

*There is No Substitute for a Good Substitute*

# **National Substitute Teachers' Alliance**

## **7<sup>th</sup> Annual Conference**



**Fort Myers, Florida**

**July 24-26, 2009**

on the campus of

**Florida Gulf Coast University**

10501 FGCU Boulevard South  
Fort Myers, Florida 33965  
(239) 590-1000



# National Substitute Teachers' Alliance

## 7<sup>th</sup> Annual Conference

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6. Saturday, July 25th - Activities  
Registration open 8:00 am  
Breakfast 8:30 - 9:30 am

#### **Breakout Sessions**

##### **Session 1** 9:45 - 10:50 am

- 1-A Essentials of Substitute teaching
- 1-B "RTI" Responsive Teacher Invention
- 1-C Tried and True...Classroom Management  
Strategies for Substitute Teachers
- 1-D How to get the Best substitute teaching jobs  
- what the research says

##### **Session 2** 10:55 - 12:00 noon

- 2-A The Cutting Edge of Education
- 2-B "RTI" Responsive Teacher Invention
- 2-C Essentials of Substitute teaching

**Lunch** - Ballroom 12:15 - 1:15 p

##### **Session 3** 1:20 - 2:25 pm

- 3-A Training for Smart Board Technology
- 3-B How to get the best substitute teaching jobs  
- what the research says
- 3-C Dealing with Diverse Learning Needs  
in an Inclusion Classroom
- 3-D Planning for the Un-Planned Day

**Session 4** 2:30 - 3:25 pm

- 4-A Training for Smart Board Technology
- 4-B Planning for the Un-Planned Day
- 4-C Dealing with Diverse Learning Needs  
in an Inclusion Classroom
- 4-D Tried and True...Classroom Management  
Strategies for Substitute Teachers

**Session 5** 3:45 - 5:30 pm

Business Meeting and Plenary Session - Ballroom

**Saturday Dinner and Social Activity** - 6:45 - 8:30 pm

Eagles Landing and Commons

7. Sunday, July 26th - Activities

Breakfast 8:30 - 9:30 am Student Union Ballroom

**Breakout Sessions**

**Session 6** 9:45 - 10:50 am

- 6-A Professional Misconduct by Substitute Teachers
- 6-B Character Building Education
- 6-C Lesson Plans in a Bag
- 6-D Addressing Problematic Student Behavior

**Session 7** 10:55 - 12:00 noon

- 7-A Lesson Plans in a Bag
- 7-B Character Building Education
- 7-C Addressing Problematic Student Behavior
- 7-D Professional Misconduct by Substitute Teachers

**Sunday Luncheon** 12:00 noon - Ballroom

**Session 8** 1:00 p.m.

Concluding Session, evaluation, consideration, suggestions and ideas for the future.

Drawing for Door Prize - **Must Be Present to Win**

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**National Substitute Teachers' Alliance**  
**7<sup>th</sup> Annual Conference**

**GETTING TO FLORIDA GULF COAST UNIVERSITY—**

(1) from Southwest Florida International Airport

MBA Airport Transportation, LLC, outside the baggage pickup area, is the taxi service you should use from the airport to Florida Gulf Coast University.

The cost is \$20 for the two-mile ride, which can be shared among up to three riders according to the website (though Marvin has reported that each taxi will take up to four people [\$5 each for the ride plus tip]). Additional riders are \$10 each. You must make arrangements for a return trip with the driver or by calling the company at least 24 hours beforehand.

(2) From I-75

Take EXIT 128 toward Germain Arena/San Carlos Park (.6 mile). Merge onto County Route 840 East/ Alico Road (.8 mile). Turn right onto Ben Hill Griffin Parkway (2.2 miles). Turn Left onto FGCU Boulevard (.5 miles).

**UPON ARRIVAL—**

Each person arriving at Florida Gulf Coast University will check in at the Security Information Booth to receive a map, a parking permit (if you are driving), and directions to the North Village. Registration is in the Commons Building at the dormitory North Village.

For all participants who are in the dorm rooms: You are responsible for any clean-up, and please check carefully to pack all your belongings. Check-out will be on Sunday, July 26th at the Commons front desk. For those staying the extra day, the same applies. Failure to return your room key will lead to a \$100;00 fine: please turn in your key.



Parking:



For those attendees driving. Upon entering the main entrance at FGCU, stop by the Parking Information Booth (on your right) to obtain a parking permit. Let them know where you need to go and they will direct you. Let them know you are attending the substitute conference, When we have an activity in the Student Union (breakfast, lunch), use parking garage #1 to left of the Student Union (look for Bell Tower).

