

Loudoun County Public Schools

Substitute Guide

2019-2020



YOU MAKE A WORLD OF DIFFERENCE!

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Loudoun County Public Schools

STRATEGIC FRAMEWORK

OUR MISSION: Empowering all students to make meaningful contributions to the world

CORE BELIEFS

1. A culture of continuous improvement drives the fulfilment of our mission
2. Strong partnerships with families and our community enhance our excellence
3. An inclusive, safe, caring, and challenging learning environment serves as the foundation for student growth
4. Transparency and good stewardship of resources strengthen public trust and support

STRATEGIC GOALS:

1. Develop knowledgeable critical thinkers, communicators, collaborators, creators, and contributors
2. Cultivate a high-performing team of professionals focused on our mission and goals
3. Deliver effective and efficient support for student success



Loudoun County Public Schools
Administration Building
21000 Education Court
Ashburn, VA 20148



INTRODUCTION

THE SUBSTITUTE GUIDE

CONTENT OVERVIEW

The purpose of this guide is to assist you in understanding your duties and responsibilities as a substitute in Loudoun County Public Schools.

If you need additional information or assistance, please contact the Sub-Central Office at 571-252-1675 or subcentral@lcps.org. We will be happy to answer questions you have regarding our substitute program.

This guide is divided into nine sections:

1. **Introduction** contains an overview of The Substitute Guide and the role of the substitute in the educational process.
2. **General Substitute Information** contains important information about subbing, payroll information, and important contacts.
3. **Responsibilities of a Substitute** contains a list of expectations, general guidelines, responsibilities, and suggestions for classroom management techniques.
4. **Programs and Positions** contains information about the various classifications and subjects that need substitutes, including special education.
5. **Safety in Schools** contains information on the safety of students and school personnel.
6. **General LCPS Information** contains information on School Board members, school opening and dismissal times, school directory, calendars, and school cancelation/delayed openings information.
7. **“Sub-Sational Ideas”** contains ideas for a Super-Sub Pack, suggested activities, FAQs, and other resources.
8. **SmartFind Express** contains an overview of the system and quick reference information.
9. **Other Accounts** contains information about how to use your Lead Log-In to access your LCPS email account and other resources on LCPSGO, as well as how to use Phoenix Gradebook to record student attendance.

DEFINING THE ROLE OF A SUBSTITUTE

The substitute's role in the educational process of Loudoun County Public Schools is very important.

Providing continuity in the classroom instructional program is essential to a sound education.

Occasional absences from classes are unavoidable. However, the continuity of the program can and should be maintained by substitutes who are well versed in the policies, procedures and expectations of the school and classroom. Through professional training and experience, substitutes provide students with instruction and supervision to minimize the negative effects in student achievement that may result from employee absences.

As a substitute you will fill in for permanent teachers, teacher assistants, secretaries, nurses, health clinic specialists, and/or other classifications, as the need arises. Your temporary assignment may range from as short as a couple of hours to a single day, or a long-term assignment of an extended duration, based on the needs during the employee's absence. The employment status of a substitute employee is considered part-time temporary and may be discontinued at any time, for any reason. Substitute positions are at-will and on-call. There is no guarantee of daily employment. There are many factors to consider, including the absence rate of permanent employees and the number of subs available for assignments.

Your primary tasks as a substitute teacher include adhering to lesson plans designed by the absent teacher and providing supervision for students, following the guidelines of the teacher you are subbing for and following school procedures for all positions. A substitute teacher should expect the needs and intentions of a classroom teacher to be communicated prior to taking charge of the class. Conversely, a classroom teacher should expect the plans and assignments which he/she has left to be carried out by the substitute teacher assigned to his/her classroom. As you monitor students, you may give out assignments, correct student work, update attendance records and answer questions.

The quality substitute teacher assistant, secretary, health clinic specialist, or school nurse also ensures that the students' needs are met by fulfilling their roles with the high standards students are accustomed to receiving. Teacher assistants will perform duties under the direction of a lead teacher. Secretaries, health clinic staff, and other positions are generally supervised by a school administrator.

Each substitute has an important role to play in the educational process. Job assignment schedules at schools may change on short notice, so you need to be flexible to meet the needs of the school. You may teach a variety of subjects to different grade levels, and you are expected to be comfortable with maintaining discipline in a classroom atmosphere at all grade levels. This guide is intended to establish communication and expectation levels between the absent employee and the substitute.

Any questions about assignments or problems in substituting at a school should be addressed with the school administrator first. Concerns or issues about your availability for substituting or your enrollment on the substitute list should be addressed with Sub-Central staff.

GENERAL SUBSTITUTE INFORMATION



IMPORTANT INFORMATION

Benefits - Substitutes are not eligible for sick or vacation leave benefits, health insurance or compensation associated with regular employment such as unemployment benefits, regardless of the length of their employment as a sub.

Minimum Assignment Requirement - Substitutes must work a minimum of 6 assignments per school semester to remain in an active status for the following semester. The school semesters for 2019-2020 are: August 21, 2019-January 17, 2020 and January 22, 2020-June 10, 2020. Subs not meeting the minimum requirement in the first semester may be inactivated at the end of the first semester. If so, they may not reapply until July 1, 2020. Subs not meeting the minimum requirement in the second semester may be inactivated at the end of the second semester and may not reapply until February 1, 2021. Subs hired after November 1, 2019 and March 26, 2020 are exempt from the requirement only during the semester in which they are hired.

Substitute Performance - School administrators may evaluate a substitute's performance for quality standards. Substitutes not meeting the expectations of a school administrator may be removed from the school's substitute roster. In addition, substitutes with multiple school-level deletions or a single deletion of a serious nature may be permanently removed from the LCPS substitute pool.

PAYMENT OF SUBSTITUTES

The following guidelines regulate substitute pay:

1. **Licensed Positions – Substitute teachers/substitute librarians are paid a daily rate of \$112.75** based on working a full teaching day of 7 hours. Payment for time worked less than the full school day will be prorated at an hourly rate of \$16.10. Substitute nurses (RNs) are paid a rate of \$30.00.
2. **Classified Positions – Substitute secretaries and substitute assistants are paid an hourly rate of \$15.57 per their assigned schedule.** (Assistant positions include regular and special education teacher assistants, in-school restriction, library assistants, study hall monitor, technology assistants, and behavioral assistants.) Health clinic specialists are paid a rate of \$18.00 an hour.
3. Pay periods occur on a bi-weekly schedule. The 2019-2020 payroll calendar can be found on the “Calendars and Schedules” tab of www.sub4loudoun.com. For other questions related to paychecks, please contact the Payroll Department directly at 571-252-1260.
4. In some cases, your first paycheck may be a manual check. Thereafter, paychecks are electronically deposited into a checking or savings account of your choice. Applicants who do not have a valid checking or savings account will be issued a *rapid! PayCard® Visa®* on which pay will be deposited.
5. Hours worked are recorded in SmartFind Express by the school, and it is the responsibility of the substitute to confirm all time worked for each assignment. After reviewing your assignments in SmartFind Express you find that there is a discrepancy, contact the school where you worked (with the job number) to verify that the correct dates and times were submitted to payroll. If so, then contact the Payroll Department at 571-252-1260. Payroll pays substitutes from the assignment report submitted by the school. Jobs must have a job number for payment purposes.
6. Notify the Sub-Central office of any name, address, phone number, or e-mail address changes by completing a Substitute Information Form. The form is available at www.sub4loudoun.com. It is your responsibility to make sure all information on your records is accurate. For name changes, you must present your new original Social Security Card to Sub-Central before your personnel and payroll records will be changed.

HELPFUL CONTACTS

Sub-Central Office

21000 Education Court
3rd Floor

Ashburn, VA 20148

571-252-1675

Email: subcentral@lcps.org

SmartFind Express™

571-620-6462

<https://loudouncountyva.eschoolsolutions.com>

Substitute Information Website

www.sub4loudoun.com

Payroll Department

21000 Education Court

Ashburn, VA 20148

571-252-1260

School District Website

www.lcps.org

School District Phone Number

571-252-1000



RESPONSIBILITIES OF A SUBSTITUTE

STANDARDS OF PROFESSIONAL CONDUCT

Our school community encompasses a wide variety of races, ethnicities, cultures and religions. Loudoun County Public Schools employees strive to treat each student and staff member with respect. School staff perform on two equal levels: as professionals dealing with clients and as adult role models shaping young lives.

Alcohol, Drugs, Tobacco and Electronic Cigarettes

The possession, use, distribution, and/or sale of alcohol, illicit and unauthorized drugs, tobacco and e-cigarettes on school property, including all schools and school athletic facilities, parking lots and grounds, support facilities, and vehicles including school buses, is prohibited.

Drug- and Alcohol-Free Workplace

The Loudoun County School Board is committed to maintaining a Drug- and Alcohol-Free Workplace.

On School Board Property

It is the policy of the Loudoun County School Board to prohibit employees from being under the influence of and to prohibit the use, sale, dispensing, possession, or manufacture of illegal drugs and narcotics or alcoholic beverages on its premises, at any school activity, on any school-sponsored field or foreign trip and on or in school buses and vehicles.

Off School Board Property

The use, sale, dispensing, possession, being under the influence or manufacture of illegal drugs and narcotics or alcoholic beverages off School Board property which affects an employee's ability to perform his/her duties, or which generates publicity or circumstances which adversely affect the school division, its employees, or students may be grounds for discipline up to and including termination.

Corporal Punishment

No employee of LCPS shall subject a student to corporal punishment. "Corporal punishment" means the infliction of, or causing the infliction of, physical pain on a student as a means of discipline.

Confidentiality

During your employment within an LCPS facility there may be times when you will have access to or become aware of information concerning students, their families, and even staff. As an LCPS employee you are expected to understand the confidential nature of the information and treat it accordingly. This also includes the school work, grades, and classroom behavior of a student.

Social Relationships

Employees of LCPS are prohibited from dating or engaging in any intimate social relationship with a student.

Electronic Media/Social Networking

Use of cell phones, personal laptops and other personal electronic media is prohibited during your substitute assignment. Under no circumstances can subs take photos of students or staff or allow themselves to be photographed. Nothing regarding your employment as a sub should appear on social network pages such as Facebook, Twitter, or YouTube. Do not share your personal information with students or receive e-mail addresses or phone numbers from them. Use of social networks to interact with students is prohibited. Keep in mind that your social network pages are public and accessible to parents, students, and other members of the community.

School Computers

Use of LCPS computers is only with the authorization of the school administrator for purposes directly related to LCPS mission, goals, and the substitute's assigned tasks. Please refer to the LCPS Employee Handbook (www.sub4loudoun.com) for additional information regarding the policy.

Sexual Harassment

The LCPS Sexual Harassment Policy states: *The Loudoun County Public Schools shall maintain a working and learning environment for its employees which provides for fair and equitable treatment, including freedom from sex discrimination and sexual harassment. No employee, male or female, shall discriminate on the basis of sex or harass another employee or student by making unwelcome sexual advances or requests for sexual favors or engaging in other verbal or physical conduct of a sexual nature.* Please refer to the LCPS Employee Handbook for the full policy.

Substitute Deletions

Substitutes not meeting the expectations of a school administrator may be removed from the school substitute roster. Depending on the nature and severity of the incident reported, the Human Resources and Talent Development Specialist may determine the need to permanently remove a substitute from the system and terminate their employment.

The following list includes some examples of why a substitute may be deleted.

- Not following lesson plans
- Cell phone/unauthorized computer use
- Unprofessional or discourteous attitude
- Late arrivals/frequent cancellations
- Not showing up for assignments
- Cancelling assignments at the last minute
- Negative physical touching/Interaction with students
- Taking **any** pictures of students
- Not properly supervising students
- Lack of professionalism
- Use of inappropriate language
- Making derogatory/unprofessional comments to a student or class
- Dismissing students prior to the dismissal time
- Not informing the principal of a serious incident such as a student's medical situation or a fight between students

WHAT A SUBSTITUTE SHOULD EXPECT

1. A substitute may be contacted for work as early as 5:30 a.m. the day of an assignment or as late as 10:00 p.m. for future assignments. The automatic calling system can contact a substitute up to ninety (90) days in advance of an assignment.
2. A substitute should expect to be provided a student roster and, if applicable, a seating chart for each class.
3. A substitute should expect to be provided complete lesson plans that are easy to read and designed to cover the time allotted for each subject.
4. A substitute should expect to receive information on students with medical and/or special education needs.
5. If needed and requested, a substitute should expect to receive assistance with computer/technology access from school staff.

School Guidelines

Each school has been encouraged to inform substitutes of guidelines that will make the substitute's day comfortable and rewarding. Ask your school's administrative office for a copy of their guidelines.

