



STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION

MEMORANDUM

TO: District Human Resources Personnel

FROM: Mandy Roberts
District Liaison, Division of Strategic Engagement

DATE: August 8, 2023

RE: Substitute Survey and Support

In keeping with the South Carolina Department of Education's (SCDE) focus on ensuring that strategic initiatives support teachers and serve students, the agency is asking for your feedback on the issue of substitute teacher recruitment. Although substitutes were not explicitly named in the [Teacher Recruitment and Retention Task Force Recommendations](#), many staff members have heard feedback regarding the difficulty in recruiting substitutes to the classroom and the impact on teachers and support staff of having to absorb responsibility for students without a substitute into their classrooms.

To see how the South Carolina Department of Education can best support your district in maintaining an effective substitute network, please complete the [Substitute Survey](#) by August 25, 2023, so that we can partner together on exploring the best solutions for addressing substitute needs. We forward to hearing your feedback soon and appreciate the work you do to provide an exceptional education for every South Carolina student.

If you have any questions, please contact Mandy Roberts (SCDE District Liaison) at 803-734-8559 or MRoberts@ed.sc.gov.