## Meals:

All those attendees who purchased meals will receive a meal ticket booklet for all meal events. This will be with your packet when you check-in.

## **BEFORE LEAVING—**

Check out time for guests of the university is relaxed. Just make sure to **TURN IN YOUR KEY**. Each “lost” key will result in a charge of \$100.



## **OFFICERS AND BOARD MEMBERS--**

Information for Officers and Board Members early arrival and extended sessions:

Thursday, July 23rd. Registration for National Substitute Teachers' Alliance officers and board members is in the Commons Building with Dr. Marvin Goetz, conference director, and the registration committee before 4 p.m. You will receive your conference package at that time.

The Lee County Association of Substitutes will host a 7 p.m. dinner party for members of the National Substitute Teachers' Alliance board, officers, and their spouses on Thursday, July 23rd, at the home of Dr. Marvin Goetz, 1211 SW 49th Terrace, Cape Coral, Florida 33914, phone: (239) 542-1746. We will car-pool. Information will be provided upon check-in.

Friday, July 24th: Continental breakfast in Eagles Landing Conference Room 217 from 8:30 a.m. – 9:15 a.m. The Officers and Board of Directors of NSTA is in Room 217 from 9:30 a.m. - 4:00 p.m.



## **FRIDAY, JULY 24**

**WELCOME TO ALL CONFERENCE**

**ATTENDEES AND PRESENTERS--**

Friday, July 24th: Registration for all attendees and presenters will be from 12:00 noon in the Commons Building at the dormitory in North Village. The registration committee will staff this facility until 7:00 p.m. At Registration you will receive the following, gift bag and program packet with ID. If you paid for room, board and/or meals, you will get a room key, and meal ticket.

Friday, July 24th: evening meal will be a buffet in the Eagles Landing Building from 6:30 p.m. until 9:00 p.m. This building is at the dorms and directly behind the Commons Building where registration takes place.



# There is No Substitute for a Good Substitute

## **SATURDAY, JULY 25**

Registration will continue at the Commons at Eagles Landing beginning at 8:00 a.m.

Breakfast will be in the Ballroom from 8:30 a.m. - 9:30 a.m.

### **BREAKFAST ACTIVITIES**

Welcome from Jim Politis, President  
National Substitute Teachers' Alliance

Welcome from Dr. Ronald Tolls, Provost  
Florida Gulf Coast University

Welcome from Dr. Marvin Goetz, President  
Lee County Association of Substitutes  
Introduction of Welcome Committee



### **ANNOUNCEMENTS**

### **BREAKOUT SESSIONS**

All the classrooms for the breakout sessions are located in Academic Building 3, where we will have use of AB 120, 121, 115, 116, 125, and 127. All the classrooms have a screen, a computer, a sound system, and an overhead projector. Signs will be posted outside each room listing presenters, topics, and times that room will be occupied. If a presenter is scheduled for two sessions, we have attempted to place them back-to-back so that presenters do not have to move their materials.

**EVALUATIONS:** Please fill out an evaluation for each session and turn it in to the presenter. In addition, there is an overall conference evaluation that is to be turned in for the prize drawing during Session 8. You must be present to receive the door prize.

## **SESSION #1**      **9:45 a.m. -10:50 a.m.**

### **1-A** ROOM

Essentials of Substitute Teaching.

Dr. Genesis Johnson, Professor and Director  
Western Governors University  
Telephone: (702) 617-9689  
Email: [genesis.johnson@csn.edu](mailto:genesis.johnson@csn.edu)

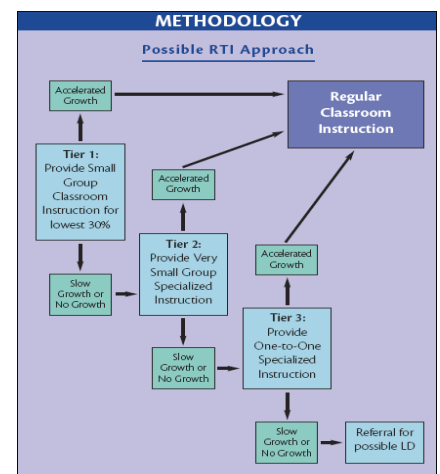
The purpose of this workshop is to prepare and impact student learning by engaging in a variety of best practices and teaching methods that will improve the substitute teaching experience. This presentation will provide substantial and meaningful classroom management strategies that can be used in any classroom situation. Dr. Johnson has written “Substitute Teaching Essentials: A Veteran’s Guide to Becoming a Great Substitute Teacher,” and has co-authored “Who’s Who: A Guide to the Rules of Those Supporting Student Teachers.”

