



WETASKIWIN REGIONAL PUBLIC



Substitute Teacher Handbook

Pigeon Lake Regional School

September 2023

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DIVISION INFORMATION

A. Acknowledgements

This manual was developed by a committee working under the direction of the Associate Superintendent: Instruction. Mr. Risto acknowledges the following committee members for their significant contributions in the development of this document.

Brigid Bishop, substitute teacher

Rose Briand, substitute teacher

Stacey Fiveland, Teacher Falun School

Wallace Porter, Principal Falun School

Lynn Hestbak, Principal Early Education and Family Wellness Centre

Wendy Crabtree, Information Liaison

B. Responsibilities: Principal / Teacher / substitute teacher

Principals are responsible to provide a booking and orientation system for substitute teachers for their school which will include providing access to all necessary resources required for the substitute to fulfill their role.

Teachers shall plan in such a manner that they provide sufficient information for the substitute teacher in respect of plans for instruction, classroom procedures, attendance, student seating plans (the use of pictures for seating plans is encouraged) and room locations for classes. Their plans should be arranged in such a manner that a substitute teacher can carry on with the students' learning and assessment whether they are able to prepare in advance for the substitute teacher or not and whether the teacher is away for part of a day or several days in succession. This will include appropriate access to the students' assessment records and the teachers' daily and unit plans for each subject taught. (The longer the teacher is absent the more responsibility the substitute will assume for planning and reporting.)

Substitute teachers are responsible to the Principal of the school to teach in accordance with the Program of Studies of the Province of Alberta and to provide such supervision of pupils as required by the principal.

Substitute teachers should follow the teacher's plans with little deviation unless the situation leaves no choice. An active role with individual initiative is encouraged, within the parameters of the lesson, to make the class time as valuable as possible for the students. Significant deviations from lesson plans are to be reported to the teacher. (As noted above, the longer the substitute teacher is in the same assignment the more responsibility they will assume responsibility for planning and reporting.)

Upon arrival at the school the substitute teacher will;

1. Report to the principal or the designate to receive:
 - A. the teacher's plans for instruction.
 - B. the teacher's timetable
 - C. the schedule for any special education students in the class who leave the classroom.
 - D. the location of any special materials or equipment needed
 - E. any keys required
 - F. the supervision schedule (NOTE: Substitutes are expected to assume the supervisory activities of the teacher being replaced.);
2. Go to the classroom to prepare for the day and to meet the students before the class commences. (Substitute teachers should be provided with sufficient uninterrupted time to prepare for the day.);
3. Leave a written record of the day for the returning teacher. You may wish to note assignments completed, any problems students experienced with the assignments, and class behavior – "good" behavior as well as discipline problems, etc.;
4. Complete and have the school administrator or designate sign the timesheet before leaving the school. Additionally, before leaving the school, confirm that your employment for the day has been recorded.

C. Application Process

All teachers wishing to be placed on the Division's substitute teacher list must submit:

1. a Substitute Teacher Questionnaire – available at Division Office or from the website <http://www.wrps.ab.ca/substitute-teachers>
2. a copy of their valid Alberta Teaching Certificate
3. a copy of their most up-to-date TQS evaluation
4. a copy of a Criminal Record Check dated within one year of the time of application
5. verification of any relevant teaching experience with other school boards
6. all relevant payroll forms provided at the time of application available from the website

Substitute teachers must inform the Division's Human Resources Department of any changes to their personal information.

Substitute teachers will remain on the Division's list from year to year unless they request that the Human Resources Department remove them or if the Associate Superintendent: Instruction removes them. In the event that they have been removed from the list by the Associate Superintendent: Instruction they will be notified in writing by the Associate Superintendent: Instruction

D. Administration Information and Procedures

1. Booking:

A current list of substitute teachers, including grade and subject preferences and contact information, is maintained by the Human Resources Department and is made available to each principal through the SRB records management system. Only substitute teachers who have completed the application process and who appear on the list may be hired by a principal or designate. Staff is encouraged to check the SRB list.

School staff will call and or use SRB to book substitutes as early as possible once the need for a substitute teacher has been identified.

At the time of the call or through SRB booking, a substitute teacher should be made aware of the teaching and supervision assignment that he/she is being asked to fill.