The guidelines should include some of the following:

- Work hours
- Intercom system use
- Classroom management
- Office procedures
- Parking information
- Daily schedules (activity bell, lunch, recess, etc.)
- Layout of building for emergency exits or emergency procedures
- Introduction to an employee within the building that a substitute could contact if a problem arises
- Explanation of forms, if needed, such as pupil attendance, tardy, discipline referral, clinic pass
- Assistance with needed technology access (to include Phoenix and LCPS GO
- Explanation of the form a substitute would sign upon arrival and prior to departing the building

YOUR RESPONSIBILITIES AND EXPECTATIONS TO FOLLOW AS A CLASSROOM SUB

Arrive early and prepared. Arrive at school with sufficient time to organize your materials and familiarize yourself with school rules, bell times and procedures. *“Early is on time, on time is late, and late is out of a job.”* If you accept an assignment after the start time has passed, please contact the school directly to ensure they are aware of your anticipated arrival time. Make sure you know the job number from SmartFind, the name of the teacher for whom you are subbing, your PID, and your LEAD Log-In username and password.

Dress for authority. The wrong clothes can influence a student’s perception of you. Dress in a professional manner. Do not assume that jeans are acceptable attire or that a school has “casual Friday.” As a substitute, you need to establish yourself as a role model. Avoid dressing like the students. For women, be sure your clothing covers you while bending, kneeling, reaching, sitting, etc. Substitutes working with preschoolers and special education students are advised to wear comfortable clothing. P.E. teachers can wear appropriate athletic clothing and shoes.

Report to the school’s main office. Sign-in and pick up your sub badge. Take advantage of available resources, starting with the main administrative office at the school or facility. Check with administrators, counselors, and secretaries to get any general information you will need to know that day, including a “subslip” with log-in information for Phoenix if needed, to record classroom attendance. All LCPS classroom doors are pre-locked and will be secured upon closure so keys are not needed. Collect class rolls, schedule, and lesson plans from the office. Ask about special assemblies or events scheduled for that day. If questions arise during the day, determine whom you should ask. Check the employee’s mailbox. Do you have additional duties today (bus duty, lunchroom supervision)? Is the school discipline plan included in your materials? Whom do you contact in case of an emergency and how do you reach them? How should you handle accidents? Do you have any students with special needs?

Secure your personal belongings. Be sure to secure all personal belongings while on school property. Ask the school office where personal belongings (purses, briefcases, cell phones, etc.) should be securely stored during the school day. LCPS is not responsible for lost, stolen, or damaged personal property.

Introduce yourself. Write your name, today’s date, and the day’s lesson on the board. It is often helpful to number the assignments. Introduce yourself to the teacher next door or across the hall.

In the Class: Greet students warmly as they arrive. Have an opening activity for students to complete as they enter the classroom. This will assure that the students sit down and become focused for the beginning of instruction.

Locate seating chart. Make sure to locate class seating chart(s) as soon as possible. Be on top of the roll call situation. If you are not sure how to pronounce a name, spell the child’s name and ask the student to pronounce it. Use the seating chart to call on students. Take roll and follow the school’s attendance reporting procedures.

Implement lesson plans. While you should typically find a well-planned lesson available for use, always have supplemental plans handy in case the teacher’s plan does not cover the time allotted for class. Your plans should be generic and deal with appropriate subject material. Follow all lesson plans to the best of your ability. If no lesson plans are available, contact the front office or administrator for guidance.

Supervise the students at all times. Students assigned to the regular classroom teacher must be supervised at all times. Never leave students alone.

Report to the school administration. Immediately report to the school administration any incidents involving student or staff injuries, misconduct, suspected drug or alcohol use, suspicion of possession of weapons or other banned or illegal items, or suspicion of child abuse or neglect. Develop a working relationship with the school administrators.

Familiarize yourself with school emergency procedures. The Safety in Schools section in this guide gives general guidelines but individual schools will provide you with information for their specific location.

Maintain good classroom discipline. Students are masters at detecting when people are insecure, and they sometimes take advantage of the situation. Immediately contact the school administrator regarding major discipline issues.

Do not leave school premises. As a substitute, once you arrive at school you are not permitted to leave until your assignment is completed and you have signed out at the office.

Be flexible. The needs of the schools can change quickly before and during an assignment. It is important for subs to be flexible and willing to perform tasks in the school that they may not have originally signed up to do.

Maintain a professional relationship with administrators, staff, parents, and students. Be respectful of everyone you encounter in the course of your sub assignment.

Make sure the classroom is clean at the end of the day. Ask the students to take a few minutes to straighten up the classroom, return learning materials to their proper location, and put desks back in order the way that the regular teacher would leave them.

Routine Procedures. Learn and make use of all procedures that have been established by the classroom teacher and school administrators. Fulfill all responsibilities of the regular staff member.

Leave a note for the teacher. Communicate in writing about the day's events. Make it as easy as possible for the teacher to return to work. Try to provide specific, positive feedback about how the class day went. Be sure to include work covered as specified in the plan book, any change in the lesson plans and the reason, misconduct of students, and communication received from parents and students who were helpful and well behaved.

CLASSROOM MANAGEMENT TIPS

The following tips, if practiced routinely, may help eliminate classroom problems before they begin.

Take control early and let students know that rules will be enforced. Explain how you intend to manage the classroom through the instructional period/day lesson. Help students understand your intentions with a lesson. Making lessons interesting will help you keep students interested.

Students are familiar with discipline plans left by their teacher; please try to follow them.

TIPS TO REMEMBER

Ignore behaviors at first. Students may just be asking a neighbor a simple question. If problems persist, then start with a positive reminder. Making eye contact can sometimes be a reminder to students that you have an idea they are causing a problem.

Proximity is a good strategy. Moving to students who are causing problems will sometimes get them to stop acting inappropriately.

Relocate students who are disruptive. This should only be done if other requests to stop the undesired action have failed. Asking students to change seat locations may be disruptive and challenging.

Private conferences are a good option for disruptive students. Never degrade or intimidate students when disciplining. Always stick to the rules. Remember, being fair and consistent is an important feature of working with students.

Exercise self-control by always being in control. As the adult in the classroom, the substitute is expected to be the authority figure. Treat all students with respect. Avoid discussions that contain controversial topics, personal qualities, decisions, opinions or judgments.

Gifts or food treats are not to be given to students. Leave a note for the teacher and she can decide on appropriate rewards.

Project a good attitude and a feeling of self-confidence. If you have a cheerful, confident, enthusiastic feeling about substituting, you can provide a rewarding experience for yourself and for the students involved.

Be honest. Do not be afraid to admit to a student that you do not know the answer to a question but say that you will try to find an answer for the student.

Be positive. Ensure that you start a class by being positive and convey that you will leave the students something of value. Positive interactions with students far outweigh negative interactions

Build good relationships. Building a good student/teacher relationship will increase your ability to manage the classroom.

Move around the room as you teach. Avoid sitting in the teacher's chair or standing behind a podium.

Expect the unexpected. Be ready for contingent action. Stay in control. Be flexible and demonstrate a sense of humor.

YOUR RESPONSIBILITIES AS A NON-CLASSROOM SUB

Arrive early and prepared. Arrive at the location with sufficient time to organize your materials and familiarize yourself with rules and procedures. “*Early is on time, on time is late, and late is out of a job.*” Make sure you know the job number from SmartFind, the name of the staff member for whom you are subbing, your PID, and your LEAD Log-In username and password.

Dress for authority. The wrong clothes can influence a student or administrator’s perception of you. Dress in a professional manner. Do not assume that jeans are acceptable attire or that a location has “casual Friday.” As a substitute, you need to establish yourself as a role model. For women, be sure your clothing covers you while bending, kneeling, reaching, sitting, etc.

Report to the location’s main office. Sign-in and pick up your sub badge. Take advantage of available resources, starting with the main administrative office at the school or facility. Check with administrators and secretaries to get any general information you will need to know that day. What are your specific duties? Who will supervise you during the day? Do you have additional duties today (bus duty, lunchroom supervision)?

Secure your personal belongings. Be sure to secure all personal belongings while on school property. Ask the school office where personal belongings (purses, briefcases, cell phones, etc.) should be securely stored during the school day. LCPS is not responsible for lost, stolen, or damaged personal property.

Familiarize yourself with location emergency procedures. The Safety in Schools section in this guide gives general guidelines but individual schools and facilities will provide you with information for their specific location.

Do not leave school premises if you are assigned to a school. As a substitute, once you arrive at school you are not permitted to leave until your assignment is completed and you have signed out at the office. Non-school facilities do not have this rule.

Be flexible. The needs of the schools and other assignment locations can change quickly before and during an assignment. It is important for subs to be flexible and willing to perform tasks that they may not have originally signed up to do.

Report any concerns you may have to the school or location administrator. You are encouraged to speak with the administrator or assigned supervisor about any problems or concerns. Develop a working relationship with the administrators.

Maintain a professional relationship with administrators, staff, parents, and students. Be respectful of everyone you meet in the course of your sub assignment.

HOW TO BE AN ORGANIZED SUB

Substitutes are expected to keep track of their assignments, and you must be well organized to do so. We strongly recommend that substitutes keep personal calendars to keep a record of jobs they accept. We also advise substitutes to utilize SmartFind's calendar feature that tracks all accepted/completed/cancelled assignments. This calendar feature in SmartFind reflects the information that Payroll uses to pay substitutes for their time worked. A Work Schedule Record sheet is located on pages 22-23 of this Sub Guide that you may use to manually track your assignments and compare with the calendar feature in SmartFind.

Keep a personal calendar with you both at home and when you are on an assignment. You may be asked to book a future date by the administrator of the school in which you are working. In order to give an accurate answer to a request, you must know your commitments.

Confirm all dates with the administrator. Employees may request specific substitutes, but the administrator, not the employee, secures a substitute. Ensure that you are assigned a Job Number for each assignment and that it appears in your calendar within SmartFind. Frequently review the calendar feature in SmartFind Express to ensure that your assignment was captured correctly for payroll purposes.

When you report to each assignment, make sure you complete any paperwork the school requires. You may have forms to complete both before and after the school day. As you complete the paperwork, make sure your name is spelled correctly and that your PID number is correct.

Your personal calendar is also critical for keeping track of the days you worked and of the days you have been paid. Your paycheck may not arrive until several days or weeks after your assignment. You need to take the initiative in making certain that you are paid correctly. Your calendar on Smart Find Express™ will help you track your jobs.



PROGRAMS AND POSITIONS

INSTRUCTIONAL PROGRAMS

Loudoun County Public Schools is a growing and diverse county PK-12 school system which provides a comprehensive academic program to more than 82,000 students. Substitutes are important to the success of the total school program and are expected to perform in place of the regularly scheduled employee as directed by the school administrator. It is important that substitutes carry out all duties assigned to facilitate the instructional process and to provide for a safe, educationally productive environment in the classroom, the school or the workplace.

Elementary School, Grades K-5

Beginning with kindergarten, the elementary program serves students in kindergarten through grade 5. The academic program for elementary school emphasizes strong basic skills in reading, language arts, mathematics, social studies, and science and includes art, music, library, and health and physical education. In addition, technology education is embedded throughout the curriculum.

Middle School, Grades 6-8

Middle school serves students in grades 6 to 8 and offers opportunities for expanding knowledge while providing a transition from the self-contained elementary classroom to the departmentalized high school. Each middle school is divided into sub-schools called "houses." Each "house" is headed by a dean and has full-time guidance counseling services. Curriculum focuses on academic areas and introduces a unified arts program of art, music, life management skills, technology education, and foreign language instruction. Beginning in 7th grade, students will engage in academic and career planning activities to ensure they are college and/or career ready upon graduation.

High School, Grades 9-12

During high school, which includes grades 9 through 12, students engage in self-exploration, career exploration, and skill development that will assist in accomplishing their personalized goals. While more than half of a high school student's subjects are determined by state requirements for graduation, students also have the opportunity to explore a Career Cluster. A Career Cluster is a grouping of occupations and broad industries based on commonalities. Within each career cluster there are multiple career pathways that represent a common set of skills and knowledge - both academic and technical - necessary to pursue a full range of career opportunities within that pathway, ranging from entry level to management, including technical and professional career specialties. For details regarding the Academic Program of Studies for 2019-2020 and graduation requirements, click this link or copy and paste it in your internet browser:

<https://www.lcps.org/cms/lib/VA01000195/Centricity/Domain/123/2019-20%20Program%20of%20Studies%20Final.pdf>.

