



Substitute FAQ

Working for Kelly Education:

At Kelly Education, we connect passionate people with great jobs in local schools. Whether you're looking to work a few days a week or every day, want to work in a classroom or a non-instructional role—we'll connect you with flexible work you can feel good about. Even if you're new to the education field, our thorough training and orientation will prepare you to be successful.

If you are searching for meaningful work that enriches the lives of students in your community and want to be a part of moving education forward, we encourage you to apply to be part of the Kelly Education team.

Why Kelly Education?

Professional Development:

Our free and comprehensive training, paid orientation, and continuous learning prepare you to be successful.

Benefits:

You'll have access to ACA-compliant health plans, 401(k), service bonuses, and more Work-Life Balance

We provide a better way to work and live with flexible and steady work options available

FAQs

What are the requirements to become a substitute?

Requirements vary based on the position, but in general, substitute teachers in MO require 60 college credit hours in any discipline, and an active Substitute teacher certificate or a MO teaching certificate. (We do offer guidance on obtaining a substitute teaching license for anyone interested in obtaining one. Certificates are obtained through The Department of Elementary and Secondary Education (DESE)).

What's the hiring process like?

Once you submit your application, you can be ready to work in about 14 days! Here's what to expect:

1. Online pre-screen
2. Interview
3. Background checks
4. Online training
5. Paid orientation
6. Start working! We will provide you with access to Absence Management system so you can start viewing and accepting assignments in schools of your choice.

Do I need teaching experience to become a substitute teacher?

No prior experience is required. All you need is the desire to help students learn and grow every day. Then you're well on your way to becoming a great substitute teacher.

Am I required to work a certain number of days?

We pride ourselves on flexible work opportunities, so we do not require a regular hourly or daily commitment. However, given the critical need for substitute teachers and other staff, we encourage our employees to work at least two days a week, when possible. (You must also work at least one shift every 150 days to remain eligible for assignments).

What training and support will I receive?

Prior to your first assignment, substitute educators receive thorough online classroom management training to help you become a capable classroom leader. We also provide free online professional development courses to help you understand how students learn in order to create a positive learning environment. All substitute employees – regardless of position -- receive paid orientation that covers Kelly Education employment and district-specific policies and procedures.

How much do substitute employees get paid?

We pay our substitute employees what our school districts would pay. Pay rates vary based on district and position type, and employees are paid weekly.