

Why KES?

We hire substitute teachers, paraprofessionals, teacher's aides and non-instructional personnel and place them with schools across the country. We offer benefits, training, scheduling flexibility, and the opportunities in education you're looking for.

Opportunities in Education

Every day, in thousands of schools, Kelly Educational Staffing provides dedicated professionals like you with real educational employment opportunities. We recruit, screen, employ, schedule and manage substitute teachers, paraprofessionals and teacher's aides in grades K – 12.

We are the largest employer of substitute teachers nationwide—to date, KES has provided substitute teachers, paraprofessionals, and non-instructional personnel to schools *over a quarter billion times* over our history!

We Assist Our Employees With:

Ensuring you are prepared on day one by providing a thorough, specialized professional training program legally compliant with all current federal and state legislation and regulations for substitute educators

- Paid post-hire orientation on employment and district policies and procedures
- Providing scheduling flexibility
- Conveniently finding a position, using either the phone or internet to search and accept an assignment 24/7
- Providing technical, payroll and customer service support

Need more reasons to contact Kelly Educational Staffing? Learn about our:

Perks:

As a Kelly Educational Staffing instructional employee, you'll receive the satisfaction that teaching brings.

You'll also receive top-notch perks, including:

- Free, specialized online training modules via our exclusive partnership with TeacherMatch® SmartPractices™, a professional development series for substitute teachers and paraprofessionals, designed to give you the insights, tactics, and skills you need to succeed in the classroom and maximize student learning
- Paid post-hire orientation for all instructional and non-instructional talent on KES and district-specific policies and procedures
- Weekly pay with direct deposit
- 401(k) plan
- Flexible work schedule to accommodate your lifestyle
- Ability to select school districts and school location preferences
- Service bonus plan
- Employee recognition programs, including Substitute Teacher of the Year
- Free post-hire online professional development modules specifically for substitute teachers
- The Kelly Learning Center, our online training portal that includes more than 6,000 self-paced or facilitated career development courses as well as 55,000 ebooks and publications available at no charge for our employees
- Optional insurance benefits

And, don't forget the most important perk of all: making a difference in the lives of students!

Training:

We are committed to having fully prepared, professionally and legally compliant substitute teachers and paraprofessionals.

Substitute teacher and paraprofessional training

- KES formed an exclusive partnership with TeacherMatch® to offer Smart Practices™, a research based professional development series—developed specifically for KES to allow us to prepare our candidates to maximize student learning.

Free pre-hire training

- This mandatory training program includes two substantive online modules covering the insights and skills substitute educators need to succeed in the classroom. Smart Practices pre-hire units are drawn from research-based sources, including education consultants and the practical experiences of industry-recognized former teachers, principals, and administration.

Paid post-hire orientation

- We offer a paid, structured orientation for all substitute employees (instructional and non-instructional) that join our team. This training covers KES employment and district-specific policies and procedures. Unlike many of our competitors, this is fully compliant with wage/hour regulations—and we absorb the cost.

Professional development

- Currently, KES and TeacherMatch have created additional professional development modules. Smart Behaviors will focus on helping substitute educators create a positive learning environment. Smart Skills will help educators understand how students learn. These modules will be available to all KES substitute teachers at no charge.
- In addition, all employees have access to The Kelly Learning Center, our online training portal that includes more than 6,000 self-paced or facilitated career development courses as well as 55,000 ebooks and publications available at no charge for our employees.

Recognition:

We recognize how important our employees are to promoting student achievement. This is the cornerstone to our success with our customers and we feel it is vital to take time to honor and recognize the hard work of our employees and the difference they make on a daily basis.

Substitute Teacher of the Year

Each year, Kelly Educational Staffing branch managers nominate outstanding substitute teachers in each of the 35 states that we service. Nominations for this honor are based on performance and recommendations from school personnel. From the nominees, one winner is chosen for **each state**. The winners each receive a \$100 award and become eligible for Kelly's **national** Substitute Teacher of the Year honor at the end of the school year.

The national Substitute Teacher of the Year winner is selected from the state winners. The national winner receives a \$1,000 bonus, as well as an additional \$1,000 to donate to the school of their choice within the school district that they are servicing.

This is a recognition program we take seriously as we fully appreciate the commitment that our employees make to both the educational communities they serve as well as Kelly Educational Staffing.

Scheduling:

Wondering how you'll even find and request teaching assignments? Concerned that you'll have a hard time finding assignments that fit your schedule and qualifications? Don't be! With our industry-leading, user-friendly internet and IVR-based automated absence management systems, finding and accepting educational assignments is fast and easy!

- Available 24 hours a day, 7 days a week, our systems gives you the flexibility you need. It lets you search for assignments at your convenience, online and by phone, and view positions for which you are qualified.
- We even have a centralized toll free Customer Support Team available 15 hours daily (5AM – 8PM EST) staffed with over 100+ trained engagement specialists for scheduling support. This team, available by phone or email and handles **over 1.6 million requests for help each school year**.