SPECIAL EDUCATION

Special Education provides a free, appropriate education to eligible Loudoun children with disabilities between the ages of two and twenty-one, inclusive. In all cases, children must be found eligible for special education and related services under IDEA before an Individualized Education Program (IEP) is developed. Children who are suspected of having a disability should be referred to their local school division for evaluation and to initiate the process for determining eligibility. Special Education categories recognized by the Virginia Department of Education (VDOE) are defined below. Italicized text is from the VDOE website, http://www.doe.virginia.gov/special_ed/disabilities/index.shtml. Special Education categories include: autism, cross-categorical, deaf/hard of hearing, ECSE (Early Childhood Special Education), emotional disability, intellectual disability, multiple disabilities, other health impaired, and vision impaired.

Autism is a pervasive developmental disorder of children which commonly manifests in early childhood and is characterized by impaired social or communication skills, repetitive behaviors, or a restricted range of interests. Students with autism generally receive support services self-contained classroom; however, some high-functioning students may participate in other classes. *A child may be found eligible for special education and related services as a child with autism if there is an adverse effect on the child's educational performance due to documented characteristics of autism spectrum disorder. Children with a medical diagnosis of autism spectrum disorders must be found eligible for special education and related services under IDEA before an Individualized Education Program (IEP) is developed.*

Cross-Categorical (Cross-Cat) special education provides teacher-directed support services to students with mild disabilities, one or more specific learning disabilities. These services may occur in a resource room, a general education classroom, or during school-day activities (hallway, lunch, lockers). *"Specific learning disability" means a disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, that may manifest itself in an imperfect ability to listen, think, speak, read, write, spell or do mathematical calculations. The term includes such conditions as perceptual disabilities, brain injury, minimal brain dysfunction, dyslexia, and developmental aphasia. The term does not include learning problems that are primarily the result of visual, hearing, or motor disabilities; of intellectual disabilities; of emotional disabilities; or of environmental, cultural, or economic disadvantage.*

Deaf/Hard of Hearing programs serve students with hearing impairments or deafness. *The Regulations Governing Special Education Programs for Children with Disabilities in Virginia defines the term as follows: "Hearing Impairment" means an impairment in hearing, whether permanent or fluctuating, that adversely affects a child's educational performance. "Deafness" means a hearing impairment that is so severe that the child is impaired in processing linguistic information through hearing, with or without amplification, that adversely affects the child's educational performance.*

Early Childhood Special Education (ECSE) serves preschool ages 2-5 students with various disabilities. *Local school divisions determine the criteria for being found eligible for services under the developmental delay category. "Developmental delay" means a disability affecting a child who is (i) experiencing developmental delays, as measured by appropriate diagnostic instruments and procedures, in one or more of the following areas: physical development, cognitive development, communication development, social or emotional development, or adaptive development, or (ii) who has an established physical or mental condition that has a high probability of resulting in developmental delay. The delay(s) is not primarily a result of cultural factors,*

environmental or economic disadvantage, or limited English proficiency; and The presence of one or more documented characteristics of the delay has an adverse effect on educational performance and makes it necessary for the student to have specially designed instruction to access and make progress in the general educational activities for this age group.

Emotional Disability (ED) programs serve students with emotional or other behavioral disabilities. *It is common for the terms emotional disturbance or disability and behavioral disorder to be used interchangeably. In considering students as having an emotional disability the multidisciplinary team must answer if the behaviors have existed over a long period of time, not just on occasion or for a short period of time; and to a serious degree, that interferes with their learning. Identification of students with emotional disability may, like other disabilities span a range from mild to moderate or severe.*

Intellectual Disability (ID) programs serve students with mild to moderate cognitive disabilities. *A child may be found eligible for special education and related services as a child with an intellectual disability if there is an adverse effect on the child's educational performance due to documented characteristics which are described as a significantly sub-average general intellectual functioning and exist concurrently with deficits in adaptive behavior and manifested during the developmental period.*

Multiple Disabilities (MD) refer to self-contained classrooms serving students with moderate to severe disabilities and may involve students who are non-ambulatory and non-verbal with or without a physical disability. *A child may be found eligible for special education and related services as a child with multiple disabilities if there is an adverse effect on the child's educational performance due to documented characteristics of multiple disabilities which are described as simultaneous impairments (Such as intellectual disability with blindness, intellectual disability with orthopedic impairment), the combination of which causes such severe educational needs that they cannot be accommodated in special education programs solely for one of the impairments (this term does not include deaf-blindness).*

Other Health Impaired includes students with chronic or acute health problems which negatively affect a student's educational performance. These students may receive services in a self-contained, resource room or general education classroom. *According to the Individuals with Disabilities Act, "other health impairment" means having limited strength, vitality or alertness. This includes a heightened alertness to environmental stimuli that results in limited alertness with respect to the educational environment and which adversely affects a child's educational performance. Chronic or acute health problems that fall under "other health impairment" include: asthma, hemophilia, lead poisoning, leukemia, nephritis, rheumatic fever, sickle cell anemia, Tourette syndrome, attention deficit/hyperactivity disorder, diabetes, epilepsy, and heart conditions.*

Vision Impaired refers to those programs which serve students who have visual impairments, including partial sight and blindness. *The Regulations Governing Special Education Programs for Children with Disabilities in Virginia defines the term as follows: "Visual impairment including blindness" means an impairment in vision that, even with correction, adversely affects a child's educational performance.*

OTHER SPECIAL PROGRAMS

Academies of Loudoun, which opened in August 2018, houses three specialized programs: the Academy of Engineering and Technology, the Academy of Science, and the Monroe Advanced Technical Academy. The **Academy of Engineering & Technology (AET)** is an advanced academic program that strives to provide academic STEM (Science, Technology, Engineering and Mathematics) pathways for students to engage in the study of engineering, information technology, and entrepreneurship. **The Academy of Science (AOS)** is an advanced academic program that strives to provide students the opportunity to deeply engage in mathematics, science, and research and to promote creativity and innovation through problem solving and collaboration. **The Monroe Advanced Technical Academy (MATA)** is a Virginia Governor's Career & Technical STEM Academy. The MATA program strives to provide significant and relevant learning in Career & Technical Education (CTE) which allows students to explore and innovate while preparing for 21st century college and careers.

Career and Technical Education offers a variety of programs to help equip students with career and life skills. Students in grades 6-8 participate in exploratory programs. Students in grades 9-12 explore and develop career opportunities. Monroe Advanced Technical Academy (MATA), one of three programs at Academies of Loudoun, serves as an extension of all county high schools. MATA offers 27 career-preparation pathways, including auto collision repair and service technology, building construction, cosmetology, culinary arts, cybersecurity, firefighting, radiology, television production, veterinary science, and welding.

An **Eligibility Sub** covers various classrooms and/or students while the teacher is required to serve on a student's eligibility committee. The sub may serve in more than one classroom or subject during the assignment.

The **English Language (EL)** program helps non-English speakers acquire language skills so they can be successful in their studies. Some elementary EL classes are pull-out programs where the teacher works with students for a specific time each day in a resource room. Other EL services may be delivered in a regular education classroom. Middle and high school EL students attend classes taught by EL teachers two to four periods a day, depending on their language proficiency. These classes include English, social studies, math concepts, science, and reading.

Programs are available for **gifted** students at all grade levels in all schools. Differentiated instruction is provided to gifted students in grades K-5. The SEARCH classroom resource program is part of the K-3 gifted curriculum. A county-wide, center-based, FUTURA program serves certain gifted students in grades 4 and 5. The middle school enrichment program is SPECTRUM, and high schools conduct special enrichment programs through SPECTRUM and SIGNET.

Head Start is a federally-funded pre-school program serving economically disadvantaged four year olds and their families at specified elementary schools. The purpose of the LCPS Head Start program to promote social competence and enhance school readiness of low-income children by focusing on their cognitive, social and emotional development. Classes are held 4 days a week, Tuesday through Friday for four (4) hours in the morning. Classes have 17-18 students with a teacher and a teacher's assistant, except one 3-year-old class in the Sterling area which has 15-16 students).

STEP (Starting Towards Excellence in Preschool) is a state and locally funded program that serves 4-year-old children who reside in families with income levels within the guidelines for free and reduced lunch prices. In addition, students with minimal special needs or English Language Learners (EL), who reside with families over the income parameters, may be enrolled in STEP. The curriculum focuses on early literacy and early math instruction, as well as developmentally-appropriate social and behavioral expectations.

For additional information on LCPS academic programs from kindergarten through 12th grade, please visit the Loudoun County Public Schools main website at www.lcps.org.

SUPPORT STAFF and ASSISTANTS

Classified position substitute opportunities are available in the following areas: behavioral assistant, in-school restriction, library assistant, secretary, special education teacher assistant, study hall monitor, teacher assistant (PK to grade 5), and technology assistant.

Behavioral assistants provide support to students with behavioral challenges under the direction of a licensed teacher.

In-school restriction staff are teacher assistants who are responsible for independently coordinating the daily activity of each student assigned to the program. These staff members supervise student behavior and learning and apply specific behavior management techniques. They also perform a variety of tasks such as helping students to understand and follow directions and rules, encouraging students to work independently, assisting individuals and/or small groups in various subject areas assigned by the classroom teacher, reinforcing skills taught by the classroom teacher, and aiding students individually with academic or adjustment problems.

Library assistants perform clerical work to assist the librarians and facilitate library use. They also provide assistance in processing library materials, circulating resources, and locating materials for students and staff.

Secretaries are responsible for performing a variety of clerical functions to provide for the smooth and efficient operation of school offices. They perform all office secretarial functions in addition to communicating with the public, staff, students, and parents.

Special education teacher assistants are responsible for providing instructional support, training, and personal assistance to students who receive special education service. An employee in this assignment is responsible for assisting the teacher by performing instructional duties, preparing classroom materials, supervising student behavior, learning and applying specific behavior management techniques, performing clerical duties, and providing assistance with personal hygiene and physical care needs as required.

Study hall monitors are responsible for supervising and overseeing students independently in a study hall, keeping order, and maintaining a quiet atmosphere for students to study.

Teacher assistants in pre-school, kindergarten, or grades 1-5 classrooms are responsible for assisting the teacher by performing instructional duties, preparing classroom materials, supervising student behavior, learning and applying specific behavior management techniques, performing clerical duties, and providing assistance with personal hygiene and physical care needs as required.

Technology assistants/digital experience specialists work alongside the school's instruction facilitator for technology and provide technical assistance to students and school staff in the use of computer software and hardware resources of the school.

HEALTH OFFICE STAFF

School nurses provide for the health needs of students during school hours and provide direct nursing service for routine and emergency situations. They also prepare and maintain medical records. Substitute school nurses must be RNs (registered nurses).

Health clinic specialists support the work of health service programs provided at schools. They are responsible for providing school-based health services under the direction of a registered nurse or other health professional. The work includes maintaining health records and related clinic duties.

*Additional training is required for **all** health office positions and will be provided through the Student Health Services office. The office can be reached at 571-252-1017.

LONG-TERM SUBSTITUTE ASSIGNMENTS

1. Long-Term Assignments are assignments that are 11 or more consecutive days in a teaching or administrative position for the same employee. This does not include holidays, overlap days or workdays.
2. The school's goal is to fill the position with a currently licensed teacher certified in the subject area. However, when a licensed substitute cannot be found, a justification form can be submitted to Sub-Central by the administrator of the school to consider those subs without a current license. The minimum qualification for substitutes to hold a long-term sub role is a bachelor's degree with subject expertise.
3. The 2019-2020 pay rates for long-term positions are indicated below. No benefits are offered for substitutes:

Teacher - \$154.00 per day for a 7-hour day
Guidance Counselor - \$154.00 per day for a 7.5-hour day
Registered Nurse - \$225.00 per day for a 7.5-hour day

Payment for time worked less than a full day will be pro-rated.

4. Long-term substitute assignments may include extra duties such as: planning, assessing, parent conferences, bus duty, lunch duty, detention supervision, or additional classroom supervision or other duties as requested by a school administrator. Long-term substitutes are required to fulfill these duties and any other duties, as assigned.
5. When a substitute has secured a long-term assignment, this information is entered into the automated substitute system (SmartFind) by Sub-Central so the substitute will not receive other assignment calls that conflict with the long-term assignment.
6. Long-Term Substitutes are not paid if they do not work. This includes holidays, days when schools are closed due to emergency situations and inclement weather, and days when the sub is out due to illness or other personal reasons.
7. Up to two overlap days with a permanent employee are available to the substitute at the discretion of the school administrator.
8. Per the code set by the VA Board of Education (Section 22.1-302 (A)), long-term substitutes in a vacant or absent position cannot work more than 90 instructional days in the same position within a given school year. This excludes teacher workdays and holidays. Therefore, the assignment will terminate at the end of the 90th day. School Administrators are encouraged to properly plan and coordinate with Sub-Central and the long-term substitute to ensure instruction is not disrupted but to ensure adherence.
9. Long-term assignments can be terminated at any time for any reason based on the needs of the school.



