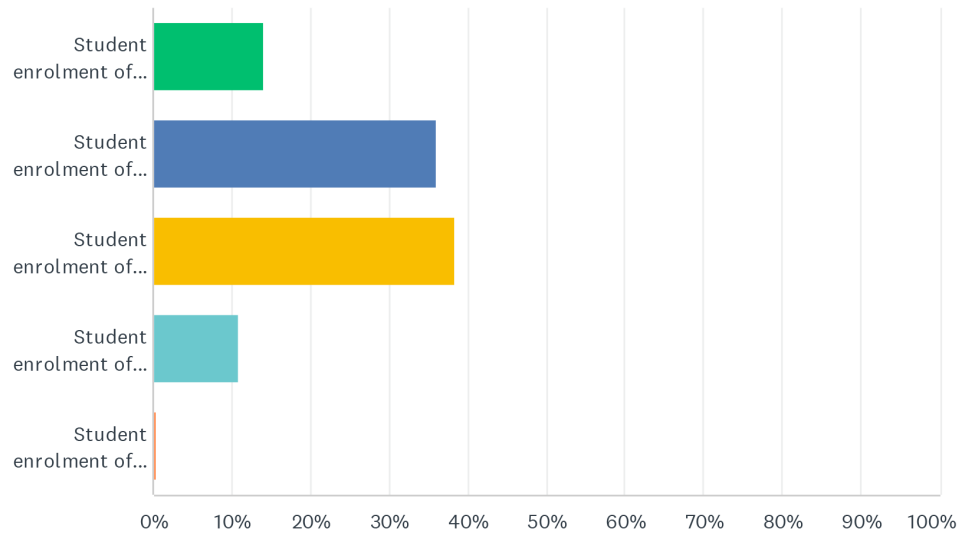


ANSWER CHOICES	RESPONSES	
I am a Principal	54.09%	119
I am an Assistant Principal	45.00%	99
I am the person at my school who has primary responsibility for overseeing the booking of substitute teachers	17.73%	39
Total Respondents: 220		



Which of the following best describes your school?

Answered: 219 Skipped: 1



ANSWER CHOICES	RESPONSES	
Student enrolment of 1-74	14.16%	31
Student enrolment of 75-249	36.07%	79
Student enrolment of 250-549	38.36%	84
Student enrolment of 550-849	10.96%	24
Student enrolment of 850+	0.46%	1
TOTAL		219