An attempt should be made to place substitute teachers in their specific teaching field however, this is not always possible. Substitute teachers have the right to decline any position that he/she is asked to fill. If they choose to decline an offer their decision will not affect future bookings.

Where possible, there should not be any last minute changes to the assignment unless mutually agreed to prior to the substitute teacher's arrival.

2. Pay Procedures:

A. Time sheets are available at each school and on the website. The substitute teacher is responsible for completing and submitting the timesheet. This sheet must be signed by the appropriate school administrator. Timesheets must be forwarded to the Division Office by the 17th day of each month. Time sheets submitted after this date will be paid the following month. In December time sheets received by December 10th will be paid as per the Collective Agreement (10.3). Time sheets received after December 10th will be paid on the 27th of December.

B. Claims are processed and payment is issued on the 27th of each month by direct deposit. The salary is calculated, as per the Collective Agreement, on a daily or one-half day basis as verified by the principal. Should a substitute teacher feel there is an error in substitute payment, please contact the principal of the school. Substitute teachers may also contact the payroll department with questions.

C. Substitute teachers who have not received notice of cancellation at least twelve hours prior to reporting for duty, will provide alternate duties as directed by the principal and will receive payment for that period of time.

D. Payment of substitute teachers is covered in the Collective Agreement as follows:

Teachers engaged as substitutes shall hold a valid Alberta teaching certificate. Substitute teachers shall be paid .0036 times the grid figure for four years of education and zero years of experience for each full day of work and 60% of the full day rate for each half day of work. This rate is inclusive of vacation pay. **Note:** The half-day rate does not apply to a substitute teacher replacing one teacher in the morning and another teacher in the afternoon in the same school.

When a substitute teacher has taught for more than three days consecutively in one position, the teacher shall be placed on the salary grid in accordance with their years of training and experience, such placement to be effective from the fourth day of service in that position.

Substitute teachers shall be paid on the same date as all other teachers provided they fulfill their responsibilities in completing their required payroll information by the established cut-off date.

Any teacher other than a substitute, hired on a day-to-day basis, who teaches in a school which has a longer day and a shorter school year is to be paid an appropriate rate. Deductions from annual salary shall be made on the same basis.

Teachers shall accumulate experience increments for substitute teaching with the Wetaskiwin Regional Division No 11 at the following rate: one year of experience for every 125 FTE days of substitute teaching earned within a three year period. These increments shall not apply retroactively but shall come into effect following ratification of this collective agreement. For the implementation of this clause, teachers who wish to claim experience for previous years shall be required to provide proof of service to the Board.

When a substitute teacher has accepted employment, such employment shall not be canceled without 12 hours notice. Where the anticipated employment is greater than one day, the second and subsequent days may be canceled with 12 hours notice.

Note: A copy of the entire Collective Agreement between Wetaskiwin Regional Public Schools and the ATA is available on the Division's website.

- E. Substitute teachers are eligible for health benefit coverage through ASEBP. Substitute teachers must contact ASEBP directly if they wish to purchase benefits. Information is on the ASEBP web site at www.asebp.ab.ca
- F. Substitute teachers holding an interim certificate which is about to expire must contact the Human Resources department which will assist in applying for an extension.

Substitute teachers wishing to apply for a permanent teaching certificate must complete two years (400 days) of substitute teaching and must be recommended by a principal. A principal may make a recommendation on the basis of a successful evaluation. Upon a successful evaluation, the evaluating principal will submit a letter of recommendation to the Human Resources department.

Please note that it is the substitute teacher's responsibility to provide a record of all relevant teaching experience.

E. Occupational Health and Safety

The principal or designate will provide information to substitute teachers regarding hazards or controls that they need to be aware of to ensure their safety while working at the school.

Substitute teachers can contact the school Health and Safety Leader or the Division's Health and Safety Coordinator should there be any questions or concerns.