SAFETY IN SCHOOLS

SAFETY IN LOUDOUN COUNTY PUBLIC SCHOOLS

Loudoun County Public Schools has implemented several programs and procedures in order to ensure the safety of our students and staff. Our practices are continuously reviewed and revised to increase their effectiveness. Remember that being alert to activities around you leads to prevention. Always report any suspicious activity to a building administrator.

Facility Safety

The following safety procedures are in place in all Loudoun County Public Schools:

- All exterior doors will remain locked while school is in session.
- All interior classroom doors will have the lock mechanism engaged. The door may be left open, and in the event a “lockdown” it can be shut quickly without the necessity of finding a key. Classroom keys are no longer necessary for a lockdown.
- Subs are to share any information that may represent a security concern to the school administrator immediately.

Preparedness for Emergencies

A Division Emergency Response Plan has been formed with a central office team trained to assist in the event of a local school emergency. The Emergency Response Plan establishes the organizational base for emergency operations and defines the various roles to be carried out by local school and central office staff.

The Emergency Response Plan includes preparations for responding to:

- Acts of violence
- Fires or explosions
- Hazardous materials incidents
- School bus emergencies
- Medical emergencies
- Severe weather – including tornadoes
- Structure or utility failures
- Earthquakes

Ongoing Safety and Security Measures

Each secondary school serves as a base site for a School Resource Officer (uniformed police officer), who may also be dispatched to elementary or middle schools in the cluster. A Security Specialist is on staff at each of the high schools, in addition to the School Resource Officer.

Each classroom in the school system has an emergency call button or the availability of two-way communication. All schools have the use of two-way radios for administrators and other key personnel. In the middle and high schools, there are hand-held metal detectors and alcohol detection devices. A toll-free Tip Line is available for reporting incidents (**1-877-4-SAFE-VA**). Conflict mediation and peer counseling programs are also available in Loudoun County Public Schools.

*“If you see something,
say something!”*

Substitute Teacher Responsibilities During Emergency Situations

Substitute teachers are responsible for implementing appropriate procedures to protect students. Be sure to know the emergency procedures for the school you are substituting in and how to contact the main office in the event of an emergency. Locate fire drill and tornado drill maps in the classroom and be familiar with evacuation procedures.

These responsibilities include:

1. Following procedures for evacuation.
2. Supervising evacuation of students to a designated safe area.
3. Verifying the location and status of every student and staff member assigned to his/her class during this instructional period. Take Emergency Bag/clipboard with you in an emergency. It is usually located by the classroom entry/exit door.
4. Completing the "Student Accounting Form" to be obtained from a member of the Student Accounting Team. Copies of the form are also kept in the Emergency Bag.
5. Maintaining order during the emergency and alleviating the fears of students by employing strategies to create a calming atmosphere during their supervision.
6. Remaining with students throughout the duration of the emergency until every student has been released through the official "student release process."
7. With the principal, establishing a "teacher buddy" system to pair teachers and classes so that some teachers can carry out their duties on the Local School Emergency Team.

Summary of Universal Precautions - Bloodborne Pathogens

Universal Precautions are the steps taken to reduce the spread of bloodborne diseases from one person to another. It is very important that these steps be fulfilled within the school to protect children, staff members, vendors, visitors, and others who have contact with the facility.

1. It is a requirement to wear vinyl or latex gloves when touching bodily fluids.
2. Wash hands before and after all emergency procedures. If skin comes in contact with bodily fluids, wash the affected area immediately with soap and water.
3. If your skin comes in contact with bodily fluids, report the incident at once to a school administrator or immediate supervisor. Not all reported situations will automatically be considered "**exposure incidents.**" Each situation will be handled on an individual basis, including the determination by OSHA standards whether or not the Hepatitis B vaccine will be offered.
4. Never recap, bend, or break needles. Dispose of needles in red Sharps containers.

The Exposure Control Manual is located in the main office of the building in which you will be substituting. If you have questions about the prevention of the spread of bloodborne pathogens, speak with a school administrator.

PROCEDURE FOR SUBSTITUTE NURSES and HEALTH CLINIC SPECIALISTS

Clinic substitutes are required to complete the clinic training prior to substituting as a School Nurse or Health Clinic Specialist. For dates and times of the clinic training, contact Student Health Services at 571-252-1017. Clinic Substitutes will also need to be in the clinic to work for 2-3 hours of "observation," which is conducted by a member of the Student Health Services staff.

Administrative:

1. Know the principal's and assistant principal's name.
2. Be certain you know how to dial out on the school telephone; also know the school phone and fax numbers.
3. Wear the substitute badge.
4. Locate the Student Health Services Substitute blue accordion folder.
5. Remember that all health information is confidential. Be sensitive to the fact that others are listening, including your elementary students.
6. Familiarize yourself with the major health concerns of the school. These are listed in the front of the Medication Log/ Physician Orders binder.
7. Find out when and where you are to eat lunch and who will cover while you are at lunch.

Medication:

1. Before you can administer medication, you must be a licensed RN, LPN, or have attended the Training and Orientation for Substitute Nurses/Health Clinic Specialists. Inform an administrator if you have not been trained in medication administration. Someone else will have to administer medication.
2. Obtain the keys to the medicine cabinets and remember that the cabinets must stay locked when you are administering medicine. The exception is the inhaler and EpiPen cabinet which is left unlocked during the day for easy access in an emergency. Keys must be kept on your person at all times and stored in a school-designated secured place at the end of the day.
3. Keep in mind the **6 Rights** when administering any medication:
 - a) **Right** person
 - b) **Right** medication
 - c) **Right** time
 - d) **Right** amount
 - e) **Right** route
 - f) **Right** documentation
4. Ascertain the school's policy about administering acetaminophen (Tylenol). This varies by grade level: elementary, middle or high school.

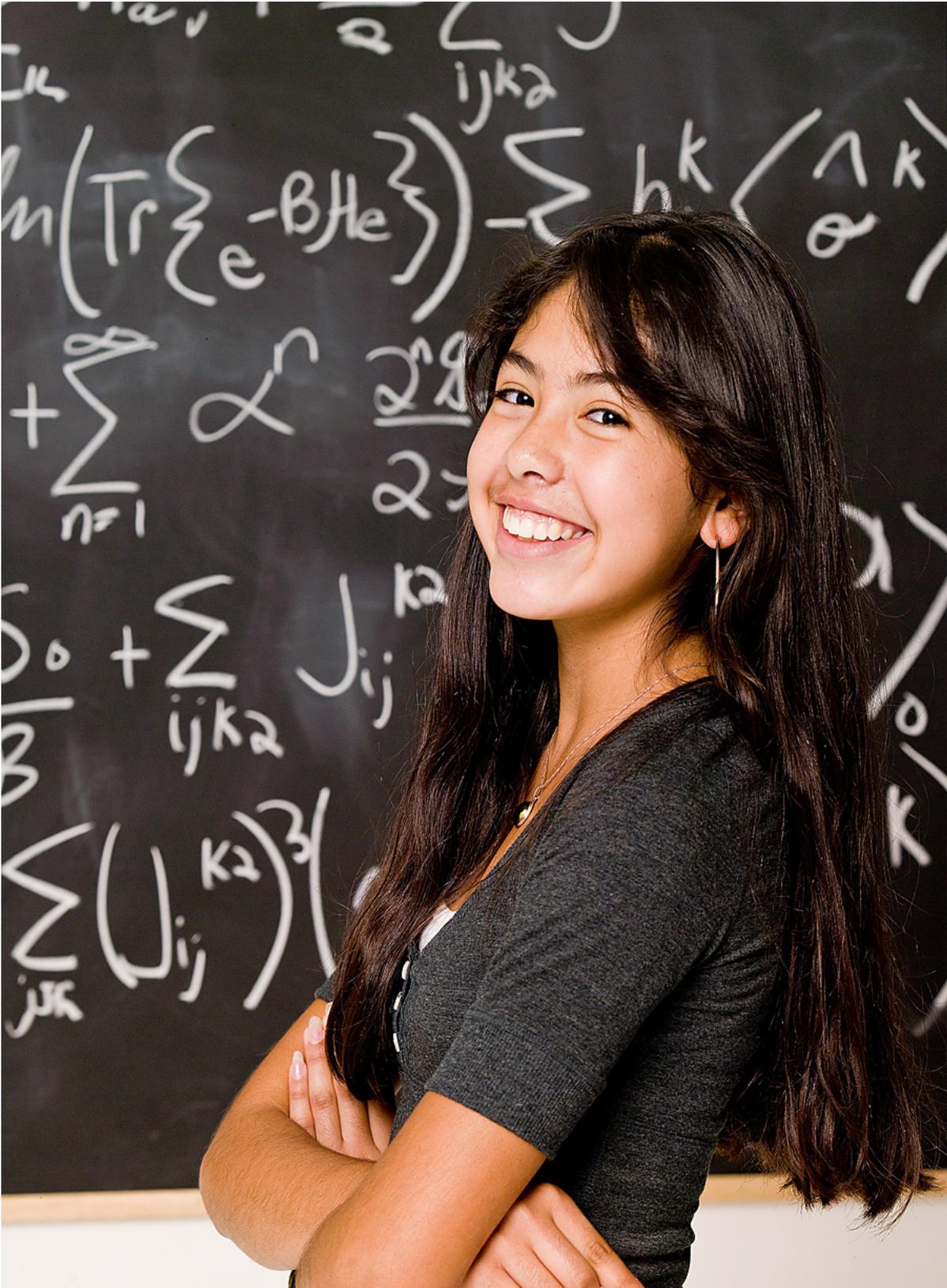
5. Parent/guardian permission must be checked on the emergency card in order for acetaminophen to be given at school. At the elementary level, check with the parent to see if the student has had acetaminophen at home before administering at school. Notify the parent or after-school caregiver if acetaminophen was given after lunch. This is to prevent the parent/caregiver from administering acetaminophen too soon. Acetaminophen must be given according to manufacturer's directions.
6. Check the medication log to see which medications are to be given on a regular basis and locate the student if he/she does not report to the clinic. If a child routinely receives medicine, it is essential for his/her functioning in the school setting and must be administered on time each day.
7. Remember that you **MUST** have written physician orders to administer any prescription medicine: **NO exceptions**. If this problem occurs, call the Student Health Services office at 571-252-1017 or call one of the Resource Nurses for advice.
8. Remember that you must have **written** instructions from the parent/guardian to administer any over-the-counter medication. The medication can only be given according to the directions on the label. If a parent wants a larger dose to be given than is instructed on the label, a physician's order must be provided.
9. All medications should be in their original containers. No medication in baggies, etc., can be given. New medications and refills should be counted and recorded on the medication sheet. Controlled medication (Ritalin, Dexedrine, Adderall, etc.) must be counted at the beginning and end of the clinic substitute coverage with another person. Both people counting the medication must record their initials and signature on the Controlled Medication Count form.
10. Find out if any field trips are planned for the day or the next day, as medication may need to be prepared. If you are unsure of what needs to be done to prepare for the field trip or what is to be sent with the teachers, call one of the Resource Nurses.

CLINIC PROCEDURES

1. Identify the first-aid bag and CPR mask. Know the location of the AED (Automatic External Defibrillator). The names of staff trained in CPR/AED are located on the Medical Training list posted in the clinic.
2. For injuries and illness, refer to the First Aid Guide to School Emergencies flipchart.
3. Ask an administrator or secretary if issues other than health-related ones need to be identified (example: custody issues).
4. If you are not a RN, a staff member trained in the **Virginia-Mandated Diabetes Training** must take care of students with diabetes.
5. All emergencies are seen first.
6. Students may lie down for 20-30 minutes. After that time, they must either return to class or, with parent's permission, go home.
7. At the elementary level if you send a student home, a parent/guardian or emergency contact must sign the student out in the office. At the secondary level, check with a secretary or administrator as to the policy for students over 18.

If you call 911, be sure that the principal and the parent are notified. In addition, notify:

- the Risk Management Supervisor (571-252-1280)
 - the School Dispatch Office (703-779-8833)
 - the Student Health Services Supervisor (571-252-1017)
 - if it is an elementary school, the Resource Nurse for that school.
8. For all bumps on the head/head injuries:
 - Student should be observed for at least 20 minutes in the clinic.
 - The parent/guardian must be notified.
 - A Head Injury Form must be sent home.
 - An Injury/Incident Form must be completed.
 - All students need to return to the clinic after two hours for rechecking. All elementary students should take the "Head Injury Alert" (bright red card) back to the classroom teacher as a reminder.
 9. Keep health notes on each student who comes to the clinic on the form "LCPS Health Office Visit Record". This form includes places to document medication administered, diabetes care provided, procedures performed, and other documentation that is required about each visit. You must sign your name on each student's visit record.
 10. If you have questions or concerns, call the Resource Nurse assigned to the school or the Student Health Services Office (571-252-1017).



