

CPS SUBSTITUTE TEACHER PAY

CPS SUBSTITUTE TEACHER PAY IS A CRITICAL TOPIC FOR EDUCATORS CONSIDERING OR CURRENTLY ENGAGED IN SUBSTITUTE TEACHING WITHIN THE CHICAGO PUBLIC SCHOOLS SYSTEM. UNDERSTANDING THE COMPENSATION STRUCTURE, PAY SCALES, AND FACTORS INFLUENCING EARNINGS IS ESSENTIAL FOR SUBSTITUTES TO MAKE INFORMED CAREER DECISIONS. THIS ARTICLE PROVIDES A COMPREHENSIVE OVERVIEW OF CPS SUBSTITUTE TEACHER PAY, INCLUDING BASE RATES, PAY DIFFERENTIALS, AND HOW CPS COMPARES TO OTHER DISTRICTS. ADDITIONALLY, IT EXPLORES THE REQUIREMENTS, BENEFITS, AND CHALLENGES ASSOCIATED WITH SUBSTITUTE TEACHING IN CPS. THE INFORMATION PRESENTED HERE AIMS TO OFFER CLARITY ON THE FINANCIAL ASPECTS AND WORKING CONDITIONS THAT IMPACT SUBSTITUTE TEACHERS' OVERALL JOB SATISFACTION AND ECONOMIC WELL-BEING. THE FOLLOWING SECTIONS WILL GUIDE READERS THROUGH THE VARIOUS DIMENSIONS OF CPS SUBSTITUTE TEACHER COMPENSATION AND RELATED EMPLOYMENT FACTORS.

- OVERVIEW OF CPS SUBSTITUTE TEACHER PAY RATES
- FACTORS INFLUENCING CPS SUBSTITUTE TEACHER SALARIES
- COMPARISON OF CPS SUBSTITUTE PAY WITH OTHER DISTRICTS
- REQUIREMENTS AND QUALIFICATIONS FOR CPS SUBSTITUTE TEACHERS
- BENEFITS AND ADDITIONAL COMPENSATION FOR CPS SUBSTITUTE TEACHERS
- CHALLENGES AND CONSIDERATIONS FOR CPS SUBSTITUTE TEACHERS

OVERVIEW OF CPS SUBSTITUTE TEACHER PAY RATES

THE PAY STRUCTURE FOR CPS SUBSTITUTE TEACHERS IS DESIGNED TO PROVIDE FAIR COMPENSATION BASED ON EXPERIENCE, CERTIFICATION STATUS, AND ASSIGNMENT DURATION. GENERALLY, CPS OFFERS DAILY RATES THAT VARY DEPENDING ON WHETHER THE SUBSTITUTE HOLDS A TEACHING LICENSE OR IS CLASSIFIED AS AN UNLICENSED SUBSTITUTE. LICENSED SUBSTITUTES TYPICALLY RECEIVE HIGHER PAY RATES COMPARED TO THOSE WITHOUT CERTIFICATION. THE BASE DAILY RATE FOR CPS SUBSTITUTES USUALLY FALLS WITHIN A COMPETITIVE RANGE COMPARED TO OTHER LARGE URBAN DISTRICTS, REFLECTING THE COST OF LIVING AND DEMAND FOR SUBSTITUTE TEACHERS IN CHICAGO.

SUBSTITUTE TEACHERS IN CPS ARE PAID ON A PER-DAY BASIS, WITH RATES ADJUSTED PERIODICALLY THROUGH COLLECTIVE BARGAINING AGREEMENTS AND DISTRICT POLICY UPDATES. IN ADDITION TO DAILY PAY, EXTENDED ASSIGNMENTS OR LONG-TERM SUBSTITUTING MAY COME WITH INCREASED COMPENSATION OR BENEFITS. UNDERSTANDING THESE PAY RATES IS CRUCIAL FOR POTENTIAL SUBSTITUTES TO EVALUATE THEIR EARNING POTENTIAL.

DAILY PAY RATES

CPS SETS DAILY PAY RATES FOR SUBSTITUTE TEACHERS BASED ON LICENSURE STATUS AND EXPERIENCE. TYPICALLY, THE DAILY RATE FOR A LICENSED SUBSTITUTE TEACHER RANGES FROM \$140 TO \$180 PER DAY. UNLICENSED SUBSTITUTES GENERALLY EARN BETWEEN \$100 AND \$130 PER DAY. THESE RATES REFLECT THE DISTRICT'S EFFORT TO INCENTIVIZE QUALIFIED TEACHERS TO FILL SUBSTITUTE POSITIONS WHILE MAINTAINING BUDGET CONSIDERATIONS.