F. Contacts

Mrs. Nicole Heilman – 780 352 4916 (Main substitute teacher contact)

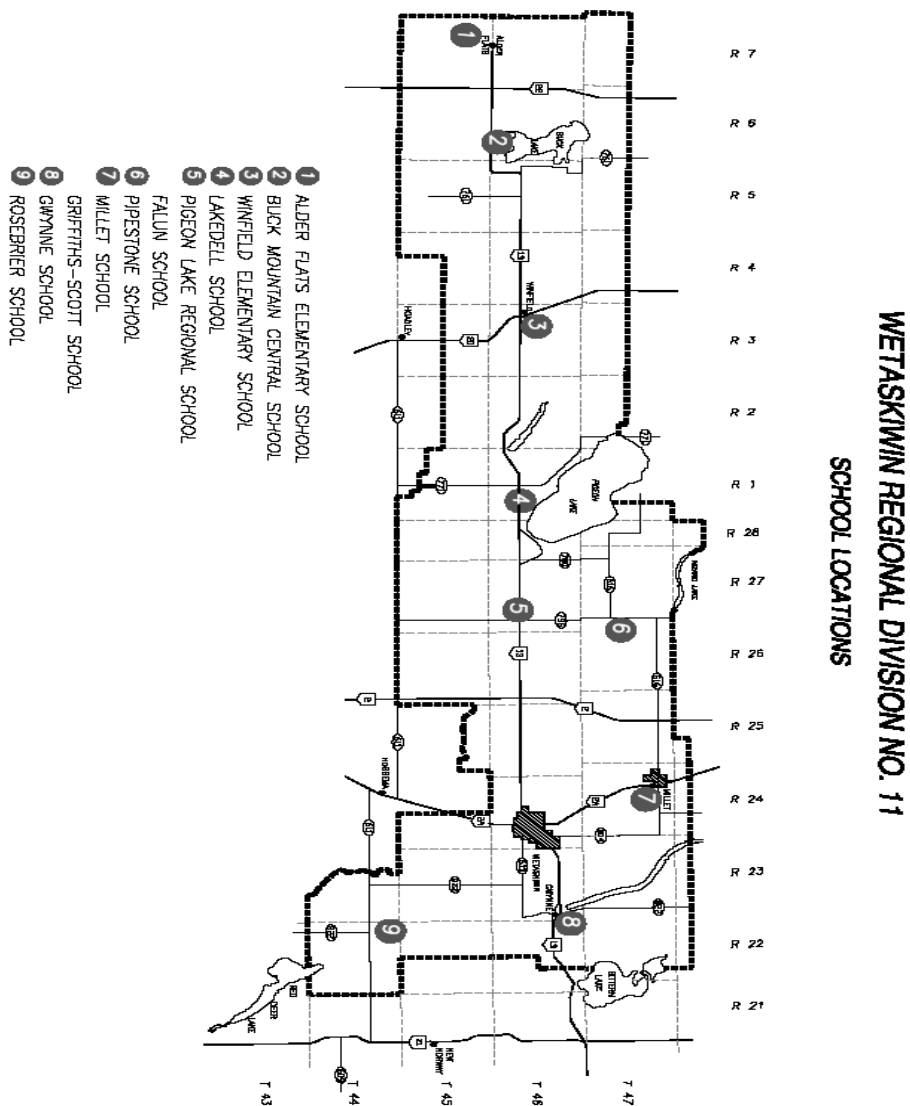
Mrs. Jennifer Cleland -780 352 4995 780 312 5117 (cell)