### **1-B** ROOM

“RTI” Responsive Teacher Intervention

Dr. Doug Carothers  
Associate Professor  
College of Education  
Florida Gulf Coast University  
Telephone (239) 590-7822  
Email: [dcarothe@fgcu.edu](mailto:dcarothe@fgcu.edu)

“RTI” Responsive Teacher Intervention is a new federal program under “Leave No Child Behind” and will be required in all states. In this approach high quality instruction and interventions are provided to students, their progress is closely monitored, and student response to intervention/instruction is used to make important decisions.



### **1-C** ROOM

Tried and True...Classroom Management Strategies for Substitute Teachers

Connie Zoet, Retired Certified Ontario Teacher  
Email: [sweetconnie@rogers.com](mailto:sweetconnie@rogers.com)

Talking out, defiance, in-your-face behaviour, refusal to work, unprepared to work, and “make me” are but a few of the attitudes and behaviours faced daily by substitute teachers who take over when the regular teacher is absent. Substitute teaching is challenging and, without effective strategies for managing what students regularly dish up, a “sub’s” day can be long and stressful. In this workshop, substitute teachers will identify behaviours, explore why students behave the way they do, and learn effective, positive strategies to prevent and/or deal with negative behaviours.

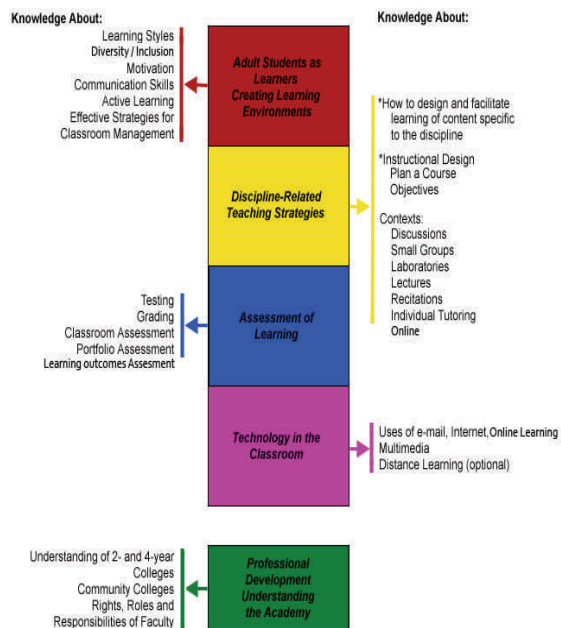
Connie Zoet is a retired, certified teacher currently teaching as a substitute teacher for the Durham District School Board in Ontario, Canada. She is a co-author of I Am the Teacher, Effective Classroom Management for Occasional Teachers published by the Elementary Teachers' Federation of Ontario and is a presenter of the ETFO workshop based on the book. As well, she presents her own workshop, "Tried and True...What Works For You," which is a workshop for daily substitute teachers on practical, useful strategies for dealing with challenging classes. Connie is active in her union's local; she is the Professional Development Chair responsible for planning and organizing workshops and professional activities for the local's members.

## 1-D Room

How to get the best substitute teaching jobs--what the research says

Mary Beth Stover  
 Faculty of Education  
 The University of Western Ontario  
 Email: [mstover@uwo.ca](mailto:mstover@uwo.ca)

Substitute teaching can be one of the hardest jobs to start out in. Here are some hints as you look for ways to get your foot in the door and work as many days as possible. It seems everyone, qualified or not, will give you advice on how to get substitute teaching jobs. Surprisingly, there is little research on substitute teaching, but that research does show that there are advice and strategies for substitute teachers that will help you consistently find the "best" substitute teaching jobs available. Participants will work together to find new strategies to use, fix old or ineffective strategies, and learn how to adapt these strategies to their own local situations.



