

# How to build a recruitment strategy to improve your teaching talent pool

- Build relationships with substitute teachers
- Encourage referrals from current and former teachers
- Post on education-related job boards and local job boards
- Attend a teaching job fair to connect with candidates
- Gather hiring data to refine your hiring process
- Use an ATS to keep track of applicants, build your talent pool, and maintain a record of impressive candidates
- Incorporate skills assessments into the process
- Refine your employee value proposition (EVP)
- Communicate your employer brand



# Effective Teacher Hiring

**Richard Smith**



## **Effective Teacher Hiring:**

*Effective Teacher Hiring* Kenneth D. Peterson, 2002 To get the very best teachers for your school or district you have to hire the best Unfortunately most educators have had very little if any training in how to screen potential employees and ensure that only the best available candidates are ultimately chosen Here s a guide with all of the steps and strategies you need including Six principles of good teacher hiring Basics of creating a selection committee and ensuring a broad diversity of candidates Stages of the screening process Sample recruitment flyers contracts and interview questions Legal issues related to hiring An innovative teacher selection framework provides for checks and balances at every turn and guarantees students and parents a voice in the process The framework is flexible enough to use in school systems large or small 10 Steps for Hiring Effective Teachers Mary C. Clement, 2015-01-08 The quick read step by step guide to hiring outstanding teachers Whether you are new to teacher hiring or ready for a fresh approach this invaluable guide helps you select the best possible candidates Mary Clement a nationally awarded expert on teacher hiring presents proven strategies for identifying high performing teachers Readers will learn Ten best practices that address every stage of hiring from recruitment through interviewing to final negotiations Key techniques and sample questions for Behavior Based Interviewing the interviewing approach that predicts on the job performance Guidance on legally sensitive interview questions How to involve teacher peers in interviewing and mentoring new hires Recruiting and Hiring Effective Teachers Mary C. Clement, 2008 This how to guide provides help in recruiting hiring and retaining high quality teachers The author outlines the hiring process step by step from developing job advertisements through writing an offer of employment and provides useful handouts of interview questions adaptable for all grade levels and subjects assessment tools for initial paperwork phone interviews and onsite interviews and information on illegal questions and topics to avoid during the interview process This resource concludes with strategies for acclimating new teachers to the school and greater community and implementing new teacher induction programs *Effective Teacher Hiring* Kenneth D. Peterson, 2002-10-15 To get the very best teachers for your school or district you have to hire the best Unfortunately most educators have had very little if any training in how to screen potential employees and ensure that only the best available candidates are ultimately chosen Here s a guide with all of the steps and strategies you need including Six principles of good teacher hiring Basics of creating a selection committee and ensuring a broad diversity of candidates Stages of the screening process Sample recruitment flyers contracts and interview questions Legal issues related to hiring An innovative teacher selection framework provides for checks and balances at every turn and guarantees students and parents a voice in the process The framework is flexible enough to use in school systems large or small Note This product listing is for the Adobe Acrobat PDF version of the book **Developing the Effective Teacher** Jamie Whaley, 2002 Educators love to say it takes a village to raise a child This task is accomplished through the skills talents and support of good teachers This manual is designed to help school administrators help their teachers and students reach

their maximum potential It contains tools tips and guidelines that school leaders around the nation use to measure and improve teacher performance The first of six sections deals with hiring processes and walks through all steps in which school leaders may be involved with a goal of providing means to identify the most qualified applicants The second section focuses on teacher induction providing tools for orientation guidance in establishing and using a mentoring program and classroom survival tools The next section offers examples of the various means of evaluating teacher performance plus practical assessment tools The fourth section provides materials for designing a professional development program including sample activities and a process for setting reasonable goals The fifth section focuses on legal issues and provides tools to help the school stay in compliance with the law The manual concludes with a comprehensive list of publications and websites providing a ready made directory of additional information RT

