

How One District Solved a Mid-Year Facilitator Shortage



CHALLENGE

Running virtual services becomes especially difficult when facilitator staffing gets tight. After winter break, one Washington district found themselves suddenly short on facilitators. Burnout was rising, caseloads were stretched, and the team needed a plan before spring break to protect student progress.

SOLUTION

The district turned to a familiar source — substitute teachers. Invited to support speech facilitation, they filled every open role within days. At the same time, the district expanded its approach by forming stronger relationships within its substitute pool and inviting engaged parent volunteers to participate. The strategy even inspired one parent to pursue a full-time facilitator role.

Every district is different — but these strategies highlight real wins from teams just like yours.



Results at a Glance



Filled every facilitator vacancy



Reduced burnout by distributing support more evenly



Improved service consistency for students and providers



Strengthened long-term staffing



Started the next school year fully staffed



TESTIMONIAL

“By building strong relationships with our subs, we not only filled facilitator vacancies quickly, but discovered individuals who enjoy the work so much that they apply for permanent positions.”

DR. STACY BONNER,
SPECIAL EDUCATION DIRECTOR, WA



Creative Staffing Options Other Districts Are Exploring



School & Operations Staff

- Secretaries
- Library Staff
- Cafeteria Staff
- Custodians
- Bus Drivers



Campus & Community Support

- Crossing Guards
- District Security Officers
- Before/After School Program Staff
- Volunteers
- Sports Coaches (non-teacher)

Instructional Support

- Instructional Coaches
- Instructional Aides
- Para-professionals
- Interns & Student Teachers



Flexible & Long-Term Hires

- Dedicated Facilitator Hire
- Substitute Teachers
- Retired Community Members



TAKEAWAY

Creative staffing isn't just a workaround—it's a powerful way to maintain continuity, reduce pressure on teams, and build sustainable support systems for virtual services. This Washington district's success shows how tapping into existing community talent can transform facilitator capacity and protect student progress.