



How Community Partnerships Keep Classrooms Open and Children Learning





Introduction

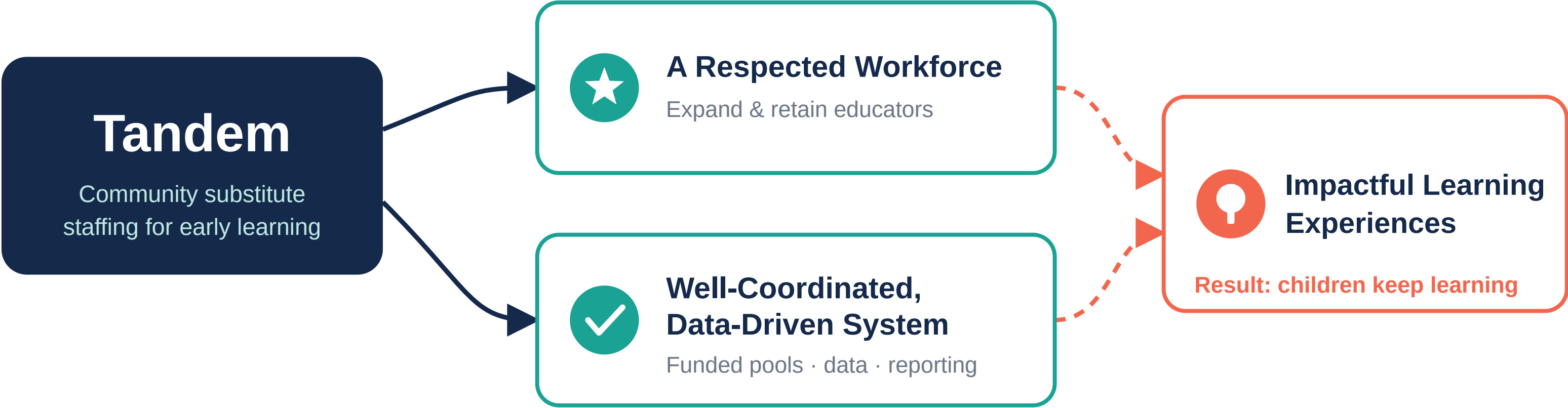


Olivia Weinstock

Cofounder & CEO of Tandem

Substitute pools are a crucial part of Florida's Early Learning Roadmap.

Keeping classrooms staffed, so children keep learning.