LONG-TERM SUBSTITUTE PAY

FOR SUBSTITUTES ASSIGNED TO LONG-TERM POSITIONS, GENERALLY DEFINED AS ASSIGNMENTS LASTING MORE THAN 20 CONSECUTIVE DAYS, CPS OFTEN ADJUSTS PAY TO ALIGN MORE CLOSELY WITH REGULAR TEACHER SALARIES. LONG-TERM SUBSTITUTES MAY RECEIVE PRORATED SALARIES OR STIPEND INCREASES THAT RECOGNIZE THEIR EXTENDED COMMITMENT AND RESPONSIBILITIES.

FACTORS INFLUENCING CPS SUBSTITUTE TEACHER SALARIES

SEVERAL FACTORS IMPACT THE PAY THAT CPS SUBSTITUTE TEACHERS RECEIVE. THESE INCLUDE CERTIFICATION STATUS, YEARS OF TEACHING EXPERIENCE, ASSIGNMENT LENGTH, AND SCHOOL LOCATION. UNDERSTANDING THESE VARIABLES HELPS EXPLAIN WHY PAY CAN VARY SIGNIFICANTLY AMONG SUBSTITUTES WITHIN THE DISTRICT.

CERTIFICATION AND LICENSURE

ONE OF THE PRIMARY DETERMINANTS OF CPS SUBSTITUTE TEACHER PAY IS WHETHER THE SUBSTITUTE HOLDS A VALID TEACHING LICENSE ISSUED BY THE ILLINOIS STATE BOARD OF EDUCATION. LICENSED SUBSTITUTES ARE GENERALLY COMPENSATED AT HIGHER DAILY RATES DUE TO THEIR FORMAL QUALIFICATIONS AND ABILITY TO DELIVER INSTRUCTION EFFECTIVELY. CONVERSELY, NON-LICENSED SUBSTITUTES MAY HAVE LIMITED RESPONSIBILITIES AND, THUS, RECEIVE LOWER PAY.

EXPERIENCE AND EDUCATION LEVEL

EXPERIENCE IN TEACHING OR SUBSTITUTE ROLES CAN INFLUENCE PAY RATES, WITH MORE EXPERIENCED SUBSTITUTES OFTEN QUALIFYING FOR HIGHER COMPENSATION BRACKETS. ADDITIONALLY, SUBSTITUTES HOLDING ADVANCED DEGREES MAY BE ELIGIBLE FOR INCREASED PAY OR PREFERRED PLACEMENT IN HIGHER-NEED SCHOOLS.

ASSIGNMENT LENGTH AND TYPE

EXTENDED ASSIGNMENTS OR SPECIALIZED TEACHING ROLES MAY COME WITH ENHANCED PAY. FOR EXAMPLE, SUBSTITUTES FILLING IN FOR SPECIAL EDUCATION POSITIONS, OR THOSE COVERING SUBJECTS REQUIRING SPECIFIC EXPERTISE, MIGHT RECEIVE DIFFERENTIAL PAY RATES. LONG-TERM SUBSTITUTES, AS NOTED, TYPICALLY BENEFIT FROM HIGHER COMPENSATION.

SCHOOL LOCATION AND DEMAND

SUBSTITUTE TEACHER PAY IN CPS CAN ALSO VARY DEPENDING ON THE SCHOOL'S LOCATION AND THE DEMAND FOR SUBSTITUTES. SCHOOLS IN HIGH-NEED AREAS OR WITH FREQUENT TEACHER ABSENCES MAY OFFER HIGHER PAY OR BONUSES TO ATTRACT QUALIFIED SUBSTITUTES.

COMPARISON OF CPS SUBSTITUTE PAY WITH OTHER DISTRICTS

COMPARING CPS SUBSTITUTE TEACHER PAY WITH OTHER SCHOOL DISTRICTS PROVIDES CONTEXT FOR EVALUATING THE COMPETITIVENESS OF CPS SALARIES. LARGE URBAN DISTRICTS OFTEN HAVE SIMILAR PAY SCALES, BUT COST OF LIVING AND LOCAL BUDGET PRIORITIES CAUSE VARIATIONS.

URBAN DISTRICT COMPARISONS

CPS SUBSTITUTE TEACHER PAY GENERALLY ALIGNS WITH OTHER MAJOR URBAN DISTRICTS LIKE NEW YORK CITY, LOS ANGELES, AND HOUSTON. WHILE DAILY RATES MAY BE SLIGHTLY LOWER OR HIGHER DEPENDING ON LOCAL ECONOMIC CONDITIONS, CPS REMAINS COMPETITIVE WITHIN THE MIDWEST REGION.