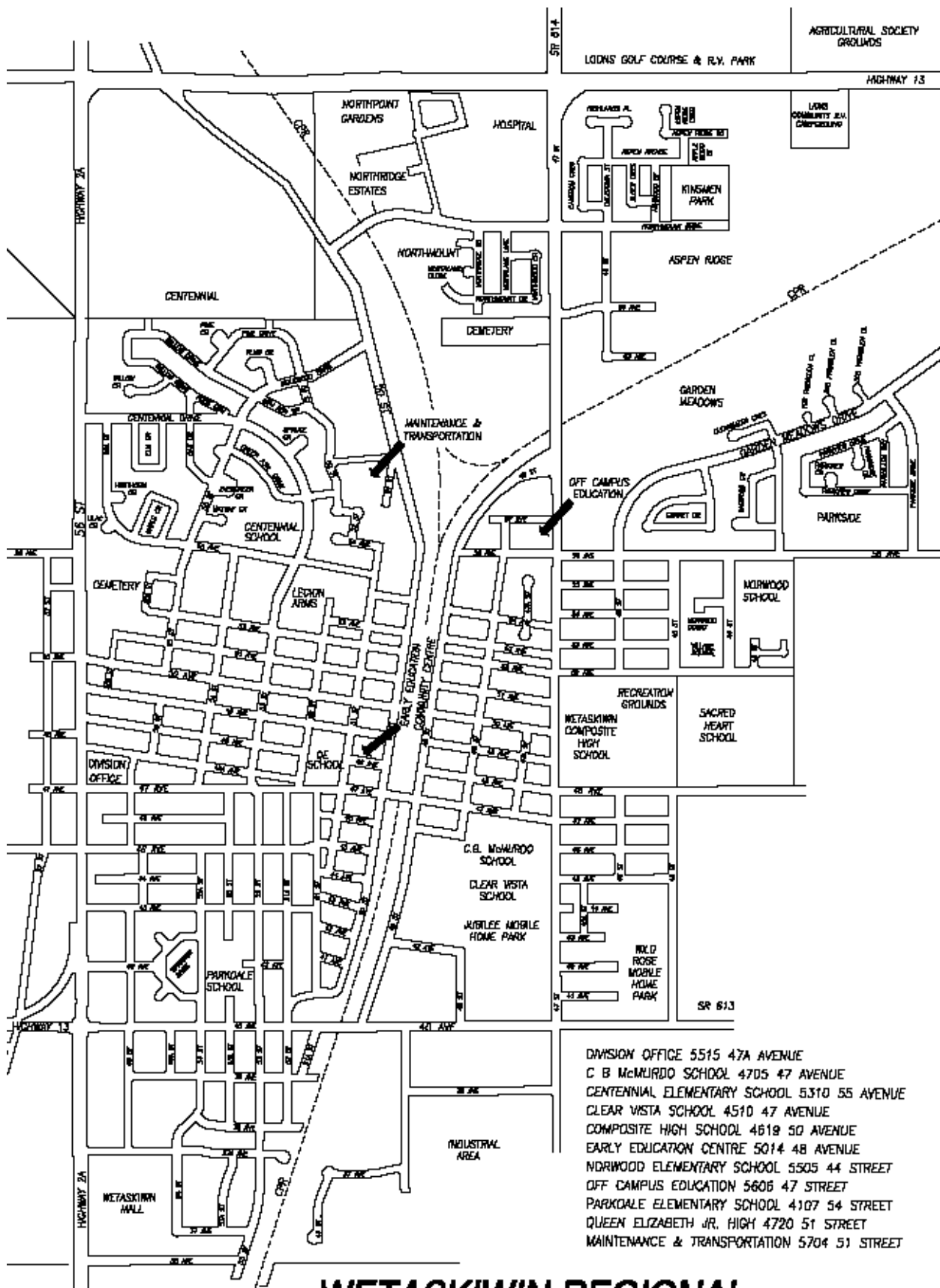
Mr. Adam Stewart (Vice-principal) – 780 991 7843 (cell)

Dr. Melissa Humby (Principal) – 780 399 6401 (cell)

School Main Office – 780 352 4916

G. Division Map





WETASKIWIN REGIONAL PUBLIC SCHOOLS

SCHOOL INFORMATION

A. School Programs

2. Pigeon Lake Regional School currently serves 260 students in Grades 7 – 12. The school offers all of the core academic programs, along with a huge variety of options and extracurricular programs. Among some of the more popular options are a high school sports performance class, fall and spring sports class, cosmetology, design studies, and drama. These are in addition to technology classes, foods, fashions, and industrial arts classes. Extracurricular programs include a full range of team and individual sports and multiple clubs.

B. School Location / Directions

1. Address: Pigeon Lake Regional School
Box 60, Falun, AB, T0C-1H0
2. Directions to the school:



C. Contact Information and Booking Procedures

1. School phone: 780.352.4916
2. Principal: Dr. Melissa Humby
Vice-principals: Mr. Adam Stewart
School Admin Assistants: Mrs. Nicole Heilman and Mrs. Jennifer Cleland

If a substitute teacher has to cancel a booking the morning of the scheduled work, please contact Mrs. Nicole Heilman by email.

