

Substitute Pool Fund Implementation Model

Need, Planning, and Funding

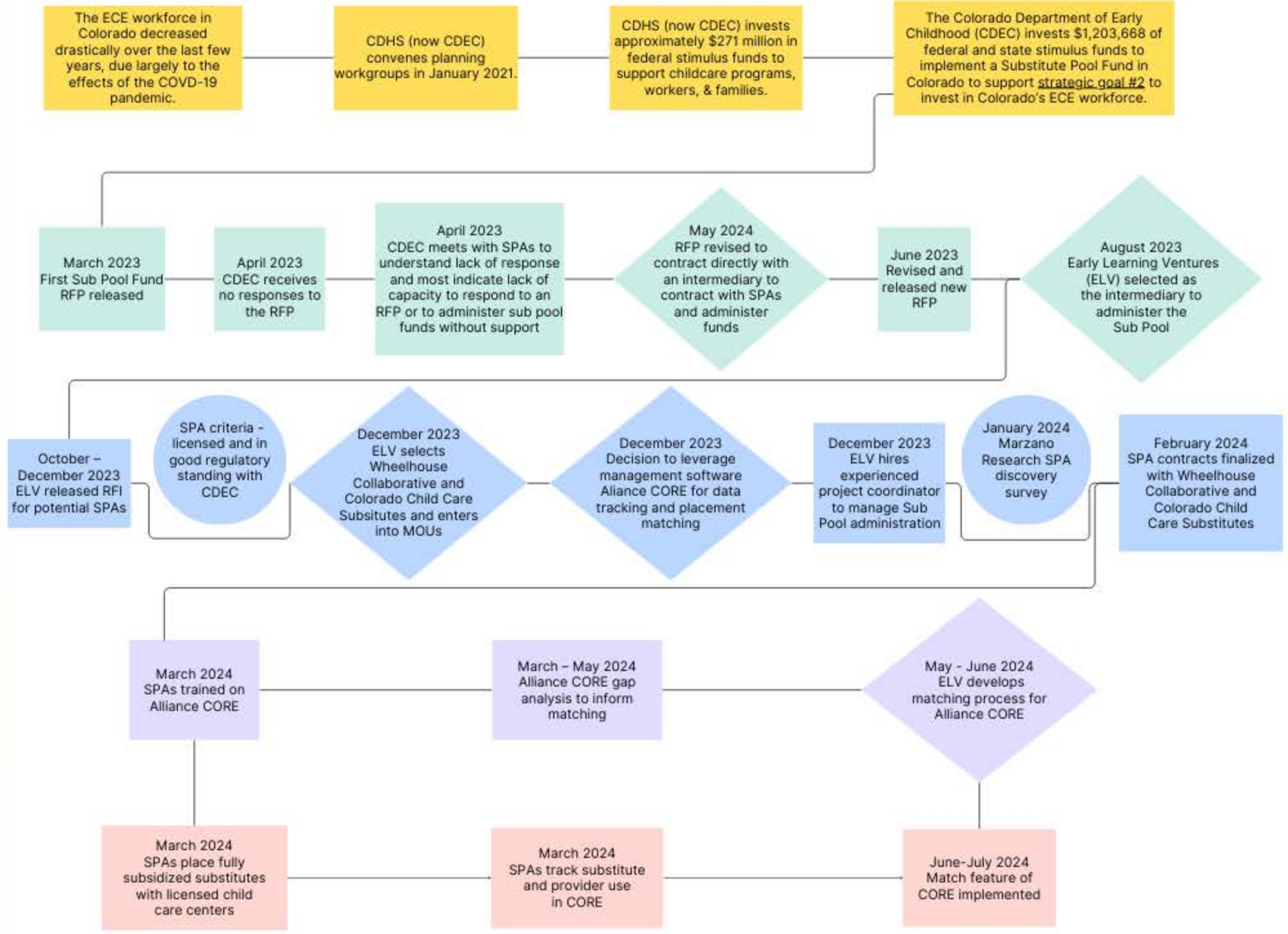
Contracting Intermediary

Intermediary Start-up and Discovery

SPA Onboarding

Substitute Placement and Matching

Goals and Outcomes



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|---------------------|--------------------------------------|------------------------------|----------------------------------|-------------------------------------|------------------------------|------------------------------|-----------------------------|
| Short-Term | | Long-Term | | Goals | | | |
| + Number of EC subs | + Provider access to and use of subs | + Subs retained in the field | + Providers access paid time off | + Providers access PD opportunities | + Providers earn credentials | Provider well-being improves | Providers stay in the field |