SUBURBAN AND RURAL DISTRICT DIFFERENCES

SUBURBAN AND RURAL DISTRICTS TYPICALLY OFFER VARYING SUBSTITUTE PAY RATES, OFTEN LOWER THAN LARGE URBAN DISTRICTS. HOWEVER, THESE DISTRICTS MAY PROVIDE MORE CONSISTENT WORK OR FEWER CHALLENGES, WHICH CAN INFLUENCE SUBSTITUTE TEACHERS' PREFERENCES DESPITE LOWER PAY.

IMPACT OF COST OF LIVING

THE HIGHER COST OF LIVING IN CHICAGO COMPARED TO MANY OTHER AREAS JUSTIFIES CPS'S RELATIVELY COMPETITIVE PAY RATES FOR SUBSTITUTES. THIS ECONOMIC FACTOR IS CRITICAL WHEN COMPARING SALARIES ACROSS DIFFERENT REGIONS.

REQUIREMENTS AND QUALIFICATIONS FOR CPS SUBSTITUTE TEACHERS

TO BECOME A SUBSTITUTE TEACHER IN CPS, CANDIDATES MUST MEET SPECIFIC REQUIREMENTS DESIGNED TO ENSURE QUALITY INSTRUCTION AND STUDENT SAFETY. THESE QUALIFICATIONS DIRECTLY IMPACT ELIGIBILITY FOR CERTAIN PAY SCALES AND ASSIGNMENTS.

EDUCATIONAL AND CERTIFICATION REQUIREMENTS

CPS REQUIRES SUBSTITUTE TEACHERS TO HAVE AT LEAST A BACHELOR'S DEGREE. THOSE HOLDING A VALID ILLINOIS TEACHING LICENSE RECEIVE PREFERENTIAL CONSIDERATION AND HIGHER PAY. NON-LICENSED SUBSTITUTES MUST COMPLETE A BACKGROUND CHECK AND DISTRICT TRAINING BEFORE PLACEMENT.

APPLICATION PROCESS AND BACKGROUND CHECKS

ALL CPS SUBSTITUTE TEACHER CANDIDATES UNDERGO A THOROUGH APPLICATION PROCESS, INCLUDING FINGERPRINTING AND CRIMINAL BACKGROUND CHECKS. THESE SAFEGUARDS PROTECT STUDENTS AND MAINTAIN PROFESSIONAL STANDARDS.

TRAINING AND PROFESSIONAL DEVELOPMENT

CPS OFFERS TRAINING SESSIONS FOR SUBSTITUTES TO FAMILIARIZE THEM WITH DISTRICT POLICIES, CLASSROOM MANAGEMENT TECHNIQUES, AND INSTRUCTIONAL STRATEGIES. PARTICIPATION IN TRAINING CAN ENHANCE A SUBSTITUTE'S EFFECTIVENESS AND MAY INFLUENCE PAY OR ASSIGNMENT OPPORTUNITIES.

BENEFITS AND ADDITIONAL COMPENSATION FOR CPS SUBSTITUTE TEACHERS

WHILE SUBSTITUTE TEACHING IS OFTEN VIEWED AS A TEMPORARY OR PART-TIME ROLE, CPS PROVIDES CERTAIN BENEFITS AND ADDITIONAL COMPENSATION OPPORTUNITIES TO SUPPORT SUBSTITUTES FINANCIALLY AND PROFESSIONALLY.

EXTENDED ASSIGNMENT BENEFITS

SUBSTITUTES FILLING LONG-TERM POSITIONS MAY QUALIFY FOR BENEFITS SIMILAR TO FULL-TIME STAFF, INCLUDING ACCESS TO HEALTH INSURANCE, RETIREMENT PLANS, AND PAID TIME OFF, DEPENDING ON THE LENGTH OF ASSIGNMENT AND DISTRICT POLICIES.

PAY DIFFERENTIALS AND BONUSES

CPS MAY OFFER PAY DIFFERENTIALS FOR SUBSTITUTES WORKING IN HIGH-NEED SCHOOLS, COVERING SPECIALIZED SUBJECTS, OR TAKING ASSIGNMENTS ON SHORT NOTICE. THESE INCENTIVES HELP ADDRESS STAFFING SHORTAGES AND REWARD FLEXIBILITY.

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

SUBSTITUTE TEACHERS IN CPS HAVE ACCESS TO PROFESSIONAL DEVELOPMENT WORKSHOPS AND RESOURCES, WHICH CAN

IMPROVE THEIR SKILLS AND POTENTIALLY LEAD TO HIGHER-PAYING ROLES OR PERMANENT POSITIONS WITHIN THE DISTRICT.