**Effective Teacher Selection** Arthur E. Wise, Linda Darling-Hammond, Barnett Berry, 1987 Case studies were conducted in six school districts nationwide to examine teacher selection in terms of policy and organizational context organizational characteristics selection processes and effects Interviews were conducted in each district with directors of personnel superintendents staff involved in the selection process directors of curriculum and instruction directors of research and local teachers organization officials At representative schools principals recently hired teachers and more senior teachers were interviewed and other relevant data gathered This report details the findings for each of the districts studied and assesses aspects of each school district s procedures Conclusions and recommendations to improve teacher selection recruitment screening hiring placement induction and evaluation processes are presented These involve the enhancement of the efficacy of state and local policies for recruitment efforts tighter bonds between recruitment and hiring decisions recognition and balancing of the varying operational definitions of a good teacher recognition of the effects of the hiring process on teachers need to place teachers carefully in the appropriate setting and school need for comprehensive induction plans for new teachers and development of a special evaluation program specifically for beginning teachers CB

Effective Teacher Interviews Jennifer L. Hindman, 2014-10-07 Teacher quality is the school related factor that most affects student learning so selecting the best candidate for open teaching positions has enormous implications In Effective Teacher Interviews Jennifer L Hindman provides practical advice on how to conduct hiring interviews that reliably predict a teacher s success including guidance on applying research to the interview process developing meaningful legal interview questions assembling and training an interview team matching candidates skills to your schools needs and using the best interview strategies With these tips on refocusing the interview process you ll be better prepared to select and hire the teachers who will make a positive difference for your students and your school

10 Steps for Hiring Effective Teachers Mary C. Clement, 2015-01-08 The quick read step by step guide to hiring outstanding teachers Whether you are new to hiring or searching for a fresh approach this invaluable guide helps you select the best possible candidates Mary Clement a nationally awarded expert on teacher hiring presents proven strategies

for identifying high performing teachers Readers will learn Ten best practices that address every stage of the hiring process Techniques and sample questions for Behavior Based Interviewing Interview questions to avoid How to involve teacher peers in interviewing and mentoring new hires Identify and hire high performing teachers and see your students academic potential flourish Mary has intimate knowledge of the realities of the hiring process in schools and her suggestions for improvement are rooted in these facts The need for the book is long overdue Tim Neubert Board President Illinois Association for Employment in Education Human Resources Administrator Veteran School District Starting with the opening pages Mary Clement provides the reader with succinct research based targeted information on good hiring policy and practice Her emphasis on behavior based interviewing and involvement of other school stakeholders is well taken Lloyd Goldsmith Professor and Program Director Department of Graduate Studies in Education Abilene Christian University They say hiring a teacher is a multi million dollar decision When a multi million dollar decision is being made you want the best process for obtaining the best teachers that you can 10 Steps for Hiring Effective Teachers will put you on that path L Robert Furman Elementary Principal South Park School District

*The Effectiveness of Educational Policy for Bias-Free Teacher Hiring* Zuhra Abawi, 2021-05-12 This volume offers a critical examination of educational policy in Ontario Canada and critiques the success of such policies in ensuring diversity and equity of access in teacher hiring Providing comprehensive coverage of historical marginalization in the Canadian education system the book explains the rationale and objectives of policies enacted with the aim of ensuring bias free or colourblind hiring Drawing on qualitative data to illustrate how educators lived experiences often sit at odds with the inclusivity that such policies claim to achieve the book presents the Equity Hiring Toolkit as a practical framework enabling educational administrators to recognize how unconscious biases and relative positions of power can implicate hiring decisions This text will benefit researchers doctoral students and academics in the fields of teacher education educational policy and multicultural education more broadly Those interested in the school leadership and management as well as race and ethnic studies will also enjoy this volume

**Retaining Effective Teachers** Mary C. Clement, 2016-08-16 Retaining Effective Teachers provides all administrators with step by step strategies for hiring and keeping the best teachers Teachers who serve on search committees and as teacher leaders will value the book as a guide for inducting and mentoring their new colleagues The author has summarized the most useful research on hiring induction mentoring and teacher support The many appendices can be used immediately to ask behavior based interview questions that determine the strongest candidates Those who lead the induction programs have ready made lessons and resources for improving orientation seminars and mentor training The research on working with millennial teachers provides insights into ways to support them as high performing teachers Excellent summaries of how to observe and supervise teachers provide school leaders with collaborative ways to support and retain their faculties This book presents a common sense approach for developing district and school retention plans that will retain the most effective teachers needed in today

s and tomorrow s schools The strategies outlined in the book create help to create schools as high quality workplaces that will retain teachers