D. Parking and Checking In

1. Substitute teachers can park in the staff parking lot situated at the back of the school. Please park where you wish. There is no assigned parking.
2. Plug-ins are available in winter.
3. **Arrival Time:** Substitute teachers should arrive at the school at 8:30 am (12:00 pm if subbing for the afternoon only).
4. **School Entrance:** A staff entrance is found by the staff parking lot.
5. Reporting Procedure: Substitute teachers should report to the main office. Generally, one of the administrative assistants will have sub plans and keys ready for distribution. Mrs. Nicole Heilman is the main contact person.
6. **Where can substitutes keep their personal belongings?** A staff coat rack can be found in the staff hallway. If you have valuables that need to be locked away, please see one of the secretaries in the office.
7. **Are there lunch facilities available?** Vending machines are available in the school common area. The school's cafe and milk store opens during lunchtime.

E. Keys

1. Substitute teachers will be issued appropriate keys for the rooms in which they teach.
2. Mrs. Heilman will issue keys.

G. Bell Schedules

1. Include a copy of the school's Bell Schedule

<i>Day 1</i>	<i>Day 2</i>	<i>Day 3</i>	<i>Day 4</i>
Warning Bell 8:45			
Period 1 8:45-9:15 (30 min)	Period 1 8:45-9:15 (30 min)	Period 1 8:45-9:15 (30 min)	Period 1 8:45-9:15 (30 min)
9:15-9:18			
Period 2 9:18-10:36 (78 min)	Period 2 9:18-10:36 (78 min)	Period 2 9:18-10:36 (78 min)	Period 2 9:18-10:36 (78 min)
10:36-10:40			
Period 3 10:40-11:58 (78 min)	Period 3 10:40-11:58 (78 min)	Period 3 10:40-11:58 (78 min)	Period 3 10:40-11:58 (78 min)
Lunch 11:58-12:38 (40 min)	Lunch 11:58-12:38 (40 min)	Lunch 11:58-12:38 (40 min)	Lunch 11:58-12:38 (40 min)
Period 4 12:38-1:56 (78 min)	Period 4 12:38-1:56 (78 min)	Period 4 12:38-1:56 (78 min)	Period 4 12:38-1:56 (78 min)
1:56-2:00			
Period 5 2:00-3:18 (78 min)	Period 5 2:00-3:18 (78 min)	Period 5 2:00-3:18 (78 min)	Period 5 2:00-3:18 (78 min)

H. In-School Communication

1. In-school Communication: Telephones are located in each classroom. Individual rooms can be contacted by using the directory next to each phone.

I. Attendance Policy and Procedures

1. **Recording Attendance:** Substitutes can access through the sub teacher PowerSchool link under the wrps LINKS tab.
2. **Late Attendance:** If a student is late for your class, please mark them as late in PowerSchool.
3. **Class Lists for Emergency Purposes:** Will be provided at muster site.

J. School Rules and Discipline Procedures

1. List your school's priority rules:
 - a) Students are to arrive to class on time and be prepared for learning;
 - b) Students are to **remove hoods and hats NOT allowed.**
 - c) Cell phones are **NOT** allowed to be in the classroom **unless for an educational purpose**
 - d) Devices will be kept in a locker. If out, the teacher can ask for the phone to be put in a locker or send the phone to the office.
 - e) Vending Machines: Students are permitted to use vending machines during breaks, **but not during class time;**
 - f) Washrooms: Students may be permitted to use the washroom (one at a time). Hall passes are **not** required.
 - g) Office Phone: Students should use the office phone during break times only.
 - h) Please only allow ONE student out of class at a time.
2. **Behavioral Expectations:** Ultimately, students are required to be respectful towards each other and towards staff. Substitute teachers are encouraged to speak with the vice-principal or principal if they have questions or concerns regarding student behavior.
3. **Consequences:** Substitute teachers should use their professional judgment when dealing with misbehaving students. Depending on the student behavior or situation, teachers may want to inform the regular classroom teacher of any minor infractions by recording these in the regular classroom teacher's daily plans. However, if major infractions are committed, the teacher should send the student to the office and call the office immediately to inform administration that the student is being sent.