**You can't have a
respected workforce —
or impactful learning —
in a classroom that's
short-staffed.**

THE STAFFING CYCLE

1 Overspend on Recruiting - Time and budgets drain fast trying to fill every gap.



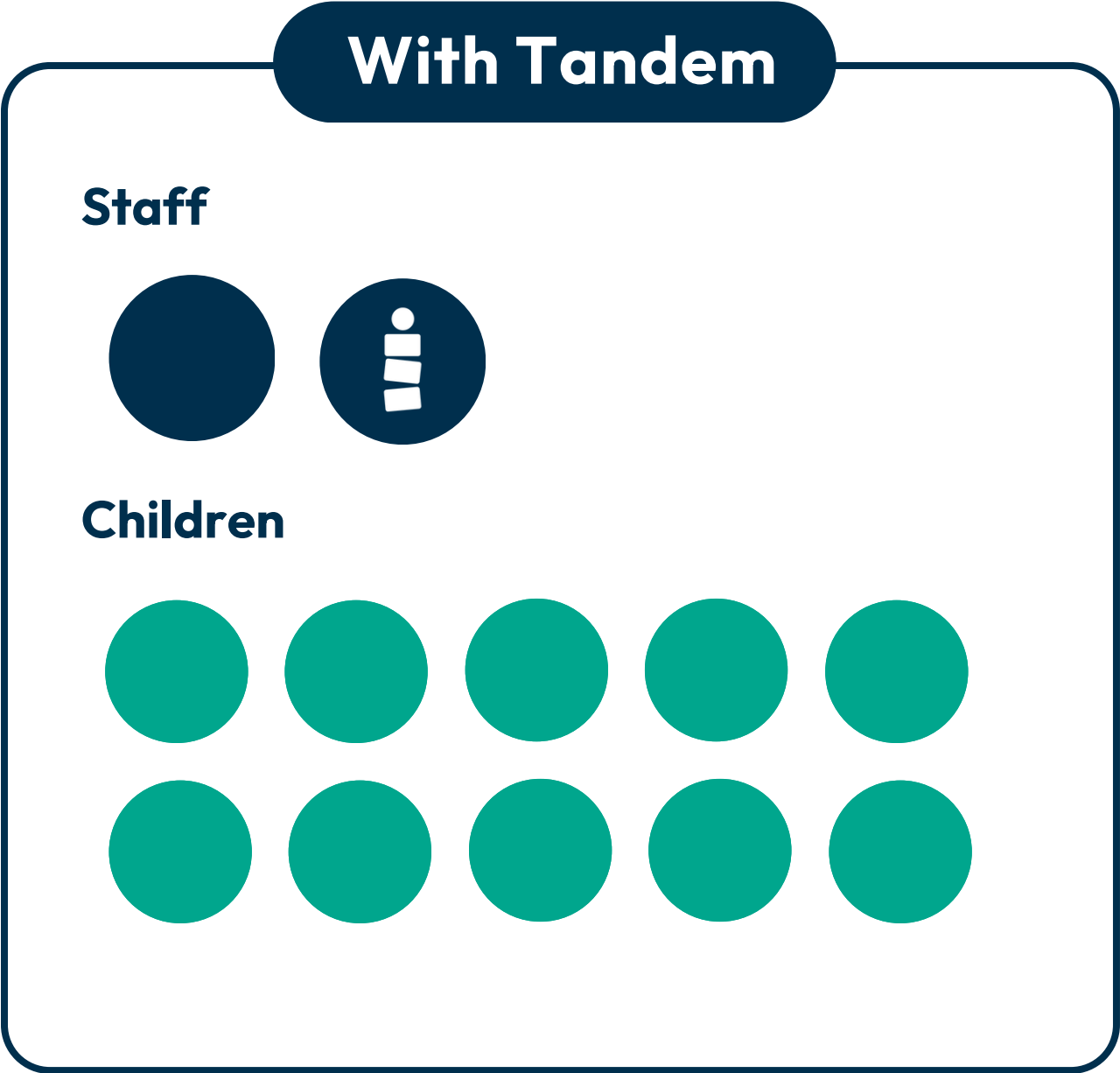
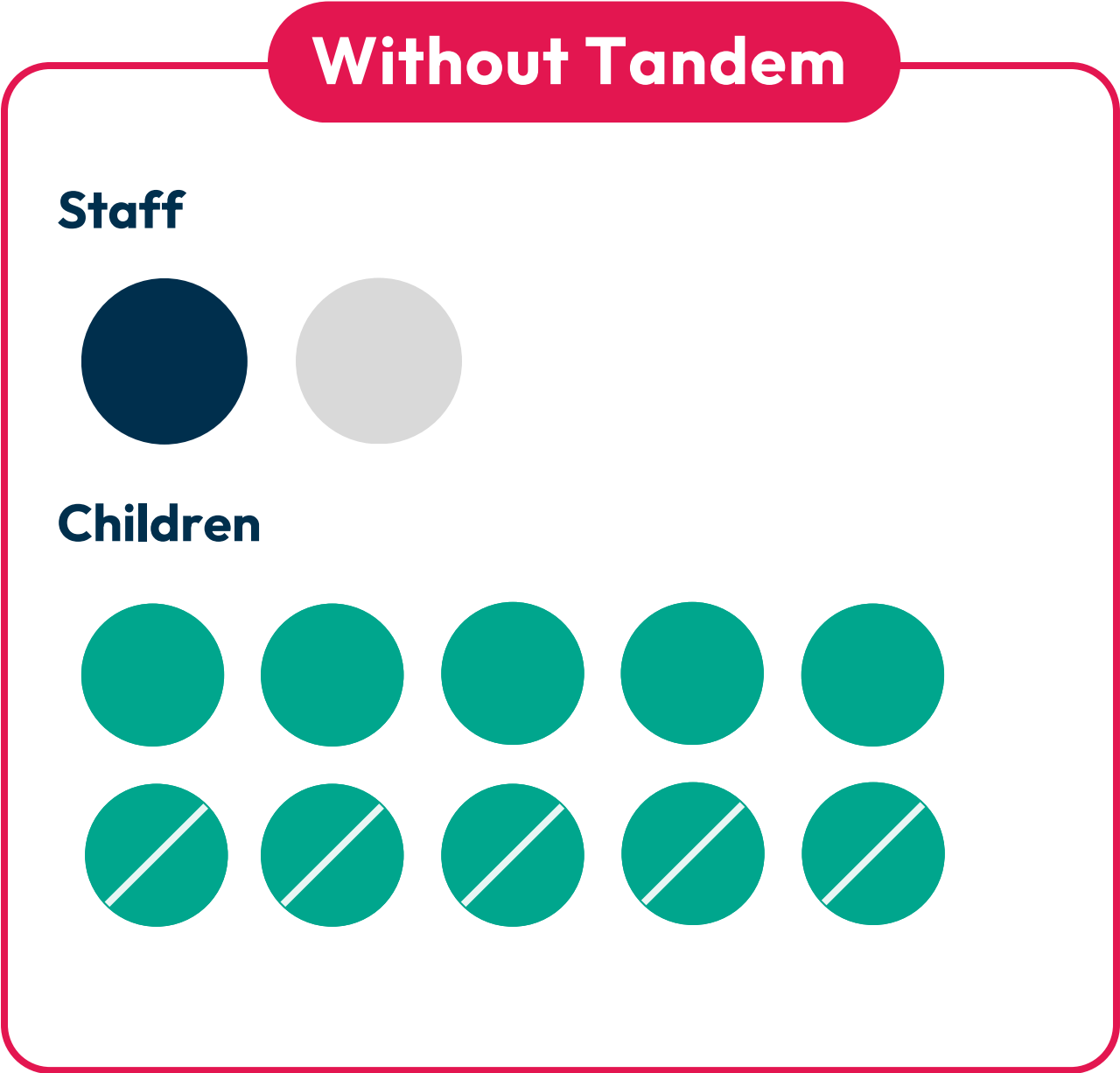
2 Stretch Teams Too Thin - Admins and teachers burn out covering openings.