**Human Resources Administration** Richard Smith,2013-09-27 Enhanced and updated this Fourth Edition of Richard E Smith s highly successful text examines the growing role of the principal in planning hiring staff development supervision and other human resource functions The Fourth Edition includes new sections on ethics induction and the role of the mentor teacher This edition also introduces From the Desk of a Principal a feature which connects the book s content and applications to the experiences of real school principals

**Ten Traits of Highly Effective Teachers** Elaine K. McEwan,2001-09-21 Discover the qualities that yield exceptional performance and far reaching success As all educators increasingly face the pressures of accountability filling our schools with effective teachers skilled at fostering outstanding academic achievement has never been more important In this quick read resource Elaine McEwan explores the ten characteristics that lead to success in the classroom increased school morale satisfied parents and eager high achieving students This highly organized and user friendly guide shares practical insights into these ten crucial traits through real life examples experiences research and personal reflections from students parents and educators at all levels Administrators will value the numerous tools that Ten Traits of Highly Effective Teachers provides for hiring coaching mentoring and motivating effective teachers while new and experienced teachers will be inspired to fully embody the ten traits and renew their zeal for teaching Special features include Numerous graphic organizers to clearly illustrate the ten traits More than 50 interview questions based on the ten traits to help administrators and teachers prepare for the all important interview process Dozens of exercises for principals to use to energize experienced teachers empower new teachers and nurture the ten traits Examples from research that highlight the relationship between the traits and student achievement

**Do School Districts Have the Tools They Need to Hire Effective Teachers?** Michelle Leake,University of Texas at Dallas. Graduate Program in Public Policy and Political Economy,2013 The purpose of this study is to determine the extent to which teachers academic and professional characteristics predict their classroom effectiveness as measured by value added indicators of their students growth Teachers college transcripts service records and district records of classroom assignments are used to examine undergraduate content and pedagogy courses graduate work and professional experience the district s own value added indices are utilized as the measure of teacher effectiveness The study examines a subset of 318 teachers who were continuously employed over a four year period at one of 19 hard to staff secondary schools in one of the nation s largest school districts The study finds that local experience and college coursework in the teacher s assigned content modestly predict the teacher s classroom effectiveness which has implications for hiring practices in public schools

**Retaining Effective Teachers** Mary C. Clement,2016-08-16 Retaining Effective Teachers provides all administrators with step by step strategies for hiring and keeping the best teachers Teachers who serve on search committees and as teacher leaders will value the book as a guide for inducting and mentoring their new colleagues The author has summarized the most useful

research on hiring induction mentoring and teacher support The many appendices can be used immediately to ask behavior based interview questions that determine the strongest candidates Those who lead the induction programs have ready made lessons and resources for improving orientation seminars and mentor training The research on working with millennial teachers provides insights into ways to support them as high performing teachers Excellent summaries of how to observe and supervise teachers provide school leaders with collaborative ways to support and retain their faculties This book presents a common sense approach for developing district and school retention plans that will retain the most effective teachers needed in today s and tomorrow s schools The strategies outlined in the book create help to create schools as high quality workplaces that will retain teachers *Effective Schools* Susanna Loeb, Demetra Kalogrides, Tara B  teille, 2011 The literature on effective schools emphasizes the importance of a quality teaching force in improving educational outcomes for students In this paper we use value added methods to examine the relationship between a school s effectiveness and the recruitment assignment development and retention of its teachers We ask whether effective schools systematically recruit more effective teachers whether they assign teachers to students more effectively whether they do a better job of helping their teachers improve whether they retain more effective teachers or whether they do a combination of these processes Our results reveal four key findings First we find that more effective schools are able to attract and hire more effective teachers from other schools when vacancies arise Second we find that more effective schools assign novice teachers to students in a more equitable fashion Third we find that teachers who work in schools that were more effective at raising achievement in a prior period improve more rapidly in a subsequent period than do those in less effective schools Finally we find that more effective schools are better able to retain higher quality teachers though they are not differentially able to remove ineffective teachers The results point to the importance of personnel and perhaps school personnel practices for improving student outcomes Effective Teacher Evaluation Kenneth D. Peterson, Catherine A. Peterson, 2005-11-30 Enrich the quality of teaching and learning in your school with meaningful teacher evaluations Effective teacher evaluation is at the core of improving the quality and value of education and principals bear the responsibility of implementing a teacher evaluation program that helps develop highly qualified teachers and promotes high academic standards In their easy to use handbook evaluation experts Kenneth D Peterson and Catherine A Peterson offer a fresh innovative look into teacher evaluation methods focusing on three central areas 1 increasing the amount of objective data 2 increasing teacher involvement and 3 increasing the technical and sociological quality of the evaluation process This excellent resource provides specific how to methods to help principals Use the best objective evidence available Put the teacher at the center of the process Use multiple data sources Use data sources which vary by individual teacher Incorporate student achievement data Inspire ongoing teacher reflection and analysis Use the specific strategies and best practices in this practical guide to help inspire quality teaching and high academic achievement **Education and Training Policy Teachers Matter Attracting, Developing**