SCHOOL DISTRICT INFORMATION

Members of the Loudoun County School Board



Jeff Morse
Chairman
Dulles District



Brenda Sheridan
Vice Chairman
Sterling District



Debbie Rose
Algonkian District



Beth Huck
At-Large Member



Jill Turgeon
Blue Ridge District



Joy Maloney
Broad Run District



Chris Croll
Catoclin District



Eric Hornberger
Ashburn District



Tom Marshall
Leesburg District

2019-2020 DIRECTORY OF SCHOOLS

ELEMENTARY SCHOOLS

School	Principal	Address	Phone #
Aldie	Ms. T. Stephens	23269 Meetinghouse Lane, Aldie, VA 20105	703-957-4380
Algonkian	Mr. B. Blubaugh	20196 Carter Court, Sterling, VA 20165	571-434-3240
Arcola	Mr. A. Stevens	41740 Tall Cedars Parkway, Aldie, VA 20105	703-957-4390
Ashburn	Ms. M. Walthour	44062 Fincastle Drive, Ashburn, VA 20147	571-252-2350
Ball's Buff	Dr. M. Carper	821 Battlefield Parkway, NE, Leesburg, VA 20176	571-252-2880
Banneker	Mr. R. Carter	35231 Snake Hill Road, Middleburg, VA 20147	540-751-2480
Belmont Station	Ms. L. Mercer	20235 Nightwatch Street, Ashburn, VA 20147	571-252-2240
Buffalo Trail	Ms. A. Rogaliner	42190 Seven Hills Drive, Aldie, VA 20105	703-722-2780
Cardinal Ridge	Dr. M. Adejamo	26155 Bullrun Post Office Rd., Centreville, VA 20120	571-367-4020
Rosa Lee Carter	Ms. D. Insari	43330 Loudoun Reserve Drive, Ashburn, VA 20148	703-957-4490
Catoctin	Ms. J. Platenberg	311 Catoctin Circle, SW Leesburg, VA 20175	571-252-2940
Cedar Lane	Mr. R. Marple	43700 Tolamac Drive, Ashburn, VA 20147	571-252-2120
Cool Spring	Mr. C. Cadwell	501 Tavistock Drive, Leesburg, VA 20175	571-252-2890
Countryside	Mr. R. Rudnick	20624 Countryside Boulevard, Sterling, VA 20165	571-434-3250
Creighton's Corner	Mr. C. Knott	23171 Minerva Drive, Ashburn, VA 20148	703-957-4480
Kenneth W. Culbert	Ms. M. Edwards	38180 West Colonial Highway, Hamilton, VA 20158	540-751-2540
Discovery	Mr. C. Painter	44020 Grace Bridge Drive, Ashburn, VA 20147	571-252-2370
Dominion Trail	Mr. J. Joseph	44045 Bruce-ton Mills Circle, Ashburn, VA 20147	571-252-2340
Emerick	Ms. D. Haddock	440 S. Nursery Avenue, Purcellville, VA 20142	540-751-2440
Evergreen Mill	Mr. D. Lani	491 Evergreen Mill Road, SE Leesburg, VA 20175	571-252-2900
Frederick Douglass	Ms. M. Logan	510 Principal Drummond Way, Leesburg, VA 20175	571-252-1920
Forest Grove	Ms. S. Simon	46245 Forest Ridge Drive, Sterling, VA 20164	571-434-4560
Goshen Post	Ms. A. Hines	24945 Lobo Drive, Aldie, VA 20105	571-367-4030
Guilford	Ms. L. Sprowls	600 West Poplar Road, Sterling, VA 20164	571-434-4550
Hamilton	Ms. K. Meisenzahl	54 S. Kerr Street, Hamilton, VA 20158	540-751-2570
Hillsboro Charter	Mr. M. Wertheimer	37110 Charles Town Pike, Purcellville, VA 20142	540-751-2560
Hillside	Mr. C. Mills	43000 Ellzey Drive, Ashburn, VA 20148	571-252-2170
Horizon	Ms. J. Ewing	46665 Broadmore Drive, Sterling, VA 20165	571-434-3260
Hutchison Farm	Ms. H. Smith	42819 Center Street, South Riding, VA 20152	703-957-4350
Leesburg	Mr. S. Lacey	323 Plaza Street, NE Leesburg, VA 20176	571-252-2860
Legacy	Ms. K. O'Hara	22995 Minerva Drive, Ashburn, VA 20148	703-957-4425
Liberty	Mr. P. Pack	25491 Riding Center Drive, South Riding, VA 20152	703-957-4370
Lincoln	Mr. D. Michener	18048 Lincoln Road, Purcellville, VA 20142	540-751-2430
Little River	Mr. K. Murphy	43464 Hyland Hills Street, South Riding, VA 20152	703-957-4360
Lovettsville	Ms. L. Textoris	49 S. Loudoun Street, Lovettsville, VA 20180	540-751-2470
Lowes Island	Mr. T. Sparbanie	20755 Whitewater Drive, Sterling, VA 20165	571-434-4450
Lucketts	Ms. C. Clement	14550 James Monroe Highway, Leesburg, VA 20176	571-252-2070
Madison's Trust	Mr. D. Stewart	42380 Creighton Road, Ashburn, VA 20148	703-957-4470
Meadowland	Ms. A. Purdy	729 S. Sugarland Run Drive, Sterling, VA 20164	571-434-4440
Middleburg Charter	Mr. S. Robinson	101 N. Madison Street, Middleburg, VA 20117	540-687-5048
Mill Run	Mr. J. Cornely	42940 Ridgeway Drive, Ashburn, VA 20148	571-252-2160
Moorefield Station	Ms. K. Roche	22325 Mooreview Parkway, Ashburn, VA 20148	571-252-2380
Mountain View	Ms. J. Broaddus	36803 Alder School Road, Purcellville, VA 20142	540-751-2550
Newton-Lee	Mr. S. Lyons	43335 Gloucester Parkway, Ashburn, Virginia 20147	571-252-1535
Pinebrook	Mr. P. Thiessen	25480 Mindful Court, Aldie, Virginia 20105	703-957-4325
Potowmack	Ms. J. Rule	46465 Esterbrook Circle, Sterling, VA 20165	571-434-3270
Frances Hazel Reid	Ms. B. Jochems	800 North King Street, Leesburg, VA 20176	571-252-2050
Rolling Ridge	Ms. A. Sacco	500 E. Frederick Drive, Sterling, VA 20164	571-434-4540

Round Hill	Mr. A. Davis	17115 Evening Star Drive, Round Hill, VA 20141	540-751-2450
Sanders Corner	Mr. M. Jacques	43100 Ashburn Farm Parkway, Ashburn, VA 20147	571-252-2250
Seldens Landing	Mr. G. Brazina	43345 Coton Commons Drive, Leesburg, VA 20176	571-252-2260
Sterling	Ms. J. Short	200 West Church Road, Sterling, VA 20164	571-434-4580
Sugarland	Ms. G. Brady	65 Sugarland Run Drive, Sterling, VA 20164	571-434-4460
Sully	Ms. C. O'Neill	300 Circle Drive, Sterling, VA 20164	571-434-4570
Sycolin Creek	Mr. D. Racino	21100 Evergreen Mills Road, Leesburg, VA 20175	571-252-2910
John W. Tolbert, Jr.	Ms. S. Mullen	691 Potomac Station Dr., NE Leesburg, VA 20176	571-252-2870
Waterford	Mr. A. Heironimus	15513 Loyalty Road, Waterford, VA 20197	540-751-2460
Waxpool	Mr. M. Pelligrino	42560 Black Angus Drive, Ashburn, VA 20148	571-367-4220
Steuart W. Weller	Ms. J. Burton	20700 Marblehead Drive, Ashburn, VA 20147	571-252-2360

MIDDLE SCHOOLS

School	Principal	Address	Phone #
Belmont Ridge	Ms. K. Johnson	19045 Upper Belmont Place, Leesburg, 20176	571-252-2220
Blue Ridge	Mr. B. Bell	551 East A Street, Purcellville, VA 20142	540-751-2520
Brambleton	Ms. R. Dawson	23070 Learning Circle, Ashburn, VA 20148	703-957-4450
Eagle Ridge	Mr. S. Phillips	42901 Waxpool Road, Ashburn, VA 20148	571-252-2140
Farmwell Station	Ms. S. Loya	44281 Gloucester Parkway, Ashburn, VA 20147	571-252-2320
Harmony	Mr. E. Stewart	38174 West Colonial Highway, Hamilton, VA 20158	540-751-2500
Harper Park	Mr. C. O'Rourke	701 Potomac Station Dr, NE, Leesburg, VA 20176	571-252-2820
J. Michael Lunsford	Ms. C. Simms	26020 Ticonderoga Road, Chantilly, VA 20152	703-722-2660
Mercer	Ms. N. Diehl	42149 Greenstone Drive, Aldie, VA 20105	703-957-4340
River Bend	Mr. D. Shaffer	46240 Algonkian Parkway, Sterling, VA 20165	571-434-3220
Seneca Ridge	Ms. N. Cottone	98 Seneca Ridge Drive, Sterling, VA 20164	571-434-4420
J.L. Simpson	Mr. L. Compton	490 Evergreen Mills Road, Leesburg, VA 20175	571-252-2840
Smart's Mill	Mr. W. Waldman	850 North King Street, Leesburg, VA 20176	571-252-2030
Sterling Middle	Mr. H. Mizell	201 W. Holly Avenue, Sterling, VA 20164	571-434-4520
Stone Hill	Ms. K. Clark	23415 Evergreen Ridge Drive, Ashburn, Va. 20148	703-957-4420
Trailside	Ms. B. Beichler	20325 Claiborne Parkway, Ashburn, VA 20147	571-252-2280
Willard	Mr. J. Rounsley	40915 Braddock Road, Ashburn, VA 20105	571-367-4040

HIGH SCHOOLS

Briar Woods	Ms. S. Alzate-Colbert	22525 Belmont Ridge Road, Ashburn, VA 20148	571-957-4400
Broad Run	Mr. D. Spage	21670 Ashburn Road, Ashburn, VA 20147	571-252-2300
John Champe	Mr. K. Tyson	41535 Sacred Mount St., Aldie, VA 20105	703-722-2680
Dominion	Dr. J. Brewer	21326 Augusta Drive, Sterling, VA 20164	571-434-4400
Freedom	Mr. D. Fulton	25450 Riding Center Drive, South Riding, VA 20152	703-957-4300
Heritage	Mr. J. Adam	520 Evergreen Mill Road, S.E., Leesburg, VA 20175	571-252-2800
Independence	Mr. J. Gabriel	23115 Learning Circle, Ashburn, VA 20148	571-367-4200
Loudoun County	Dr. M. Luttrell	415 Dry Mill Road, Leesburg, VA 20175	571-252-2000
Loudoun Valley	Ms. S. Ross	340 N. Maple Avenue, Purcellville, VA 20142	540-751-2400
Park View	Mr. K. Dolson	400 West Laurel Avenue, Sterling, VA 20164	571-434-4500
Potomac Falls	Mr. B. Wolfe	46400 Algonkian Parkway, Potomac Falls, VA 20165	571-434-3200
Riverside	Mr. D. Anderson	19019 Upper Belmont Place, Leesburg, VA 20176	703-554-8900
Rock Ridge	Mr. J. Duellman	43460 Loudoun Reserve Drive, Ashburn, VA 20148	571-367-4100
Stone Bridge	Mr. T. Flynn	43100 Hay Road, Ashburn, VA 20147	571-252-2200
Tuscarora	Ms. P. Croft	801 North King Street, Leesburg, VA 20176	571-252-1900
Woodgrove	Mr. W. Shipp	36811 Alder School Rd, Purcellville, VA 20142	540-751-2600

INSTRUCTIONAL CENTERS

Academies of Loudoun	Dr. Tinell Priddy	42075 Loudoun Academy Drive, Leesburg, VA 20185	571-252-1980
Douglass School	Ms. S. Ahrens-Mininberg	407 E. Market Street, Leesburg, VA 20175	571-252-2060

SCHOOL CLUSTER LOCATIONS

Briar Woods High School Cluster

- Briar Woods High
- Eagle Ridge Middle
- Hillside Elementary
- Mill Run Elementary
- Waxpool Elementary

Broad Run High School Cluster

- Broad Run High
- Farmwell Station Middle
- Ashburn Elementary
- *Discovery Elementary*
- Dominion Trail Elementary