3 Disrupt Learning - Inconsistent staffing leads to instability and even classroom closures.

Unmet ratios mean unserved families.

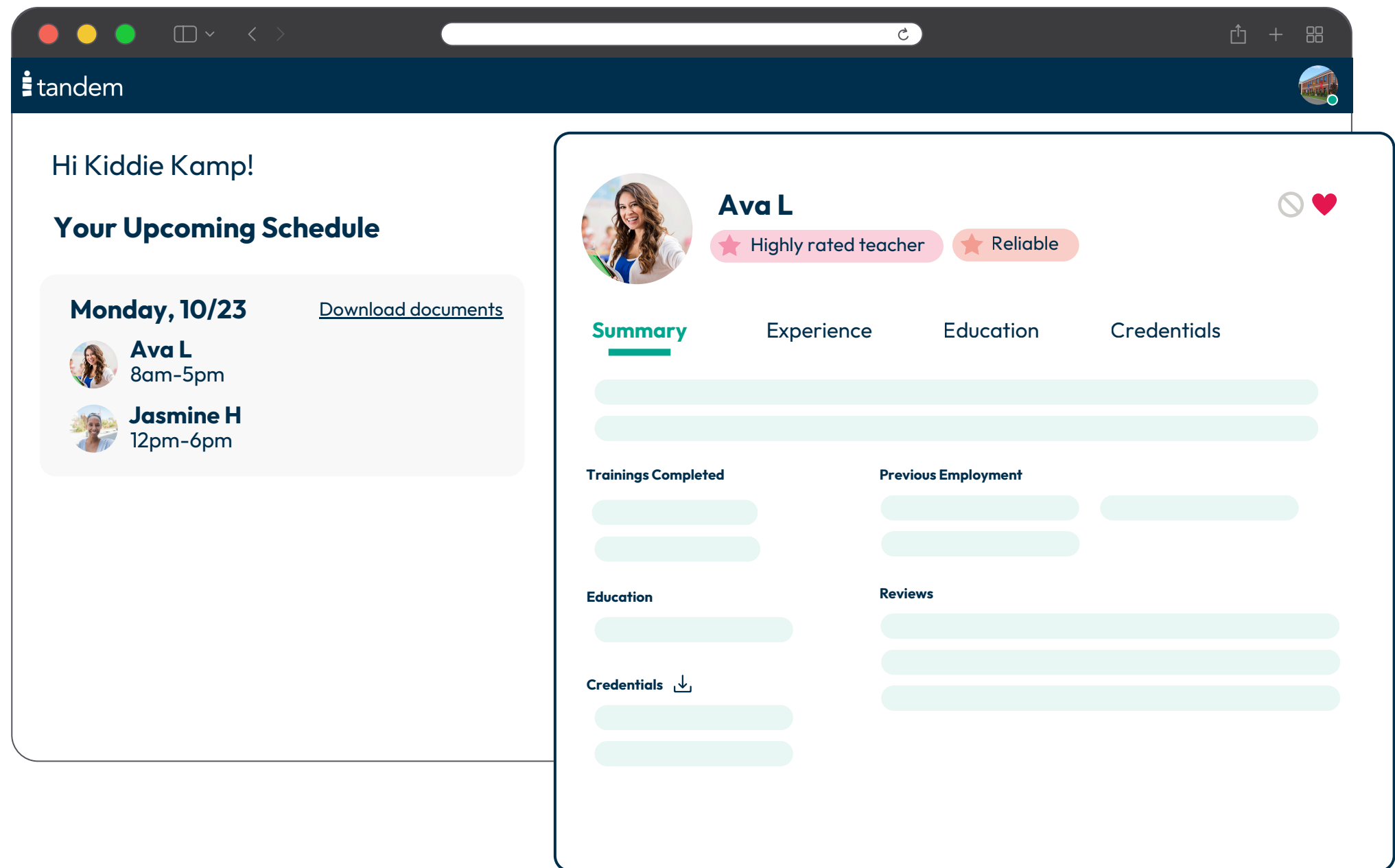
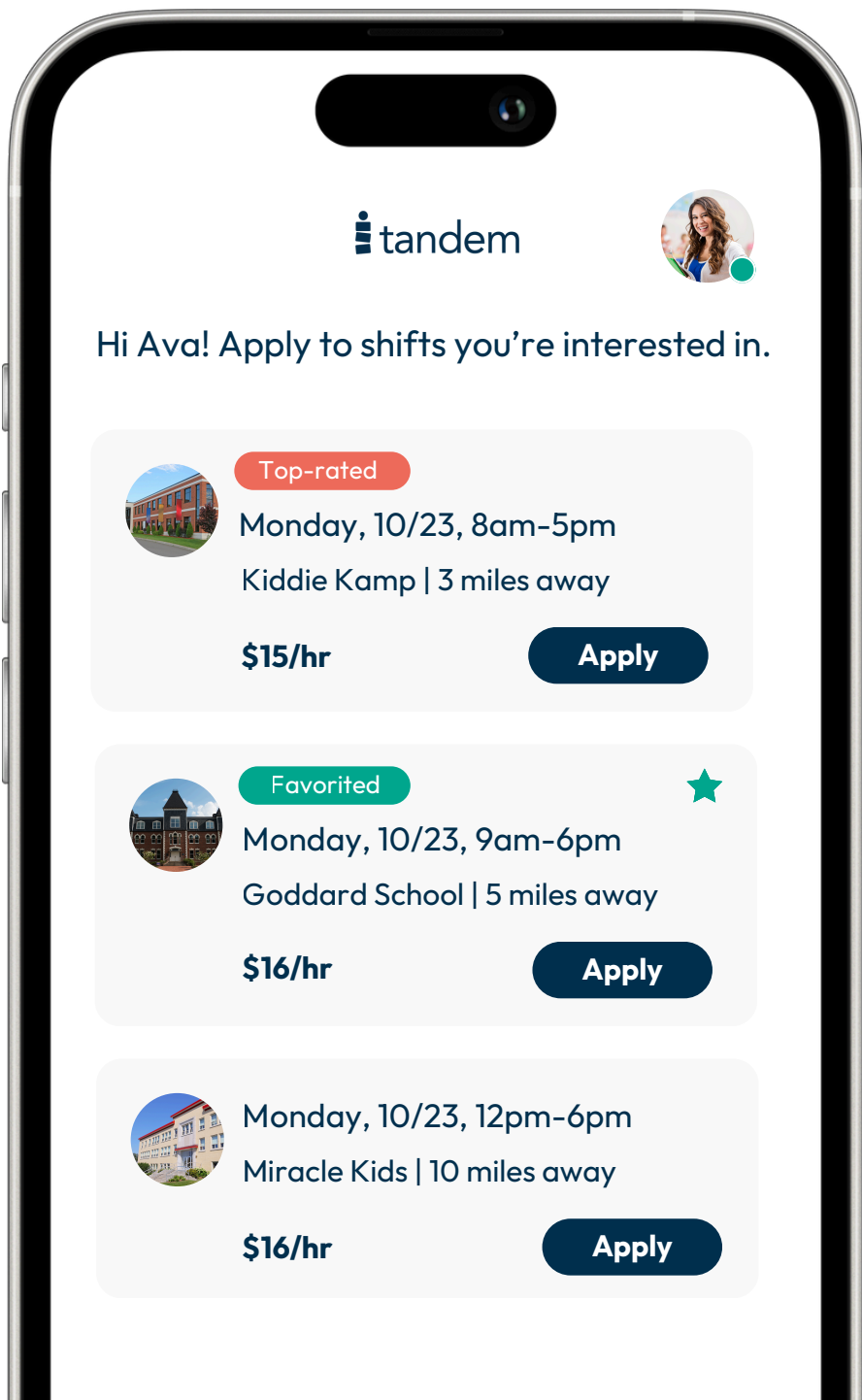
Staffing instability leads to administrators becoming teachers, classrooms going dark, or centers closing their doors completely.