K. Supervision Schedule and Guidelines

1. Our supervision schedule is as follows:
2. Please see teachers schedule for when you are on duty
3. Supervision Areas: (Please refer to the map on page 12).

Supervision Areas

- **Common Area** – supervising the students while they eat and making sure tables are clean. Supervise the milk store or café line and maintain order
- **Outside** – Football field, courts and outside common area (Cold weather – may help out in the common area)
- **Junior High Hallway** – supervising Jr. Hallway, washroom area and computer lab hallway
- **Front** - Parking lot, entrance, and Sr. hallway

Teams will also be responsible for entrance supervision in the morning and bus supervision at the end of the day.

Outdoor Supervision:

1. General Rules:
 - a) Senior high students are permitted to leave the property. Junior high students are not permitted to leave the school grounds.
 - b) Students are not permitted on the bleachers or in the baseball dugouts on the East field.
 - c) No roughhousing is permitted.
2. Staff are not required to wear vests while on supervision.
3. 2-way radios **are available for** supervision.
4. **Student Injury:** In case of a student injury, please bring the student to the office for first aid. Depending on the injury, the administration may require you to fill out an accident form. If the student cannot walk to the office, send another student to alert office staff, while you stay with the injured student.

Lunch / Indoor Supervision

1. General Rules:
 - a) Junior high students are to eat their lunches in the common area. They are not permitted to eat in the hallways.
 - b) Junior high students are not permitted to loiter in the junior high hallway areas. They may go to their lockers to obtain certain items, but they are to return to the common area, library, gymnasium, or go outside during the remainder of lunchtime.
 - c) Senior high students may eat their lunches in a senior high classroom.
3. Inclement weather procedures: Please contact administration.

L. School Lunch Routines

1. Substitute teachers should check their sub plans. Teachers will indicate if you are on supervision or not. You are not required to stay with your classes during lunchtime as junior students do not eat in classrooms. Room 1 and 2 will have supervision for high school students.
2. **Emergency Lunches:** If students do not have lunch, please contact the office.
3. **Where are students expected to eat their lunch?** Junior high students should eat in the common area. Senior high students can eat in the common area or in the senior high hallway.
4. **Are students allowed to leave school grounds?** Senior high students can leave the school grounds, but junior high students are not permitted to leave under any circumstances.

M. Noon Hour Activities

1. **Where are students expected to be during the 2nd half of lunch?** Library, gymnasium, common area or outside (designated area only – see map on page 12)
2. **Are students allowed in the library?** Yes, with supervision.
3. **Are students allowed in the gym?** Yes, with supervision.
4. **Is there a computer lab schedule?** Students may use computers in the library with supervision.

N. Computer Access, AV Equipment, and other Technology

1. **Is a guest login available for substitute teachers?** See the office for the username/password.
2. **Where is AV equipment stored?** All classes are equipped with smartboard or interactive projectors. If you require other equipment that is not available, please contact the office.
3. **Booking Computer Labs/ Chromecarts:** Chromebooks have a sign out sheet on google drive. This sign-out sheet is also used for the computer lab in Room 22 and each of the Chrome carts. Please see an admin assistant if you require a computer lab or chromebook cart.
3. **Interactive Boards:** Can be accessed by using the login information in No. 1 above.
4. **Technology Support:** Please contact Mr. Bengert or Mrs. Humby, for tech. support.
5. **Photocopying:** Passwords are required. Please contact the office for a code.

O. School Emergency Plan / First Aid

1. **What is the protocol for handling an injury or accident?** In case of a student injury, please bring the student to the office for first aid. If the student cannot walk to the office, send another student to alert office staff, while you stay with the injured student.
2. **What is the protocol for reporting an injury or accident?** Depending on the injury, the administration may require you to fill out an accident form. Please see Mr. Stewart the vice-principal regarding this.
3. **What is the protocol for dealing with student illness?** In all cases, please call the office on your classroom telephone by dialing "0" to inform office staff of the situation.
4. **What is the protocol for dealing with students who have lice?** Please inform office staff as soon as possible.

P. Substitute Mailbox and/or Bulletin Board

1. **Where is the school's substitute mailbox located?** A substitute teacher mailbox is located in the staff workroom. It is marked "Substitute Teachers".
2. **Where is the school's bulletin board space with information posted for substitute teachers?** (substitute teachers' conference, etc.) A bulletin board can be found in the staff room and staff hallway.