## SESSION #2

10:55 a.m. - 12:00 noon

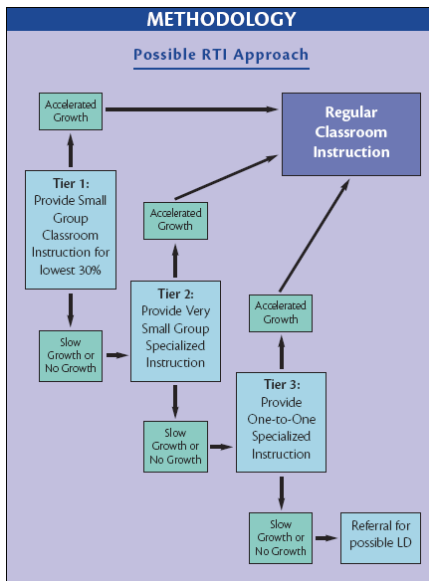
## 2-A ROOM

The Cutting Edge of Education

Dr. Lance Tomei, Professor  
 University of Central Florida  
 School of Education, Instructional Programs,  
 and Educational Leadership  
 Telephone: 407-823-2815  
 Email: [ltomeimail@ucf.edu](mailto:ltomeimail@ucf.edu)



The Cutting Edge of Education and what you should know for the 21st Century in your profession as an educator.



## 2-B ROOM

“RTI” Responsive Teacher Intervention

Dr. Doug Carothers  
Associate Professor  
College of Education  
Florida Gulf Coast University  
Phone 590-7822  
Email: [dcarothe@fgcu.edu](mailto:dcarothe@fgcu.edu)

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## 2-C ROOM

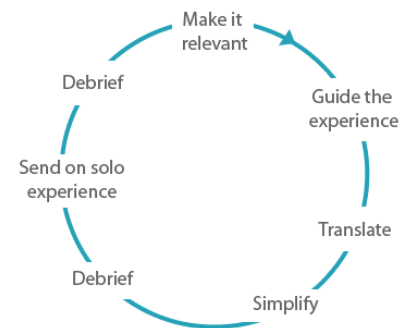
Essentials of Substitute Teaching.

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Teaching and Advocating Social / Online Behavior



## SATURDAY LUNCHEON

Ballroom 12:15 p.m. -1:15 p.m.

Welcome from James W. Browder, Ed.D.  
Superintendent of Schools  
Lee County School District

ANNOUNCEMENTS

**BREAKOUT SESSIONS CONTINUE**

## **SESSION #3**

**1:20 p.m. - 2:25 p.m.**

### **3-A ROOM**

Training for Smart Board Technology

Christine Rahming  
Intern at FGCU  
Department of Education Technology  
Mrs. Alana Gray  
Collier County Schools.



Many of us were not trained on some of the more up-to-date teaching aides used in our schools today. Training makes us more adaptable and more employable. Up-grade your skills and the demand for your services while attending this upbeat session. Christine Rahming will be doing the Smart board presentation, along with Mrs. Alana Gray, from the Collier County Schools, her daughter. Christine is an Intern at FGCU in the Department of Education Technology.



### **3-B ROOM**

How to get the best substitute teaching jobs--what the research says

Mary Beth Stover  
Faculty of Education  
The University of Western Ontario  
Email: [mstover@uwo.ca](mailto:mstover@uwo.ca)

Substitute teaching can be one of the hardest jobs to start out in. Here are some hints as you look for ways to get your foot in the door and work as many days as possible. It seems everyone, qualified or not, will give you advice on how to get substitute teaching jobs. Surprisingly, there is little research on substitute teaching, but that research does show that there are advice and strategies for substitute teachers that will help you consistently find the "best" substitute teaching jobs available. Participants will work together to find new strategies to use, fix old or ineffective strategies, and learn how to adapt these strategies to their own local situations.

### **3-C ROOM**

Dealing with Diverse Learning Needs in an Inclusion Classroom

Mr. Stan Weser  
Regional Facilitator for the Florida Inclusion Network  
Florida Gulf Coast University  
10501 FGCU Boulevard South ABIII Room 224  
Ft. Myers, Florida 33965  
Telephone: 239-590-7745; toll free 866-246-7826  
Email: [sweser@fgcu.edu](mailto:sweser@fgcu.edu)



With the movement toward inclusive education comes the necessity for all teachers to understand the complexity of all learners. Dr. Weser will present an overview of some of the diverse student learning

needs encountered in many classrooms today along with strategies to ameliorate the impact of disabilities, etc., on these students. Participants will leave with information enabling them to more successfully interact with all students.