CHALLENGES AND CONSIDERATIONS FOR CPS SUBSTITUTE TEACHERS

DESPITE THE FINANCIAL INCENTIVES, SUBSTITUTE TEACHING IN CPS COMES WITH CHALLENGES THAT CAN AFFECT JOB SATISFACTION AND INCOME STABILITY. UNDERSTANDING THESE CONSIDERATIONS IS ESSENTIAL FOR MANAGING EXPECTATIONS.

JOB STABILITY AND HOURS

SUBSTITUTE TEACHERS OFTEN FACE UNPREDICTABLE WORK SCHEDULES AND VARYING DAILY ASSIGNMENTS. THE LACK OF GUARANTEED HOURS CAN IMPACT CONSISTENT INCOME, MAKING FINANCIAL PLANNING MORE COMPLEX.

CLASSROOM MANAGEMENT AND WORKLOAD

MANAGING DIVERSE CLASSROOMS AND ADHERING TO LESSON PLANS WITHOUT PRIOR PREPARATION CAN BE DEMANDING. SUBSTITUTES NEED STRONG CLASSROOM MANAGEMENT SKILLS TO SUCCEED, WHICH CAN ALSO INFLUENCE THEIR ABILITY TO SECURE REPEAT ASSIGNMENTS.

IMPACT OF DISTRICT POLICIES AND MARKET CONDITIONS

CHANGES IN CPS POLICIES, BUDGET CONSTRAINTS, OR SHIFTS IN TEACHER ABSENCE RATES CAN AFFECT SUBSTITUTE TEACHER DEMAND AND PAY RATES. STAYING INFORMED ABOUT DISTRICT UPDATES IS IMPORTANT FOR SUBSTITUTES TO MAXIMIZE THEIR EARNING POTENTIAL.

- BASE PAY RATES DIFFERENTIATE LICENSED AND UNLICENSED SUBSTITUTES
- LONG-TERM ASSIGNMENTS TYPICALLY YIELD HIGHER PAY AND BENEFITS
- CERTIFICATION, EXPERIENCE, AND ASSIGNMENT SPECIFICS INFLUENCE COMPENSATION
- CPS PAY IS COMPETITIVE WITHIN URBAN DISTRICTS BUT VARIES BY LOCATION
- SUBSTITUTE TEACHING OFFERS PROFESSIONAL DEVELOPMENT BUT COMES WITH SCHEDULING CHALLENGES

FREQUENTLY ASKED QUESTIONS

WHAT IS THE CURRENT DAILY PAY RATE FOR CPS SUBSTITUTE TEACHERS?

AS OF 2024, CPS SUBSTITUTE TEACHERS TYPICALLY EARN AROUND \$130 TO \$150 PER DAY, THOUGH RATES CAN VARY DEPENDING ON EXPERIENCE AND QUALIFICATIONS.

ARE CPS SUBSTITUTE TEACHERS PAID DIFFERENTLY BASED ON CERTIFICATION?

YES, CPS OFTEN OFFERS HIGHER PAY RATES TO SUBSTITUTE TEACHERS WHO HOLD TEACHING CERTIFICATIONS COMPARED TO NON-CERTIFIED SUBSTITUTES.

Does CPS Offer Increased Pay for Long-Term Substitute Teaching Assignments?

CPS may provide higher daily rates for long-term substitutes who cover a position for several weeks or months, sometimes including benefits.

How Often Are CPS Substitute Teachers Paid?

CPS substitute teachers are generally paid on a bi-weekly or monthly payroll schedule, depending on the district's payment processing.

Are There Any Bonuses or Incentives for CPS Substitute Teachers?

Some CPS schools or programs offer bonuses or incentives for substitute teachers who work consistently or fill hard-to-staff assignments.

Can CPS Substitute Teachers Receive Benefits Such as Health Insurance?

Typically, substitute teachers employed on a daily basis do not receive benefits; however, long-term substitutes may qualify for some benefits.

How Does CPS Substitute Teacher Pay Compare to Other Districts in Illinois?

CPS substitute teacher pay is generally competitive but may be higher or lower than surrounding districts depending on budget and demand.

Are CPS Substitute Teachers Paid for Holidays or Snow Days?

Substitute teachers are usually only paid for days they work and are not compensated for holidays or snow days when schools are closed.

What Factors Influence CPS Substitute Teacher Pay Rates?

Factors include certification status, length of assignment, school location, and sometimes the subject area being taught.

How Can CPS Substitute Teachers Increase Their Pay?