Dominion High School Cluster

- Dominion High
- Seneca Ridge Middle
- *Horizon Elementary*
- Lowes Island Elementary
- Meadowland Elementary
- Sugarland Elementary

Freedom High School Cluster

- Freedom High
- J. Michael Lunsford Middle
- *Cardinal Ridge Elementary*
- Hutchison Farm Elementary
- *Liberty Elementary*
- Little River Elementary

Heritage High School Cluster

- Heritage High
- Harper Park Middle
- Cool Spring Elementary
- John W. Tolbert, Jr. Elementary

Independence High School Cluster

- Independence High
- Brambleton Middle
- *Creighton's Corner Elementary*
- *Legacy Elementary*
- Madison's Trust Elementary

John Champe High School Cluster

- John Champe High
- Willard Intermediate
- Mercer Middle
- Aldie Elementary
- Arcola Elementary
- *Buffalo Trail Elementary*
- Goshen Post Elementary
- Pinebrook Elementary

Loudoun County High School Cluster

- Loudoun County High
- J. L. Simpson Middle
- Catoctin Elementary
- Evergreen Mill Elementary
- *Frederick Douglass Elementary*
- *Sycolin Creek Elementary*

Loudoun Valley High School Cluster

- Loudoun Valley High
- Blue Ridge Middle
- Banneker Elementary
- Emerick Elementary
- Hamilton Elementary
- *Kenneth W. Culbert Elementary*
- Lincoln Elementary

Park View High School Cluster

- Park View High School
- Sterling Middle
- Forest Grove Elementary
- Guilford Elementary
- Rolling Ridge Elementary
- *Sterling Elementary*
- Sully Elementary

Potomac Falls High School Cluster

- Potomac Falls High
- River Bend Middle
- Algonkian Elementary
- Countryside Elementary
- Potowmack Elementary

Riverside High School Cluster

- Riverside High
- Belmont Ridge Middle
- *Newton-Lee Elementary*
- Selden's Landing Elementary
- Steuart W. Weller Elementary

Rock Ridge High School Cluster

- Rock Ridge High
- Stone Hill Middle
- Moorefield Station Elementary
- Rosa Lee Carter Elementary

Stone Bridge High School Cluster

- Stone Bridge High
- Trailside Middle
- Belmont Station Elementary
- Cedar Lane Elementary
- Sanders Corner Elementary

Tuscarora High School Cluster

- Tuscarora High
- Smart's Mill Middle
- *Ball's Bluff Elementary*
- *Frances Hazel Reid Elementary*
- Leesburg Elementary
- Lucketts Elementary

Woodgrove High School Cluster

- Woodgrove High
- Harmony Middle
- Lovettsville Elementary
- *Mountain View Elementary*
- Round Hill Elementary
- Waterford Elementary

County-Wide Facilities

- Academies of Loudoun
- Douglass School
- Hillsboro Charter
- Middleburg Community Charter

Based on 2019-2020 school attendance zones, italic font indicates a school which advances or "feeds" to more than one school at the next level (e.g., some grade five students from an elementary school advance to one middle school while other grade five students from the same elementary school advance to another middle school, in a different high school cluster).

2019-2020 School Calendar Highlights

August 22	FIRST DAY OF SCHOOL FOR STUDENTS
August 30	School Holiday
September 2	Holiday (Labor Day)
October 14	Holiday (Columbus Day)
October 28	Student Holiday (County-wide Staff Development)
November 1	End of First Grading Period
November 4-5	Student Holidays (Planning/Records/Conference Days)
November 27-29	Holiday (Thanksgiving)
December 23-January 3	WINTER BREAK (Classes Resume January 6)
January 17	End of Second Grading Period
January 20	Holiday (Martin Luther King Jr. Day)
January 21	MOVEABLE STUDENT HOLIDAY** (Planning/Records/Conference Day)
February 17	Holiday (Presidents' Day)
March 3	Student Holiday (County-wide Staff Development)
March 26	End of Third Grading Period
March 27	Student Holiday (Planning/Records/Conference Day)
April 6-10	SPRING BREAK
May 25	Holiday (Memorial Day)
June 10	Last Day of School for Students/End of Fourth Grading Period

**Note to parents with childcare or other weekday scheduling concerns: The date of the MOVEABLE Planning/Records/Conference Day between first and second semesters may change, if the school calendar must be changed due to school closings for inclement weather or other emergencies. Parents with childcare or other scheduling concerns should be prepared.

9 Week Grading Period Ending Dates

November 1, 2019
January 17, 2020
March 26, 2020
June 10, 2020

2019-2020 Student Bell Schedule

School Name	AM Bell	PM Bell
Academies of Loudoun	9:15 AM	3:15 PM
Aldie Elementary	7:50 AM	2:35 PM
Algonkian Elementary	7:50 AM	2:35 PM
Arcola Elementary	7:50 AM	2:35 PM
Ashburn Elementary	7:50 AM	2:35 PM
Ball's Bluff Elementary	8:15 AM	3:00 PM
Banneker Elementary	7:50 AM	2:35 PM
Belmont Ridge Middle	8:30 AM	3:18 PM
Belmont Station Elementary	7:50 AM	2:35 PM
Blue Ridge Middle	8:50 AM	3:38 PM
Brambleton Middle	8:35 AM	3:23 PM
Briar Woods High	9:15 AM	4:03 PM
Broad Run High	9:15 AM	4:03 PM
Buffalo Trail Elementary	7:55 AM	2:40 PM
Cardinal Ridge Elementary	7:50 AM	2:35 PM
Rosa Lee Carter Elementary	7:50 AM	2:35 PM
Catoctin Elementary	7:50 AM	2:35 PM
Cedar Lane Elementary	7:50 AM	2:35 PM
John Champe High	9:15 AM	4:03 PM
Cool Spring Elementary	7:50 AM	2:35 PM
Countryside Elementary	7:50 AM	2:35 PM
Creighton's Corner Elementary	7:50 AM	2:35 PM
Kenneth W. Culbert Elementary	7:50 AM	2:35 PM
Discovery Elementary	7:50 AM	2:35 PM
Dominion High	9:15 AM	4:03 PM
Dominion Trail Elementary	7:50 AM	2:35 PM
Douglass School	9:25 AM	3:15 PM
Frederick Douglass Elementary	7:50 AM	2:35 PM
Eagle Ridge Middle	8:35 AM	3:23 PM
Emerick Elementary	7:50 AM	2:35 PM
Evergreen Mill Elementary	7:50 AM	2:35 PM
Farmwell Station Middle	8:30 AM	3:18 PM
Forest Grove Elementary	7:50 AM	2:35 PM

Freedom High	9:15 AM	4:03 PM
Goshen Post Elementary	7:50 AM	2:35 PM
Guilford Elementary	7:50 AM	2:35 PM
Hamilton Elementary	7:50 AM	2:35 PM
Harmony Middle	8:50 AM	3:38 PM
Harper Park Middle	8:30 AM	3:18 PM
Heritage High	9:15 AM	4:03 PM
Hillsboro Charter Academy	7:50 AM	3:05 PM
Hillside Elementary	7:50 AM	2:35 PM
Horizon Elementary	7:50 AM	2:35 PM
Hutchison Farm Elementary	7:50 AM	2:35 PM
Independence High	9:15 AM	4:03 PM
Leesburg Elementary	8:15 AM	3:00 PM
Legacy Elementary	7:50 AM	2:35 PM
Liberty Elementary	7:50 AM	2:35 PM
Lincoln Elementary	7:50 AM	2:35 PM
Little River Elementary	7:50 AM	2:35 PM
Loudoun County High	9:15 AM	4:03 PM
Loudoun Valley High	9:10 AM	3:58 PM
Lovettsville Elementary	7:50 AM	2:35 PM
Lowe's Island Elementary	7:50 AM	2:35 PM
Lucketts Elementary	7:50 AM	2:35 PM
J. Michael Lunsford Middle	8:40 AM	3:28 PM
Madison's Trust Elementary	7:50 AM	2:35 PM
Meadowland Elementary	7:50 AM	2:35 PM
Mercer Middle	8:40 AM	3:28 PM
Middleburg Community Charter School	8:15 AM	3:00 PM
Mill Run Elementary	7:50 AM	2:35 PM
Moorefield Station ES	7:50 AM	2:35 PM
Mountain View Elementary	7:50 AM	2:35 PM
Newton-Lee Elementary	7:50 AM	2:35 PM
Park View High	9:15 AM	4:03 PM
Pinebrook Elementary	7:50 AM	2:35 PM
Potomac Falls High	9:15 AM	4:03 PM
Potowmack Elementary	7:50 AM	2:35 PM
Frances Hazel Reid Elementary	7:50 AM	2:35 PM
River Bend Middle	8:30 AM	3:18 PM

Riverside High	9:15 AM	4:03 PM
Rock Ridge High	9:15 AM	4:03 PM
Rolling Ridge Elementary	7:50 AM	2:35 PM
Round Hill Elementary	7:50 AM	2:35 PM
Sanders Corner Elementary	7:50 AM	2:35 PM
Seldens Landing Elementary	7:50 AM	2:35 PM
Seneca Ridge Middle	8:30 AM	3:18 PM
J. Lupton Simpson Middle	8:55 AM	3:43 PM
Smart's Mill Middle	8:55 AM	3:43 PM
Sterling Elementary	7:50 AM	2:35 PM
Sterling Middle	8:30 AM	3:18 PM
Stone Bridge High	9:15 AM	4:03 PM
Stone Hill Middle	8:35 AM	3:23 PM
Sugarland Elementary	7:50 AM	2:35 PM
Sully Elementary	7:50 AM	2:35 PM
Sycolin Creek Elementary	7:50 AM	2:35 PM
John W. Tolbert Jr. Elementary	7:50 AM	2:35 PM
Trailside Middle	8:35 AM	3:23 PM
Tuscarora High	9:15 AM	4:03 PM
Waterford Elementary	7:50 AM	2:35 PM
Steuart W. Weller Elementary	7:50 AM	2:35 PM
Waxpool Elementary	8:15 AM	3:00 PM
Willard Intermediate	8:50 AM	3:30 PM
Woodgrove High	9:10 AM	3:58 PM

SCHOOL CANCELLATION or DELAYED OPENING

When conditions require school closings, delays, or early dismissal of students, announcements will be made to the following radio and TV stations:

*WTOP – 103.5 FM/103.9 FM
WINC - 92.5 FM
WTOP - 1500 AM
WMAL - 630 AM
WRC TV 4
WTTG TV 5
WJLA TV 7
WUSA TV 9
News Channel 8
LCPS-TV/Channel 18-Comcast
Channel 43 Verizon FIOS
Channel 42 Open Band*

Check the LCPS website at www.lcps.org for calendar or schedule changes. Substitutes should not call school officials or radio stations to find out if schools are being closed. Telephone lines must be kept open to enable schools and radio stations to receive notifications of school closing.

You may also wish to receive Loudoun County emergency, weather, and school closing text and e-mail notifications. Log onto <https://alert.loudoun.gov> to register your phone numbers and e-mail addresses.

In the event of a delayed opening, please stay tuned to the radio/television station for at least one hour in case some change in the weather causes schools to be closed for the day.

If schools are scheduled to open late or close early due to inclement weather, subs will observe the same dismissal schedule as students or until dismissed by the school administrator. If schools are canceled before the start of school, substitutes are not expected to report to their assignment. *Subs are paid for the original time of the assignment on early dismissals or school delays if the job is picked up prior to the announcement but are not paid for assignments on days of school closings.*

When schools are cancelled before the start of school, substitutes are not expected to report to their assignment and will not be paid for the assignment time.

Assignments will be cancelled, or times updated in SmartFind Express, as soon as possible by Sub-Central or the school.



SUB-SATIONAL IDEAS

SUB-SATIONAL SUBSTITUTE CHECK LIST



Preparing for your assignment:

- Dress neatly and appropriately for the assignment.
- If possible, arrive at least 20 minutes prior to the beginning of school.
- Be sure to take along your sense of humor and your Super-Sub Pack.
- Bring the following with you: your PID, the name (and PID if possible) of the teacher/staff member for whom you are subbing, the job number from SmartFind Express, and your LEAD Log-In information.

Prior to entering the class:

- Report to the main office to sign-in.
- Pick up a Substitute Identification Badge.
- Ask about student passes, playground rules, bus duty, and lunch procedures.
- Ask if there will be any special duties associated with the regular employee's assignment. (drills/testing/etc.)
- Find out how to refer a student to the office.
- Look for fire alarm, evacuation, and other drill procedures.
- Check on location of gloves for exposure incidents and/or additional protective devices.
- See if any child has medical concerns.
- Find out how to report absences and tardiness.
- Find the location of restrooms, employees' lounge, and health clinic.
- Ask the names of the teachers on both sides of your classroom and, if possible, introduce yourself to them.