### **3-D** ROOM

Planning for the Un-Planned Day

Linda Carter  
Executive Director of "No Person Left Behind"  
704 Homer Avenue  
Lehigh Acres, Florida 33971  
Telephone: 239-268-6846  
Email: [mslinda@nopersonleftbehind.org](mailto:mslinda@nopersonleftbehind.org)



Presentation is about preparing children for all kinds of disasters as part of the Homeland Security action plan. Suggestions will be provided on where to get free material and information, and a student book will be given to each participant. This could be an easily adaptable lesson for those unplanned days. [www.ready.gov/kids](http://www.ready.gov/kids) and [www.nopersonleftbehind.org](http://www.nopersonleftbehind.org)

### **SESSION #4**      **2:30 p.m. - 3:35 p.m.**

### **4-A** ROOM

Training for Smart Board Technology

Mrs. Christine Rahming  
Intern at Florida Gulf Coast University  
Department of Education Technology  
Mrs. Alana Gray  
Collier County Schools



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### **4-B** ROOM

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#### **4-C** ROOM

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Mr. Stan Weser

Regional Facilitator for the Florida Inclusion Network

Florida Gulf Coast University

10501 FGCU Boulevard South ABIII Room 224

Ft. Myers, Florida 33965

Telephone: 239-590-7745; toll free 866-246-7826

Email: [sweser@fgcu.edu](mailto:sweser@fgcu.edu)

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#### **4-D** ROOM

Tried and True...Classroom Management Strategies for Substitute Teachers

Connie Zoet, Retired Certified Ontario Teacher

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**SESSION #5**      **3:45 p.m. - 5:30 p.m.**

**BALLROOM**

**Business Meeting and Plenary Session**

NSTA President Jim Politis  
8508 Plum Creek Drive  
Gaithersburg, MD 20882  
(301) 926-1884  
Email: [JIMPOLITIS@aol.com](mailto:JIMPOLITIS@aol.com)  
[www.NSTAsubs.org](http://www.NSTAsubs.org)



Call to Order  
Pledge of Allegiance  
Introduction of Officers, Board Members,  
and Guests  
  
Adoption of Rules  
Minutes of last meeting, Judith Kieffer, Secretary  
Treasurer's Report, Ron Fletcher, Treasurer  
Presentation of Budget  
President's State of NSTA Report  
Nomination of Officers and Acceptance  
Election  
For the Good of the Order  
Adjournment

**SATURDAY DINNER AND SOCIAL ACTIVITY, JULY 25**

Dinner is a barbeque at the Eagles Landing and Commons in from 6:45 p.m. 9:00 p.m., a **meal ticket is required**.

A social activity following the dinner is open to **all participants** and **guests**. Wine, beer, and hors d'oeuvres are available from 9:00 p.m. -10:30 p.m. at the Eagles Landing poolside. **PLAN TO ATTEND AND MEET YOUR COLLEAGUES AND THEIR GUESTS.**



to



## SUNDAY, JULY 26

Sunday, July 26th: Breakfast, Student Union Ballroom, 8:30 a.m. - 9:30 a.m.

### ANNOUNCEMENTS

## BREAKOUT SESSIONS CONTINUE

### **SESSION #6**      **9:45 a.m. -10:45 a.m.**

#### **6-A** ROOM

Professional Misconduct by Substitute Teachers

Ms Ranice Monroe  
Director of Professional Standards & Equity  
Lee School District.  
Telephone: 239-337-8330  
Email: [RaniceM@leeschools.net](mailto:RaniceM@leeschools.net)



Ms Monroe's responsibility is "Professional Misconduct by Substitute Teachers." She heads the Lee School District's investigation into sub misconduct and will be giving us all a heads-up on conduct and deportment of the savvy substitute teacher.

#### **6-B** ROOM

Character Building Education

Mr Jack Bovee  
Collier County Administrator

Uncommon Friends Character Education  
2505 First Street, Ft. Myers, Florida 33902  
Telephone: 239-337-9504  
Email: [character@uncommonfriends.org](mailto:character@uncommonfriends.org)



Presentation is about Character Building Education, which is required in Florida as well as other states. There is an introduction to the Uncommon Friends Foundation Character Education program. The Uncommon Friends were Thomas Edison, Henry Ford, Harvey Firestone, Charles Lindberg, and James Newton.

## **6-C** ROOM

### Lesson Plans in a Bag

Ms. Joyce Rollins  
Professor of Education  
Edison State College  
Ft. Myers, Florida  
Telephone: 239-985-3447  
Email: jrollins@edison.edu



When you take a substitute job you don't always know whether there will be good lesson plans or lesson plans at all when you arrive. Always have your "bag" of original and exciting lessons and strategies with you. The behavior issues that often come out for substitutes won't be there because the students will be so enthralled with what you are teaching and how you are teaching it! You'll enjoy your day and will be asked back time and again.