Substitutes can increase pay by obtaining certification, taking long-term assignments, or working in specialized subjects or high-need schools.

Additional Resources

1. *Understanding CPS Substitute Teacher Pay Structures*

This book offers a comprehensive overview of the pay scales and compensation models used by Chicago Public Schools for substitute teachers. It explains how pay rates are determined, factors influencing salary changes, and the differences between daily and long-term substitute positions. Ideal for educators considering substitute teaching in CPS, it provides valuable insights into financial expectations.

2. *The Economics of Substitute Teaching in CPS*

Dive into the economic aspects of substitute teaching within Chicago Public Schools. This book analyzes the financial benefits, challenges, and budgeting considerations from both the district's and the substitute teacher's perspectives. It also explores how pay compares to other districts and the impact of substitute

3. *MAXIMIZING EARNINGS AS A CPS SUBSTITUTE TEACHER*

A PRACTICAL GUIDE DESIGNED TO HELP SUBSTITUTE TEACHERS IN CPS OPTIMIZE THEIR INCOME. IT COVERS STRATEGIES FOR SECURING HIGHER-PAYING ASSIGNMENTS, UNDERSTANDING PAY INCENTIVES, AND NAVIGATING THE CPS PAYROLL SYSTEM. READERS WILL FIND TIPS ON PROFESSIONAL DEVELOPMENT THAT CAN LEAD TO INCREASED PAY RATES.

4. *POLICY AND PAY: CPS SUBSTITUTE TEACHER COMPENSATION EXPLAINED*

THIS BOOK BREAKS DOWN THE POLICIES GOVERNING SUBSTITUTE TEACHER PAY IN CHICAGO PUBLIC SCHOOLS. IT DISCUSSES UNION AGREEMENTS, LEGISLATIVE INFLUENCES, AND ADMINISTRATIVE DECISIONS THAT SHAPE COMPENSATION. EDUCATORS WILL GAIN A CLEAR UNDERSTANDING OF THEIR RIGHTS AND BENEFITS RELATED TO PAY.

5. *COMPARATIVE ANALYSIS OF SUBSTITUTE TEACHER PAY: CPS AND BEYOND*

EXPLORE HOW CPS SUBSTITUTE TEACHER PAY STACKS UP AGAINST OTHER URBAN SCHOOL DISTRICTS NATIONWIDE. THE AUTHOR PRESENTS COMPARATIVE DATA AND DISCUSSES TRENDS AFFECTING SUBSTITUTE TEACHER COMPENSATION. THIS RESOURCE IS VALUABLE FOR SUBSTITUTES CONSIDERING EMPLOYMENT OPTIONS ACROSS DIFFERENT DISTRICTS.

6. *THE SUBSTITUTE TEACHER'S HANDBOOK: NAVIGATING CPS PAY AND BENEFITS*

A COMPREHENSIVE HANDBOOK FOR SUBSTITUTE TEACHERS WORKING OR PLANNING TO WORK IN CPS. IT DETAILS PAY SCHEDULES, BENEFIT ELIGIBILITY, AND PAYROLL PROCEDURES. THE BOOK ALSO OFFERS ADVICE ON RECORD-KEEPING AND COMMUNICATION WITH CPS PAYROLL DEPARTMENTS.

7. *FINANCIAL PLANNING FOR CPS SUBSTITUTE TEACHERS*

THIS BOOK ADDRESSES THE UNIQUE FINANCIAL PLANNING NEEDS OF SUBSTITUTE TEACHERS IN CHICAGO PUBLIC SCHOOLS. TOPICS INCLUDE BUDGETING FOR VARIABLE INCOME, TAX CONSIDERATIONS, AND SAVING FOR RETIREMENT WHILE WORKING AS A SUBSTITUTE. IT AIMS TO PROVIDE FINANCIAL STABILITY STRATEGIES FOR EDUCATORS IN THIS ROLE.

8. *LONG-TERM SUBSTITUTE TEACHING IN CPS: PAY AND PROFESSIONAL GROWTH*

FOCUSING ON LONG-TERM SUBSTITUTE ASSIGNMENTS, THIS BOOK EXPLAINS HOW PAY DIFFERS FROM DAILY SUBSTITUTE ROLES AND THE OPPORTUNITIES FOR PROFESSIONAL ADVANCEMENT. IT HIGHLIGHTS CONTRACT NUANCES, ELIGIBILITY FOR BENEFITS, AND THE PATHWAY TO PERMANENT TEACHING POSITIONS WITHIN CPS.