**and Retaining Effective Teachers** OECD,2005-06-08 Teachers Matter provides a comprehensive international analysis of trends and developments in the teacher workforce in 25 countries around the world including research on attracting developing and retaining effective teachers *The Teacher Quality Index* James H. Stronge,Jennifer L. Hindman,2006 We know that teachers make a profound difference in the lives of students and are the single most important school related influence on student achievement When it comes to teacher selection district and building level administrators are challenged to predict what kind of teacher a candidate will be based on information collected through an application and one or two interviews In this book James H Stronge and Jennifer L Hindman explain how to take the guesswork out of hiring decisions Their Teacher Quality Index TQI is a structured research based interview protocol built on the quality indicators explored in Stronge s best selling Qualities of Effective Teachers Here educators with hiring responsibilities will find interview questions that reveal what they most need to know about teacher candidates and question specific descriptive rubrics that support consistent evaluation of candidates responses The Teacher Quality Index is the easiest most reliable way to see that new hires possess both the personal qualities essential to effective teachers and the requisite proficiencies in classroom management instructional planning and delivery and the monitoring of student progress and potential An accompanying CD ROM provides forms and scoring rubrics for both screening interviews and building based interviews The question sets are presented in multiple configurations variations for experienced and novice teachers as well as interviewer s choice formats which allow for additional customization Protocol guidelines succinct discussions of underlying research and response rating exercises ensure readers will come away with the rationale know how and tools to implement this teacher selection process and ultimately increase the overall effectiveness of their teaching staff **How to Interview, Hire, & Retain HighQuality New Teachers** John C. Daresh,Bridget Daresh,2012-11-14 The key to student success starts in the classroom Principals face the challenge of finding and keeping highly qualified teachers who will work to ensure learning for all The authors use firsthand experiences and observations to guide readers through effective processes for recruiting interviewing hiring and supporting faculty who best fit the needs of individual schools *Effective Teachers=Student Achievement* James Stronge,2013-07-23 Research has shown that there is no greater influence on a student s success than the quality of his or her teacher This book presents the research findings which demonstrate the connection between teacher effectiveness and student achievement Author James Stronge describes and explains the value added teacher assessment research that has emerged in the past decade and demystifies the power and practices of effective teachers



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## **Table of Contents Effective Teacher Hiring**

1. Understanding the eBook Effective Teacher Hiring
  - The Rise of Digital Reading Effective Teacher Hiring
  - Advantages of eBooks Over Traditional Books
2. Identifying Effective Teacher Hiring
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Effective Teacher Hiring
  - User-Friendly Interface
4. Exploring eBook Recommendations from Effective Teacher Hiring
  - Personalized Recommendations
  - Effective Teacher Hiring User Reviews and Ratings
  - Effective Teacher Hiring and Bestseller Lists
5. Accessing Effective Teacher Hiring Free and Paid eBooks
  - Effective Teacher Hiring Public Domain eBooks
  - Effective Teacher Hiring eBook Subscription Services
  - Effective Teacher Hiring Budget-Friendly Options

6. Navigating Effective Teacher Hiring eBook Formats
  - ePub, PDF, MOBI, and More
  - Effective Teacher Hiring Compatibility with Devices
  - Effective Teacher Hiring Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Effective Teacher Hiring
  - Highlighting and Note-Taking Effective Teacher Hiring
  - Interactive Elements Effective Teacher Hiring
8. Staying Engaged with Effective Teacher Hiring
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Effective Teacher Hiring
9. Balancing eBooks and Physical Books Effective Teacher Hiring
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Effective Teacher Hiring
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Effective Teacher Hiring
  - Setting Reading Goals Effective Teacher Hiring
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Effective Teacher Hiring
  - Fact-Checking eBook Content of Effective Teacher Hiring
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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