Solution

Tandem exists so providers can book vetted, state-compliant substitutes on-demand.

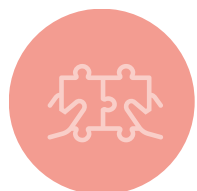


The platform handles the process, end-to-end, so administrators can focus on running their business.



Scheduling

Post shifts and manage bookings in one place.



Matching

Get connected with educators who fit your classroom needs.



Rebooking

Quickly bring back educators you've worked with before.



Reviews

Share feedback to improve future matches.



Ava L.

★ Highly rated

✓ Fully compliant



Bachelors in Early Childhood Education



Level 2 Background Screening cleared



VPK Credential & CPR / First Aid



Compliance Docs



Sub pools drive respect for the workforce

We expand the workforce — and help people stay.

THE DRAW



Flexibility

Work shifts that fit their own schedule



Fast pay

Money in hand right after a shift



A NEW WORKFORCE STEPS IN



Retired teachers Back on their own terms



College students Building classroom hours



Working parents Earning around their family



Career-changers Trying the field, no full-time leap



FULL-TIME TEACHERS STAY

- ✓ Staffing stress relieved
- ✓ Less burnout on staff
- ✓ Strong teachers stay

Retained Workforce

The impact on real teachers:

“

The flexibility is perfect for me — a single mom and full-time student. I get to do what I love, working in child care, and I love the on-demand pay.

— Single mom & full-time student

“

I love that Tandem is helping me do what I love best. If it wasn't for Tandem, I probably wouldn't be working with children right now.

— Florida educator

“

I can pick up last-minute shifts and I get paid instantly. Tandem has truly helped me out a lot.

— Substitute teacher

“

Tandem lets me build experience and relationships across many centers. It's flexible, empowering, and supports those who take pride in working with children.

— Early learning educator

“

Being able to create my own hours and get paid the same day is so great and appreciated — it lets me stay in the field without burning out.

— Career educator

“

The daily pay gives me more control over my finances. I love that they work with you.

— Working parent



Partnerships creating resourced systems



Staffing infrastructure supports providers with the toughest part of their business.



Compliant substitutes

One vetted, trained bench of substitutes covering absences across every center in the coalition — so a call-out never closes a classroom.



Subsidized access

Fee-free services offered to providers by some coalitions leads to increased usage due to affordability.



Provider training

Hands-on coaching for centers on workforce best practices — scheduling, retention, and getting the most out of flexible staffing.



Professional development

Approachable, accredited trainings for all staff, not just substitutes, to learn (and remember) the basics for each age group.



✓ **Affordable**

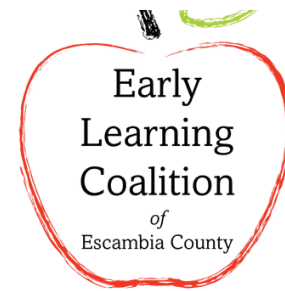
✓ **Compliant**

✓ **Approachable**

Our impact across Florida

WHERE WE'RE PARTNERED

- 1 **ELC of Escambia County** Pensacola
- 2 **ECS4Kids** Northeast Florida
- 3 **ELC of Flagler & Volusia** Daytona
- 4 **ELC of Orange County + LIFT Orlando** Orlando
- 5 **ELC of Manatee County** Bradenton
- 6 **ELC IRMO + CSC Martin County** Treasure Coast





Overall, CSCMC saw the substitute pool as another key aspect to ensuring quality exists in our Community. Establishing a substitute pool for early learning educators is critical for maintaining high-quality care, reducing staff burnout, and ensuring operational stability. Without a reliable pool, early childhood centers frequently face staffing crises, forcing them to close, combine classrooms, or operate with undertrained staff, which can cause significant disruptions to children's learning and emotional security.

- Program Manager at CSC Martin County

Thank you!



I'd love to chat about early learning staffing. Reach out!



olivia@join-tandem.com



www.join-tandem.com