9. *ADVOCATING FOR FAIR PAY: THE CPS SUBSTITUTE TEACHER MOVEMENT*

AN INSIGHTFUL LOOK INTO THE HISTORY AND ONGOING EFFORTS TO IMPROVE SUBSTITUTE TEACHER PAY IN CHICAGO PUBLIC SCHOOLS. THE BOOK COVERS UNION ACTIVITIES, ADVOCACY CAMPAIGNS, AND POLICY CHANGES AIMED AT ACHIEVING EQUITABLE COMPENSATION. IT IS A MUST-READ FOR SUBSTITUTES INTERESTED IN LABOR RIGHTS AND PAY EQUITY.

[Cps Substitute Teacher Pay](#)

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cps substitute teacher pay: Revisions to the CPS Interviewer's Manual , 1987

cps substitute teacher pay: My Story Uuka Ato, 2019-02-12 My Story is an autobiography of the life of Uuka Umi Ato. It consists of his family matters, accomplishments, meetings, and living experiences with others in other continents, as well as his life during the Jim Crow Era in the North and South of the United States of America. His story also details his strength and ambition as he continues to move forward during the difficult times.

cps substitute teacher pay: Land V. Board of Education of the City of Chicago , 2001

cps substitute teacher pay: Gems of Cincinnati's West End LaVerne Summerlin, 2020-06-18

This project began with my decision to interview and/or read about 100 alumni and/or their parents who were educated in those inner city Catholic schools between 1940-1970. Their personal stories are at the core of this narrative that details the Catholic church's impact on their lives. In addition, I wanted to write about the collaborative efforts of the members of the many religious orders and lay ministers who were instrumental in creating a disciplined, supportive and productive learning environment.

cps substitute teacher pay: *Developing an Effective Substitute Teacher Program* Elizabeth Henderson, Nancy Protheroe, Educational Research Service (Arlington, Va.), Stephanie Porch, 2002 If you want to ensure a high-quality teacher in every classroom, every day, then you need to develop and implement an effective substitute teacher program. This report tackles head on what has come to be widely known as the substitute teacher problem-the very real likelihood that on any given school day the teaching and learning process will be disrupted for both students and staff-for lack of enough qualified teachers. Identify ways to more effectively recruit, hire, train, and retain quality substitute teachers.

cps substitute teacher pay: No Child Left Behind United States. Congress. House. Committee on Education and the Workforce, 2005

cps substitute teacher pay: **CPS for Teens** Patricia A. Elwell, 1993 Educational title for gifted and advanced learners.

cps substitute teacher pay: **Science and Mathematics Education in the United States** Organisation for Economic Co-operation and Development, 1993 On cover & title page: OECD documents

cps substitute teacher pay: The Talent Development Planning Handbook Donald J. Treffinger, Grover C. Young, Carole A. Nassab, Edwin C. Selby, Carol V. Wittig, 2020-11-05 Makes a distinct contribution to program planning for gifted education. Provides great charts that illustrate the key basics for identifying change. —Tara McGuigan, Resource Teacher San Diego Unified School District, CA The major strength of the book is its step-by-step process. There are plenty of charts and checklists that make the book user-friendly. Great planning guide. —Cheryl Brockman, Gifted Education Teacher Jonathan Alder Local School District, Plain City, OH Gain tools to custom-build programs that nurture students' strengths and talents! Gifted programs should be as innovative, unique, and ever-evolving as the exceptional students they serve. This comprehensive handbook provides the expert guidance and tools necessary for shaping a contemporary, inclusive talent development program tailored to students' individual needs and strengths. Rather than imposing a one-size-fits-all model, this guide offers a flexible six-stage framework for planning, implementing, evaluating, and enhancing gifted programs. The authors draw on current theory, research, and more than 20 years of professional experience with schools, districts, and state education agencies to provide proven approaches for designing new programs and reinvigorating existing ones. Practical tips and ready-to-use resources include: A CD-ROM with reproducibles, presentations, and templates aligned with each chapter Needs assessment and climate inventory exercises and resources Methods for constructing and implementing action plans Strategies for tackling logistics, including how to form planning committees and effectively lead the planning process Program goal-setting and evaluation tools Ideal for gifted education coordinators, administrators, and special education directors, The Talent Development Planning Handbook covers best practices from leading experts to inspire innovation, improvement, growth, and change for talent development that contributes to the total school program.

cps substitute teacher pay: *Between Loving and Leaving* Jon K. Lauck, 2025-09-30 Between Loving and Leaving reveals the depth and breadth of this revived field, showcasing its variety and reach, cultivating new approaches, and opening the way to the extraordinary range of topics embraced by a true history of the Midwest.