Q. Routines for Collecting Forms and Money

1. **Which forms and money are to be kept by the classroom teacher?** None. All money and forms will be collected by office staff. In cases such as this, please direct students to our main office.

R. Monthly School Newsletter with Calendar

Monthly newsletters will be posted on the schools website: <https://plrs.ca>

TEACHERS' CLASSROOM INFORMATION

A. Class Lists/Routines and Seating Plans

1. Please provide instructions on how to access PowerSchool.
2. For emergency situations, please provide updated class lists in your sub binder.
3. Please include updated seating plans for each class for which you have assigned seating.
4. Please provide enough information to help a substitute teacher provide positive support for students with special needs. Include a list of priority goals from IPPs and activities and materials to utilize.
5. If the teaching assistant involved in delivering the program for a student is absent, please have alternate plans available
6. The list of names of students with medical issues and description of symptoms to monitor (e.g., seizure, asthma, food allergies, severe anxiety, etc.) is located.
7. The procedures for handling students with medical concerns are? (e.g., if a student has a minor allergic reaction; if a student has a major allergic reaction)

B. Emergency Lesson Plan Location

1. In case you are unexpectedly unable to teach and are not able to prepare or submit daily plans, please prepare pre-made lesson plans with objectives and materials that correlate with the curriculum being covered for that grade level.
2. Please provide the location of emergency lesson plans (e.g., at the office, in substitute binder, etc.).
3. Please provide the name and contact information of staff members who could be of assistance.

C. Classroom Routines

1. Please outline the regular routines you have established:
 - A. What students do upon arrival (e.g. agenda routines, O' Canada, prayer, announcements, USSR, etc.)
 - B. Job rotations if you have student helpers (changed daily? weekly?)
 - C. Elementary: explain snack routines (e.g. before, during, or after recess?)
 - D. Washroom usage (hall pass used? sign out sheet privileges?)
 - E. Do you have a signal for getting the classes' attention?
 - F. Home time or end of class routines (agendas, chairs up on desks/tables? etc.)

D. Classroom Rules and Discipline Procedures

1. List priority rules established in your classroom. Are they posted?
 - A. Elementary (e.g. any place off limits? pencil sharpener usage; washroom breaks, etc.)
 - B. Junior and Senior High (e.g. Do you allow chips, pop, gum chewing during class? only water? etc.)
2. What reinforcement techniques do you routinely use? Do you have established procedures you wish the substitute teacher to utilize? (E.g., check marks on board for positive behaviors observed individually or by group/row? hand out "caught being good" coupons to reinforce specific behaviors? Incentives for the whole class? (E.g., if the whole class works on task they may choose a game to play at the end of the class?))
3. What are the consequences for breaking classroom rules? Included for both minor and major offences. Is a formal program in place? (E.g., check marks for negative behaviors; after 3 check marks they lose recess etc.)
4. At what stage would you involve administration?
5. Do any students have individual behavioral goals? Please provide information regarding procedures for handling students with special needs. Provide suggestions that would be helpful in dealing positively with individual students (e.g., students who don't like loud noises be allowed to go out into the hall so as to avoid agitation, etc.)
6. How would you like the substitute teacher to record and communicate any student behavioral issues?

E. Supervision Information

Ensure it is included in the lesson plan.

F. Information on Classroom Technology

1. Please provide information such as:
 - A. where remote controls are located for projector or TV
 - B. Are microphones or FM systems available in the classroom for substitutes to use? Are instructions available?
 - C. Are students allowed to use classroom computers?
 - D. If your lesson plan incorporates use of the Interactive Board, please provide instructions on how to set up and use it. (Are students allowed to use the Interactive Board?)

G. Emergency Information

1. In every sub binder is an emergency document.
2. The Emergency document follows all Hour Zero procedures.
3. It also outlines key emergency people and steps.
4. Each classroom will have STATUS Cards.
5. The MUSTER point is located on the East side of the building.
 - a. We line up by grade (7A, 7B, 8A, 8B, 9A, 9B, 10, 11, 12)
 - b. Each grade is assigned two adult leaders (see emergency document).