In the classroom:

- Enter the classroom with confidence. The first impression can take you a long way.
- Check for the exit map located by the door and for the emergency call button.
- Locate sub plans. If you cannot find them, check with another teacher or the office staff.
- Write your name on the board and introduce yourself.
- Review lesson plans and follow as closely as possible.
- If audio or visual equipment is needed, make sure it is in the classroom and working properly.
- If money is to be collected, record the amount, the name of the pupil, and the purpose for the collection on a sheet to be turned in to the office at the end of the school day.
- Check to see if all the books, handouts, and paper are close at hand or in the classroom.
- Check the seating chart.

End of day:

- Remind students of homework. Have students clean their desks and the area around their desks.
- Leave desk, books, and room in good order.
- Be sure to leave a note for the teacher giving details for the day. On www.sub4loudoun.com, you can find forms to use ([Elementary Substitute Reporting Form](#) and [Secondary Substitute Reporting Form](#)).
- Return to the front office to sign out and turn in the Substitute Identification Badge and any other pertinent items to the school secretary.
- If applicable, turn in any money collected. Fill out paperwork for payment and turn in with other materials.

SUB-SATIONAL IDEAS – SUPER SUB PACK

There will be situations when the teacher will leave lesson plans that are difficult to decipher or too short for the time available. These situations leave you with the task of having to fill that time with manageable and worthwhile activities on your own. Every good substitute should have some tried and true activities and carry some basic teaching supplies. The following items listed below can help you create your own "SUPER SUB PACK."

- *The Substitute Teacher Handbook* – <https://mylearning.stedi.org/product/substitute-teacher-handbook-8th-edition-bundle/>
- A package of colored markers or pencils
- Several ball-point pens (red, blue, black)
- Pencils
- A roll of tape
- A pair of scissors
- A needle and small spools of dark and light thread, plus a safety pin or two
- A coffee cup and perhaps a tea bag or hot chocolate packet or two
- A few favorite picture books
- A number cube for games
- Several post-it notes
- Name tags
- 5 x 8 cards
- Non-food item rewards such as unscented stickers



SUGGESTED ACTIVITIES FOR USE BY SUBSTITUTE TEACHERS

A substitute teacher may use learning activities when regular classroom plans change.

Planning for these activities should allow for various levels of difficulty according to the needs of the students. As a substitute, you can use your creativity and imagination to meet the student's program requirements.

Read this article from **We Are Teachers** for some great ideas!

"50 Tips, Tricks and Ideas for Substitute Teachers"

<https://www.weareteachers.com/50-tips-tricks-and-ideas-for-substitute-teachers/>



FREQUENTLY ASKED QUESTIONS

Q: Do I always have to have the job number when I report to a school?

A: Yes. If you do not have the job number and another substitute reports with the job number, the sub with the job number will secure the assignment and be paid for the day.

Q: If I get to a school and I'm told that the job has been cancelled, what should I do?

A: If the school does not have another open assignment to place you in, call Sub-Central before you leave the premises and we will try to locate another assignment for you. If you do not accept an assignment that you are offered, you will not be paid.

Q: How can I get my pay stub?

A: For all pay stub questions, please contact the Payroll Department directly at 571-252-1260

Q: My paycheck does not reflect all the hours that I worked. What should I do?

A: After reviewing your assignments in SmartFind Express, contact the school where you worked (with the job number) to verify that the correct dates were submitted to payroll. If so, then contact payroll at 571-252-1260. Payroll pays substitutes from the assignment report submitted by the school.

Q: How do I stop SmartFind Express from calling me if I am doing a long-term assignment?

A: Sub-Central will enter the long-term assignment into SmartFind Express when approved. This will keep you from receiving calls for that time period. However, you may still receive calls for future assignments or cancellations/modification of assignments for dates after your long-term assignment is scheduled to end.

Q: Do substitutes get ID badges?

A: Substitutes do not get picture badges. Each school will provide you with a badge that is unique to their school when you arrive for your assignment. You must return the badge at the end of each day.

Q: How do I change my home address, phone number and/or e-mail address?

A: You will need to complete a Substitute Information Form email it to Sub-Central at subcentral@lcps.org or fax it to 571-252-1662. This form is available at www.sub4loudoun.com.

Q: How do I change my name in the system?

A: You will need to complete a Substitute Information Form and present it with your new Social Security Card to the Sub-Central office. Our office is located on the third floor of the Loudoun County Public Schools Administration Building in Ashburn. The form is available at www.sub4loudoun.com.

Q: If school is cancelled because of inclement weather such as a snow day, will I still be paid?

A: If school is cancelled, subs are not paid for the day and the job is cancelled from the system by the Sub-Central staff. When there is a school delay or early dismissal, subs are paid for the original time of the assignment if the job is picked up prior to the announcement of the delay or early dismissal. If the job is picked up after the delay or early dismissal is announced, subs are paid only for the time worked.

Q: I am subbing at a school for one day and the teacher has a planning period. What should I do during this time?

A: If you are prepared for all of the classes, ask the office staff or another teacher for an assignment to do during the planning time.

Q: Are substitutes eligible for benefits?

A: No benefits are offered to substitutes at this time.

Q: If I see a job in SmartFind Express and it is in callout, how can I pick up the job?

A: Call Sub-Central to be assigned to the job.

Q: Can I search for assignments while I'm working at a school?

A: Substitutes should not be searching for assignments during an assigned job. If you are prepared for all the classes, speak to the office or another teacher for work to do during your planning time. Your main focus should always be the students.

Q: How do I get the current school locator book that includes the new schools?

A: The most current locator book will be posted on www.sub4loudoun.com before school starts. Directions to each school are also found on school websites.

WHERE CAN I FIND?

- Medical Emergencies in the Classroom Handout
- Elementary Substitute Reporting Form
- Frequently Asked Questions for Current Substitutes
- LCPS Employee Handbook
- Lead Login and Phoenix Instructions
- Link to List of Foreign Equivalency Companies
- Payment Information
- Promethean Board Classroom Guide (New Boards)
- Promethean Board Classroom Guide (Older Boards)
- School Calendars and Schedules
- School Closings and Delays Information
- School Locator Book
- Secondary Substitute Reporting Form
- SmartFind Express Link and Profile Instructions
- SmartFind Express Quick Reference Guide
- Substitute Guide
- Substitute Information Form
- Websites for Substitutes

www.sub4loudoun.com

OTHER USEFUL WEBSITES FOR SUBSTITUTES:

DadsWorksheets - <https://www.dadsworksheets.com/> (free math worksheets, tools, and games)

EdHelper - www.edhelper.com (reading comprehension, vocabulary, geography and other lessons)

Education World - www.educationworld.com/preservice/classroom/substitute.shtml (links for substitute resources)

Free Teacher Worksheets - <https://www.freeeducationalresources.com/> (worksheets, workbooks, and other resources)

Intervention Center - www.interventioncentral.com (information on academic and behavior interventions)

Lesson Plans Page - www.lessonplanspage.com (more than 2,500 free lesson plans available by subject or specific topics)

MathWorld - www.mathworld.wolfram.com (detailed materials on algebra, calculus, probability and more)

PBIS - www.pbis.org (Positive Behavioral Intervention System)

PBL - www.pblworks.org/ (information about Project Based Learning)

Puzzle generator - www.discoveryeducation.com/free-puzzlemaker/ (generate customized word puzzles)

Substitute Teaching A to Z - www.substituteteachingatoz.com/resources.html (resources to be a better substitute teacher)

Super Substitute Teachers - www.supersubstituteteachers.com (tips/resources for substitute teachers)

TeAch-nology - <http://www.teach-nology.com/> (lesson plans, worksheets, teaching tips, and other teacher resources)

Web English Teacher - <https://www.varsitytutors.com/englishteacher> (free English, literature, and ESL resources)



SMARTFIND EXPRESS

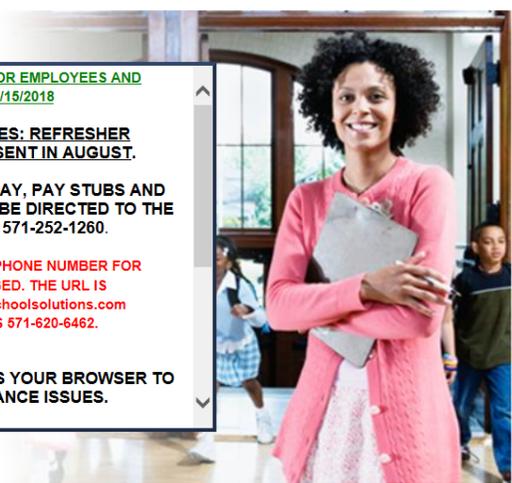
IMPORTANT INFORMATION FOR EMPLOYEES AND SUBSTITUTES 07/15/2018

ATTENTION SUBSTITUTES: REFRESHER INFORMATION WILL BE SENT IN AUGUST.

QUESTIONS REGARDING EPAY, PAY STUBS AND PAYCHECK ISSUES SHOULD BE DIRECTED TO THE PAYROLL OFFICE AT 571-252-1260.

THE URL AND ACCESS TELEPHONE NUMBER FOR SMARTFIND HAS CHANGED. THE URL IS <https://loudouncountyva.eschoolsolutions.com> THE PHONE NUMBER IS 571-620-6462.

USE INTERNET EXPLORER AS YOUR BROWSER TO PREVENT PERFORMANCE ISSUES.



User ID
 Password

Submit

[Trouble signing in?](#)

SMARTFIND EXPRESS

OVERVIEW

LCPS utilizes the SmartFind Express (SFE) program from eSchool Solutions. SFE is an automated sub management system that can be accessed by substitutes online or by phone.

- Substitutes can change their availability/unavailability and locations and classifications at any time. (IMPORTANT: For locations, select only individual schools. Do not select any locations titled “Any Location”, DSF, North St., DNU or XDNU **or** any location which includes the words “Group” or “Cluster”. For classifications, select grade levels, subjects, and school-based positions only.)
- Substitutes have the option of searching for assignments in several ways: 1) accessing SFE by computer; 2) accessing SFE by phone; 3) contacting Sub-Central to see if an assignment is available or requesting placement in an assignment they have seen in available jobs.
- Substitutes can only search for same day assignments until 12:00 noon each day. After 12:00 noon you can search for future assignments.
- When contacted through the callout system, substitutes can decline up to 3 assignments in a single day, after which no further attempts will be made by the system to offer assignments.
- You will receive a job number for each assignment that you accept.
- If you find that you need to cancel an assignment the morning of the job, cancel the assignment in SFE as soon as possible (up to 1 hour before the start of the assignment), and then call the school to advise them of the cancellation. You will not be able to pick up another assignment for that day.
- Please refer to your SmartFind calendar for daily assignments and time changes or cancellations. It is your responsibility to check your calendar just before leaving for your assignment to confirm the details of your assignment. Schools can make adjustments to the assignment at any time. To assist with managing your calendar/assignments in the 2018-2019 school year, e-mail notifications will be sent for changes or cancellations. You must have a job number for your assignment. No job number, no job.

***Quick reference instructions are included in this section of the guide and are also available at www.sub4loudoun.com.

LOUDOUN COUNTY PUBLIC SCHOOLS
Substitute Quick Reference

System Phone Number 571-620-6462

Help Desk Phone Number 571-252-1675

Write your Access ID here _____

Write your PIN here _____

TELEPHONE ACCESS INSTRUCTIONS

THE SYSTEM CALLS SUBSTITUTES DURING THESE TIMES:

	Today's Jobs	Future Jobs
Weekdays	Starts at 5:30 am	5:00 pm - 10:00 pm
Saturday	None	None
Sunday	None	6:00 pm- 10:00 pm
Holidays	None	6:00 pm - 10:00 pm

DECLINE/CANCEL REASONS:

1. Illness
2. Personal
3. Jury/Court Duty
4. Not Comfortable With Assignment
5. Working Elsewhere
6. Unavailable
7. Lack of Child Care
8. Lack of Transportation

NEW USERS ONLY - Before any features are available, you must register with the system and create a PIN. The Access ID and PIN are used for all interactions

REGISTRATION

1. Enter your **Access ID** followed by the star (*) key
2. Enter your **Access ID** again when it asks for your PIN followed by the star (*) key
3. Record your name followed by the star (*) key
4. Hear your callback #. Correct if necessary.
5. You will be asked to select a new PIN.
6. Enter a PIN at least six (6) digits in length followed by the star (*) key.