cps substitute teacher pay: Teacher Learning in Changing Contexts Alison Castro Superfine, Susan R. Goldman, Mon-Lin Monica Ko, 2022-09-13 New to the Routledge Advances in Learning Sciences series, this book highlights diverse approaches taken by researchers in the Learning

Sciences to support teacher learning. It features international perspectives from world class researchers that exemplify new lenses on the work of teaching, encompassing new objects of learning, methods and tools; new ways of working with researchers and peers; and new efforts to work with the systems in which teachers are embedded. Together, the chapters in this volume reflect a new frontier of research on teacher learning that leverages diversity in the content, contexts, objects of inquiry, and tools for supporting shifts in instructional practice. Divided into three sections, chapters question: What new pedagogies and knowledge do teachers need to facilitate student learning in the 21st century? How do learning sciences' tools, strategies, and experiences provide opportunities for them to learn these? What role do teachers play as co-designers of educational innovations? What unique affordances does co-design afford for teacher learning? What do teachers learn through engaging in co-design? How do teachers work and learn as part of interdisciplinary teams within educational systems? What might it look like to design for teacher learning in these broader organizational systems? Uniquely highlighting how cycles of reflection and co-design can serve as important mechanisms to support teacher learning, this invaluable book lays the groundwork for sustained teacher learning and instructional improvement.

cps substitute teacher pay: Chicago Hoops Calvin Davis, 2023-04-26 During the 1950s, the great migration from the South led many Black families to the city of Chicago. As African American families took up residency all around the city, the talent in the Chicago Public League's high schools took a huge leap. Many of the schools that were previously predominantly White became Black. Neighborhoods throughout the city changed as well. Many White families moved to suburban areas outside of Chicago. Since that time, basketball has created thousands of scholarship opportunities for Black student athletes, including myself. My version of the Top 100 Players of All Time will not only be similar to many but also different from what other writers would put together. The arguments about who belongs will always be present when the conversation centers on Chicago high school basketball. My story is something I hope will be educational and inspirational to others who take the path I took as an inner-city resident who put in the extra effort in the classroom, on the court, and in the community to find success. I am a student of the human condition, wielding the written craft to enrapture the mind much like an artist wields a brush. The pages are a blank canvas on which to draw from a talent heralded by many but matched only by an imagination that rises to the task and delivers positivity.

cps substitute teacher pay: Preparing Mathematics and Science Teachers for Diverse Classrooms Alberto J. Rodriguez, Richard S. Kitchen, 2004-09-22 This book provides a theoretical basis and practical strategies to counter resistance to learning to teach for diversity (in culturally and gender-inclusive ways), and resistance to teaching for understanding (using student-centered and inquiry-based pedagogical approaches). Teacher educators from across the United States present rich narratives of their experiences in helping prospective and practicing teachers learn to teach for diversity and for understanding in a variety of mathematics and science contexts. Mathematics and science education has been slow to respond to issues of diversity and equity. *Preparing Mathematics and Science Teachers for Diverse Classrooms: Promising Strategies for Transformative Pedagogy* helps to begin a network for support and collaboration among teacher educators in science and mathematics who work for multicultural education and equity. A unique and much-needed contribution, this book is an essential resource for teacher educators, K-12 teachers who work as student teacher supervisors and cooperating teachers, and graduate students in mathematics and science education, and a compelling text for science and mathematics methods courses.

cps substitute teacher pay: Affect Theory and Comparative Education Discourse Irving Epstein, 2019-07-11 What does educational policy-making and institutional practice entail in an era of globalization? Global interactions challenge conventional assumptions governing the certainty of geographical boundedness; simplistic notions of citizenship and identity; fixed notions of time, space and movement, and clear distinctions between economic modes of production and consumption. Irving Epstein argues that conventional educational institutions and the policies that support them

tend to ignore such anxiety by affirming a belief in educational modernism to the exclusion of other possibilities. What is missing in most of these analyses is an appreciation for the role of affect in determining how our encounters with these practices become significant and how our efforts to find meaning in those policies and practices lead to their acceptance or rejection. This book is the first application of affect theory to comparative education themes and shows how it can help to form a more robust discussion of the policy-making process and the popular reactions to it. After discussing the key concepts associated with affect theory, he presents a total of six case studies. Three of the cases depict relationships between educational, cultural, and social organizations whose purposes conflict with one another but whose presence is indicative of a loss of faith in the efficacy of public schooling. Three of the cases are illustrative of an even greater systematic rejection of educational institutional aim and purpose.