## **6-D** ROOM

### Addressing Problematic Student Behavior

Dr. Carolynne Gischel  
Professor of Special Education  
Florida Gulf Coast University  
School of Education  
Telephone: 239-590-7795  
Email: cgischel@fgcu.edu

Want to know what to do about problematic and challenging student behavior? Attend this session and learn how to apply the principles of behavior to address problematic behaviors in the classroom. Teach with your strengths, futuristic positivity, individualism, and woo-strategies.

## **SESSION #7**      **11:00 a.m. -12:00 noon**

## **7-A** ROOM

### Lesson Plans in a Bag

Ms. Joyce Rollins  
Professor of Education  
Edison State College  
Ft. Myers, Florida  
Telephone: 239-985-3447  
Email: jrollins@edison.edu



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Character Building Education

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**7-C ROOM**  
Addressing Problematic Student Behavior

Dr. Carolynne Gischel  
Professor of Special Education  
Florida Gulf Coast University  
School of Education  
Telephone: 239-590-7795  
Email: [cgischel@fgcu.edu](mailto:cgischel@fgcu.edu)

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**7-D ROOM**  
Professional Misconduct by Substitute Teachers

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Director of Professional Standards & Equity  
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Ms Monroe's responsibility is "Professional Misconduct by Substitute Teachers." She heads the Lee School District's investigation into sub misconduct and will be giving us all a heads-up on conduct and department of the savvy substitute teacher.

## SUNDAY LUNCHEON

Sunday Lunch at 12:00 noon. This is a box lunch and will be handed out in a Ballroom.. Look for signs.



**SESSION #8**      **1:00 p.m.**

## GRAND BALLROOM

Concluding session, evaluation, consideration, suggestions, and ideas for the future led by Jim Politis and NSTA officers and Board members.

Turn in conference evaluations for a drawing. The prize framed artwork will be delivered to the winner if transportation is a problem. **You must be present to receive the door prize.**

Hand out certificates of attendance to those who attended and intend to get school, professional, or in-service credit.



Clean up your room before checking-out of your room at the Commons front desk. ***It is your responsibility to leave your room it as you found it.*** TURN IN YOUR KEY. Each "lost" key will result in a charge of \$100.

Special, Thank you's goes to this years Conference staff.

Marvin Goetz, Conference Chairman  
Sandra Goetz  
Amanda Yoho  
Carol Scott  
Linda Carter  
Chris Baucom  
Phil Sakornsin

# Thank You



A special thank you to these individuals, groups, and establishments for their sponsorship of the 7th Annual NSTA Conference, “There is No Substitute for a Good Substitute,” July 24-26, Fort Myers, Florida.

NSTA

Teachers Association of Lee County, Marc Castellanos, President

Sun Coast Credit Union

Mr. John Thompson, Retired Substitute, Pittsburg, PA.

Target Department Stores, SW Florida Division

Dr. Mel Youngs, Chiropractic Center, Cape Coral, Florida

Frame Gallery and Gift Shop, Cape Coral, Florida

No Person Left Behind, Executive Director Ms Linda Carter

Lee County Public School District

National Education Association

Maryland State Teachers Association

Walmart Dept. Stores, Cape Coral, Florida

Florida Attorney General’s Office

Lee County Sheriff’s Department

State Farm Insurance

Paesano’s Italian Fresh Market

Publix Food Corporation

Damex Home Remodeling, Inc., of Cape Coral

Embarq Communications of Cape Coral, Florida

Lee County Association of Professional Substitute Teachers

Lee County Association of Professional Substitute Teachers is the voice and of the substitutes in Lee County. Even though we do not have a contract with the school district, we do meet with the district administration to review substitute teachers’ concerns and to bring their issues forward. During the years of the organization, great gains have been made from class-room keys to wages.

Florida Gulf Coast University, College of Education, Dean, Dr. Marci Greene

Florida Gulf Coast University is one of the eleven universities in the State of Florida, and it is the newest. The college is just one college of many serving southwest Florida. The College of Education prepares and trains students to be Florida’s future teachers of the 21st century education programs.

Florida Alliance of Substitute Teachers is an incorporated and registered organization in Florida. It is made up of representatives who get together and share major common issues in the state.