TELEPHONE ACCESS INSTRUCTIONS

1. Enter your **Access ID** followed by the star (*) key
 2. Enter your **PIN** followed by the star (*) key
-

THE SYSTEM CALLS

HEAR THE JOB OFFER

1. **PRESS 1** to Hear the job offer
If you **pressed 1** to Hear the job offer
PRESS 1 to Hear the job description
PRESS 2 to Decline the job (without hearing the description)
Enter the decline reason from page 1 followed by the star (*) key
 2. If you **pressed 1** to Hear the job description
PRESS 1 to Accept this job
Record the Job Number. You are successfully assigned to the job.
PRESS 2 to Repeat the job description
PRESS 3 to Decline the job
Enter the decline reason from page 1 followed by the star (*) key
PRESS 1 to Accept
-

HEAR THE CANCELLATION

1. Hear "This assignment has been cancelled" and the job information
 2. **PRESS 1** to Repeat the job information
-

CALLING THE SYSTEM

MENU OPTIONS

- 1 - Review or Cancel Assignments
 - 2 – Hear Available Jobs
 - 3 - Change your Callback Number
 - 4 - Review or Modify Unavailability Dates
 - 5 - Review or Modify Daily Availability
 - 6 - Change PIN or Re-record Name
 - 7 - Exit and hang-up
-

REVIEW OR CANCEL ASSIGNMENTS

1. Hear assignments in chronological order
PRESS 1 to Hear assigned job information again
PRESS 2 to Cancel this assigned job
 2. If you **pressed 2** to Cancel assignment
PRESS 1 to Confirm cancellation (Enter cancellation reason followed by the * key)
-

HEAR AVAILABLE JOBS

1. Hear assignment information
PRESS 1 to Repeat assignment
PRESS 2 to Accept assignment
PRESS 3 to Decline assignment
 2. If you **pressed 3** to Decline assignment
Enter decline reason from page 1 followed by the star (*) key
-

CHANGE YOUR CALLBACK NUMBER

1. Hear the Callback telephone number
PRESS 1 to Modify callback telephone number
 2. Enter new telephone number followed by the star (*) key.
-

TO CHANGE PIN or RE-RECORD NAME

1. **PRESS 1** to Change your PIN
PRESS 2 to Change the recording of your name

WEB BROWSER ACCESS INSTRUCTIONS

SIGN IN

Open your browser and access the SmartFind *Express* Sign In page. The URL address is <https://loudouncountyva.eschoolsolutions.com>. Enter your Access ID and PIN.

PIN REMINDER

The “Forgot your PIN?” link supports users who want to log into the system but have forgotten their PIN. When this link is selected, the system displays the PIN Reminder Request page. The user’s Access ID and the security code being displayed must be entered on this page. **Note:** *You must be registered with the system to use this option.*

PROFILE

Email - Enter or change email address

Callback # - Update the phone # you want the system to use to call to offer you jobs

Change Password - Enter your current PIN followed by a new PIN twice and click Save

SCHEDULE

General

- Modify an Availability Schedule
 - Choose day or days of the week you want to delete by checking the boxes by that day and select the *Delete* button
 - Select the *New* button to add a new day of week or time. Follow the steps for “Create a New Availability Schedule” as outlined above

Classifications and Locations

- Review classifications and locations you have chosen for assignments

Unavail Dates Tab

- Create Unavailability Schedule
 - Select the *New* button
 - Enter Start and End Date Range (MM/DD/YYYY) or use the calendar
 - Select the *All Day* check box or enter the time range in HH:MM am or pm format
 - Select the *Call for Future Assignments* checkbox, if during the unavailable time period entered you would still like to receive calls for future assignments. Leave box unchecked if you do not want any calls during this time
 - Select *Save* button
-

AVAILABLE JOBS

Choose the *Available Jobs* link to view and accept assignments

To view and accept jobs

- You must be available to work all days and times of the job
- You have specified that you will work at the location

Follow these steps:

- Select the date range for your search entering in the dates with forward slashes (MM/DD/YYYY) or using the calendar icon. Leaving dates blank will return all data
- Press the *Search* button to display the list of jobs
- Press the *Details* link to view the job details. Review the specifics and choose one of the following
 - Select the *Accept Job* button. A job number will be assigned to you if the job has been successfully assigned to you. **Please record this Job Number.**
 - Select the *Decline Job* button. Select a reason for decline from the drop-down list, then select the *Decline Job* button
 - Select the *Return to List button* to return to the job listing

REVIEW ASSIGNMENTS

Choose the *Review Assignments* link to review past, present and future assignments or to cancel an assignment
Follow these steps:

- Select format for Assignment display. List or Calendar view
- Search for assignments
- Press the *Search* button to display the list of assigned jobs
- Choose the *Job Number* link to view job details
 - Select the *Return to List* button to review other jobs assigned to you
 - Select the *Cancel Assignment* button to cancel your assignment. Enter a reason for canceling from the pull-down list. Wait for the “Job was cancelled successfully” notification. You cannot cancel an assignment within 1 hour of the start time.
 - An assignment may contain file attachments. To view or download a file attachment, click on the file name.

SIGN OUT AND WEB BROWSER INFORMATION

At any time during the session, the *Sign Out* link can be selected to end the session and disconnect from SmartFindExpress. Selecting the browser's back button or going to another site on the Internet does not disconnect the session from SmartFindExpress.

To ensure security and privacy of information, use the *Sign Out* link to disconnect from SmartFindExpress, and close the web browser when you finish with your session.

You can click the Help link to access Help Guides and How-to videos.

Important Note: Do NOT use the browser's BACK button to navigate to screens.
Navigation buttons are on the bottom of SmartFindExpress screens, such as the *Return to List* and *Continue* buttons.

OTHER ACCOUNTS





Welcome to LCPS. Newly created LCPS User Accounts can use LCPSGO to reset their password from any Internet connected workstation or laptop.

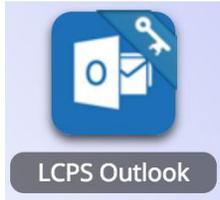
LCPSGO (<http://go.lcps.org>) is LCPS's single sign-on and password management system. The system enables staff and students to access many LCPS applications through one website while also allowing users to change their LCPS Enterprise Active Directory (LEAD) passwords from anywhere, anytime.



Access to Staff Resources including Oracle



Access to Office 365 resources including Word, Excel, OneDrive, PowerPoint, OneNote, Teams, SharePoint



Online E-Mail access



LDSD provides access to our Service Desk ticketing system.



Access to Google resources including Google Classroom, Google Drive, and YouTube



Access to Library Resources including BrainPop, Britannica, EBSCO, Follet Destiny, Tumble and VideoBlocks



Access to the Student Information System (SIS)



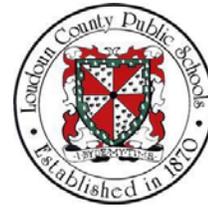
LCPS's Online Learning Environment

Please note that when a tile has a key in the top right-hand corner, that resource is either LEAD integrated or allows password sync.

Your LEAD account name should be in your welcome email from HRTD.

Your initial password is: **Welcome-PID**

(You will need to replace **PID** above with your Employee ID. You will be prompted to change the password upon first login.)



To change your LEAD password on any device, please follow the instructions below:

- 1) Navigate to LCPSGO (<http://go.lcps.org>) and login with your new LCPS LEAD credentials. You will be required to change your password during your first login attempt. You need to complete the following information:
 - a. Old Password (this is your Initial Password described above)
 - b. New Password
 - c. Confirm New Password
- 2) Once all three fields are completed, select the **Submit** button
- 3) You will receive the following message:

Your password has been updated
successfully

Please keep in mind of the following LEAD password rules:

1. Your password cannot contain more than 3 consecutive letters of your name or username.
2. Your password must be between eight (8) and fifteen (15) characters long and contain three of the following four types of characters:
 - o Uppercase (A - Z)
 - o Lowercase (a - z)
 - o Numbers (0 - 9)
 - o Symbols (!, @, #, %, etc.)

NEVER SHARE YOUR PASSWORD WITH ANYONE, INCLUDING DDI.

Or on a LCPS Computer:

1. Log into an LCPS computer at an LCPS site.
2. Press **Ctrl + Alt + Delete** and select the **Change a password** option
3. You will have to enter your current LEAD password once and your new LEAD password twice
4. Select the arrow to confirm the change
5. Please see the password rules above if your selected password comes back as not meeting the requirements.

Setting Up Password Recovery Options:

- 1) Navigate to LCPS GO (<http://go.lcps.org>) from your Google Chrome Browser
 - a. Access your Profile via the drop-down arrow located in the top right corner of the screen
 - b. Select **My Profile**
 - c. Select **Password Recovery Setup** from the menu on the left
 - d. You can select up to 3 notification methods that can be used when a password reset is needed.
 - i. **Mobile Phone, Email, Challenge Questions:** If all three options are configured, you will have the option to choose which of the methods you would like to use to perform your password reset.

General password reminder: If you have stored your LEAD credentials on other devices, you will be required to update the passwords on those devices. This includes but is not limited to iPhones, iPads, Androids, and other Bring Your Own Technology (BYOT) devices.

Sub Central Phoenix Attendance & Classroom Instructions

Attendance can be taken in Phoenix by substitute teachers. The process includes obtaining a Sub Slip for the teacher, logging into Phoenix, taking attendance in Phoenix, and viewing teacher instructions for subs.

OBTAINING A SUB SLIP

Substitute teacher log in slips are generated by school staff. These slips contain the teacher's schedule, including section ID and class name, as well as a password to use to log into Phoenix.

SUBSTITUTE TEACHER PHOENIX LOGIN

Substitute teachers can log into Phoenix using **LCPSGo**.

1. Log into the computer with your LCPS user name and password (**new for 2018-19 SY**).
2. Launch **LCPSGo** and log in.



3. Click on *Phoenix SUB Access*.



4. The following log in screen appears:

A screenshot of the Phoenix login screen. It features the Phoenix logo at the top, followed by the text "Please select the school, teacher and password below to access the application." Below this text are three dropdown menus: "School Name" (with "Select a school..." as the selected option), "Teacher Name" (with a downward arrow), and "Password" (with a text input field). At the bottom, there is a "Login" button and a "Return to Main Login" link.

SUBSTITUTE TEACHER PHOENIX LOGIN (CONT)

5. Select the *School Name* for the school at which you are substituting.

A screenshot of the Phoenix login screen. The "School Name" dropdown menu is open, showing a list of schools: Hillside ES, ELL Finding School, Emerick ES, Evergreen Mill ES, Farmwell Station MS, Forest Grove ES, Frances Hazel Reid ES, Frederick Douglass ES, Freedom HS, and Guilford ES.

6. Select the *Teacher Name* for the teacher for whom you are substituting.

A screenshot of the Phoenix login screen. The "Teacher Name" dropdown menu is open, showing a list of teachers: Blechman, Elana.

7. Type the password provided to you by the front office staff. Then click on the *Login* button.

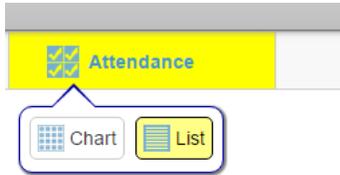
A screenshot of the Phoenix login screen. The "Password" text input field is highlighted with a red box.

8. When you login, you will be able to view the students in the class, attendance, and any instructions that have been left for you.

Sub Central Phoenix Attendance & Classroom Instructions

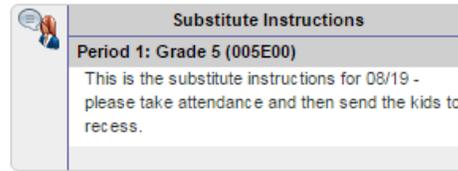
TAKING ATTENDANCE

A substitute teacher may take attendance in Phoenix two different ways. Attendance will be highlighted in yellow until it is complete. Hover over *Attendance*. You will see *Chart* and *List*. Choose either one.



SUBSTITUTE INSTRUCTIONS

The classroom teacher may leave instructions for the substitute in the Grade Book. If the teacher has left instructions, there will be a box on the right side of the screen labeled *Substitute Instructions*.

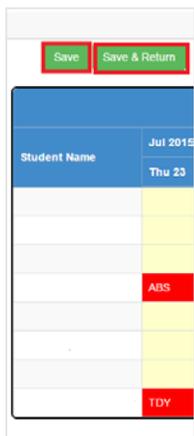


- Chart:** Click on the student's picture once to mark the student tardy. You will see **TDY** appear on the student's picture. Click the student's picture twice to mark the student absent. You will see **ABS** appear on the student's picture. Click on the green *Save* button at the top of the screen to save your attendance.

Note: Secondary substitutes have three options, UNX – Unexcused Tardy, TDY – Excused Tardy, and ABS – Absent.



- List:** Click in the box next to the student's name marked with today's date to mark a student as absent or tardy. Click once for tardy and twice for absent.



- Click *Save* or *Save & Return*. *Save & Return* will take you back to your seating chart.