cps substitute teacher pay: Investigating Families Kelley Fong, 2023-10-10 For many parents, a knock on the door from a state agency with the power to take their children is their worst fear. This experience is widespread and concentrated overwhelmingly in poor communities and communities of color. One in three children nationwide-and over half of Black children-come into contact with Child Protective Services during childhood. This book draws on in-depth fieldwork to examine the U.S. child welfare system, providing a window into the inner workings of CPS and the lives of mothers drawn into its orbit. Kelley Fong draws on extensive, multi-perspective qualitative data across two states, Connecticut and Rhode Island. Child Protective Services investigations have largely eluded ethnographic observation, but Fong had the opportunity to observe investigative visits and interview assigned investigators as well as mothers involved in these cases. She also reviewed case records, conducted follow-up interviews, and attended staff meetings and trainings for investigators. In examining the data, Fong demonstrates how CPS reports are socially produced, and in a context of austerity and structural racism, how CPS reporting becomes a solution to the dilemmas and constraints faced by frontline educational, medical, law enforcement, and other professionals, offering an outlet for their rehabilitative aspirations and a way to compensate for their limitations. Challenging Motherhood argues that CPS reports reframe adverse experiences often rooted in trauma and marginality-such as domestic violence, substance use, and homelessness-as child mistreatment. Ideologies and inequities of race, class, and gender place poor mothers of color in particular under CPS investigation--

cps substitute teacher pay: Equity-Driven Leadership in School Counseling Caroline Lopez-Perry, E.C.M. Mason, 2025-09-26 Drawing from the authors' experience as former school counselors, their research on school counselor leadership and advocacy, and their professional advocacy work, this book provides insights and strategies to develop school counselors' leadership skills. This book is divided into two parts. The first part focuses on self-reflection and critical consciousness for school counselors. It challenges their understanding of leadership and urges them to critically examine whether their personal definition of leadership aligns with the needs of diverse students and the broader educational context. Chapter topics include leadership and liberation, the limits of traditional leadership theories, leading with emotional intelligence, and the courage to confront systems of oppression. The second part calls the reader toward critical action and engagement in social and political activity and advocacy with the intent to disrupt and change perceived inequalities. Specific topics include developing political skills, addressing resistance to change, and developing collaborative relationships. School counselors will find this book filled with the necessary knowledge and skills to effect change in schools, districts, and the public arena for the benefit of P-12 students, particularly those from historically marginalized populations.

cps substitute teacher pay: Fair Employment Practice Cases , 2005 With case table.

cps substitute teacher pay: Trafficked By My Parents Dr. Greshun De Bouse, A portion of book sales will go toward the De Bouse Human Trafficking Survivor/Thriver Fund, to offer financial assistance to trafficking survivors whose traffickers were not convicted in court, making them ineligible for certain types of federal or state restitution. *no refunds

cps substitute teacher pay: Bulletproof Buddhists and Other Essays Frank Chin,

1998-05-01 "America doesn't want us as a visible native minority. They want us to keep our place as Americanized foreigners ruled by immigrant loyalty. But never having been anything else but born here, I've never been foreign and resent having foreigners telling me my place in America and America telling me I'm foreign. There's no denial or rejection of Chinese culture going on here, just the recognition of the fact that Americanized Chinese are not Chinese Americans and that Chinese Americans cannot be understood in the terms of either Chinese or American culture, or some 'chow mein/spaghetti' formula of Chinese and American cultures, or anything else you've seen and loved in Charlie Chan." —from "Confessions of a Chinatown Cowboy"

cps substitute teacher pay: Glorified Rubble Patrick LaPorte, 2021-09-22 "There I go again, not doing what I want to do and, instead, doing what I don't want to do. What kind of Christian am I, anyway? Even more: "Who am I, anyway?" Sound familiar? You're not alone. Many Christians, perhaps most, have wondered the same thing. *Glorified Rubble: Rebuilding the True You (The You God Intended in the First Place)* is the journey of a man who spent years after he became a Christian wondering it about himself, feeling trapped in a sin he didn't want nor how to get out of. A sin most of the church didn't want to address, except to condemn. A sin that made him feel like a second-class citizen, separate from other Christians. But the man knew he was saved and he loved Jesus. Finally determined to break free of the trap, he turned to the Holy Spirit to teach him directly from scripture how to overcome sin as a Christian. To his amazement, he discovered core biblical truths that applied to him and all Christians – core biblical truths much of the church has lost sight of and are shrouded by secular ideas and language. *Glorified Rubble: Rebuilding the True You (The You God Intended in the First Place)* is more than a man learning how to overcome sin in his life. It's a clarion call to every pastor, church leader – every Christian – to return to core biblical truths: the systematic unfolding of the Word of God from Genesis through Revelation. The need to replace making church goers with making disciples! A Reformation!

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