



How To Recruit Teachers

Michael Seilmaier



How To Recruit Teachers:

How to Recruit, Select, Induct & Retain the Very Best Teachers Mary Cihak Jensen, 1987-01-01 The recruitment selection induction and retention of capable teachers are interrelated processes involving schools personnel policies and organization This report explores issues surrounding these processes and discusses methods to improve districts programs Part I Recruiting Teachers describes the competition for capable teachers argues for vigorous recruitment efforts and offers recommendations for improving recruitment Selecting Teachers part 2 considers that the most capable candidates may not be the first hired The section investigates this phenomenon and presents guidelines for districts to reverse this trend Decisions should be based on multiple measures because teaching requires proficiency in interrelated fields Support for beginning teachers is advocated in part 3 Inducting Teachers The first section addresses attrition among new teachers industrial induction models beginning teachers needs and the relationship between induction and competency The second section examines three commonly used induction structures Recommendations suggest ways to meet needs of new teachers and their schools Part 4 Retaining Teachers begins with the proposition that conditions that attract good teachers often retain them competitive wages meaningful work professional working conditions and growth opportunities Within each category this part explores factors causing attrition and retention Recommendations are offered for districts determined to retain capable teachers A conclusion and a two page bibliography complete the report CJH *How to recruit and retain teachers and other school leaders in hard-to-staff rural and small school districts* Charles Ahearn, 2006

How to Hire A-Players Eric Herrenkohl, 2010-04-12 How to find great employees make great hires and take your business to the next level It is always easy to find people who want a job but it s never easy to find and hire A players In *How to Hire A Players* consultant Eric Herrenkohl shows owners executives and managers of small and medium size businesses where and how to find A player employees It is these individuals who will help keep quality high and growth and profits strong Herrenkohl explains how to use your existing marketing sales and networking efforts to find top candidates He provides current examples of companies that consistently hire A players without big recruiting departments as well as step by step explanations for making these strategies work in your own company Shows you how to find and hire top employees Ideal for owners of small businesses executives and managers of large businesses as well as corporate recruiters and HR specialists who need new ideas Herrenkohl s client list includes privately held businesses in over 50 industries as well as big corporate names like Bank of America Edward Jones and Northwestern Mutual Life A player employees are the life blood of any growing business This handy hiring guide shows you where to look what to ask and who to hire to boost your business today

Recruitment and Retention of Quality Teachers United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Postsecondary Education, Training, and Life-long Learning, 2000 **Collaborative**

Approaches to Recruiting, Preparing, and Retaining Teachers for the Field Peterson-Ahmad, Maria, Luther, Vicki

L.,2022-01-07 Teacher retention is an area of great concern across the globe as it appears many teachers leave the field after only a few years especially those serving low income students There is a growing gap from preparation to practice Not only must educator preparation programs EPPs be diligent in utilizing systematically effective methods of preparing novice teachers but schools must also be cognizant of the need for continued mentorship and quality professional development that matches the unique needs of their novice teachers When novice teachers enter the profession they must be offered explicit and scaffolded opportunities for continued learning in order to bridge the theoretical aspects of teaching learned in a preparation program to the practical application of a classroom school setting as these opportunities differ from the needs of veteran teachers Collaborative Approaches to Recruiting Preparing and Retaining Teachers for the Field provides a collection of theoretical application and research based information regarding a variety of viewpoints and strategies that educator preparation programs must be cognizant of in order to meet the varied and individualized needs of novice teachers so that the academic behavioral and or social emotional needs of their students are effectively supported Overall this book recognizes the constant need for improvement within educator preparation programs and school systems showcases that teacher retention is a concern across the United States and globally and shows how educator preparation programs and schools districts must reach across the boundaries of content specificity and collaborate to prepare teacher candidates most effectively Covering topics such as teacher retention collaborative partnerships and growth mindset this book is essential for educational preparation faculty educational leadership faculty P 12 general and special education teachers administrators government officials pre service teachers students researchers and academicians Recruiting and Retaining Teachers Anne Cockburn,Terry Haydn,2003-12-16 Why is there a teacher shortage How can headteachers recruit and retain good teachers As teacher shortage becomes an ever greater problem headteachers and senior management teams are looking for more effective ways to attract and keep teachers in their schools This book gives useful advice on how to do this and covers issues such as Young people s career selection Choosing a first teaching job Sustaining interest in the profession Being a supply teacher and what individuals and others can do to enhance the situation Based on research with teachers about why they teach and what attracts them to the schools they teach in Recruiting and Retaining Teachers will be helpful to headteachers and senior managers in all schools It will also be of interest to education managers education authority advisers and policy makers *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 *Recruiting Minority Classroom Teachers* Denise A. Alston,1988 An explanation of the impending shortage of minority teachers and suggestions for increasing the supply of minority teachers compose the crux of this

document The following specific actions may be taken by local school districts colleges of teacher education teacher certification boards and teacher recruitment and selection offices to ensure that a highly talented cadre of minorities will choose teaching over other professions 1 gather information about gender and minority distribution of students enrolled in colleges of education and of teachers 2 organize task forces that focus uniquely on minority teacher recruitment 3 develop strategies to expand the number of target groups from which to recruit teachers 4 lobby for fiscal support to improve minority participation in the teacher recruitment effort and expand financial assistance packages 5 increase financial support for schools that minorities attend and 6 develop a pool of oncall minority professionals who can be quickly brought into teaching An appendix lists suggested recruitment programs and practices with regard to policy review and constituency building data gathering activities early recruitment pipeline improvement program entry incentives retention to successful licensure and recruitment from alternative pools JAM

How to Get All Teachers to Become Like the Best Teachers Todd Whitaker, 2024-12-02 There are dramatic differences in the quality of teachers in every school Every building has teachers who consistently engage students and deliver high quality instruction Every building also has teachers with varying ranges of ability If all teachers could be more like the best teachers then we would have significant improvement in every school In this important book Todd Whitaker demonstrates how this can really be achieved With inspiration humor and practical advice Whitaker shares the qualities of the best teachers and how we can teach these qualities to others He shows how the best teachers emphasize the learning relationship focus only on what they can influence and use effective classroom management involving filtering proximity redirection and business mode He then explains how we can coach other teachers by showing not telling by creating subcultures and learning experiences and by leading the way Finally Whitaker describes the importance of hiring highly talented people who form new lines rather than fall in line He provides strategies for asking the right interview questions for choosing the right mentors and for selecting the best hosts for student teachers No matter how education changes there are always outstanding teachers making a difference We can grow our schools by helping even more teachers become exceptional

Meeting the Challenge American Federation of Teachers, Washington, DC., 2007 Teacher turnover is significantly higher in hard to staff schools and it is costly Not only are billions of dollars spent annually to recruit and train new teachers but students who are denied the best education possible often enter the workforce at a disadvantage The problem demands strategies that work This report identifies examples and makes recommendations for policies and programs that have been proven effective 1 Establishing and maintaining safe and orderly schools including developing school safety plans and enforcing statewide discipline codes 2 Targeting professional development to best address the needs of teachers and staff in challenging environments like strong induction programs teacher collaboration and effective learning opportunities 3 Examining recruitment and hiring practices and 4 Identifying and carrying out school district and state responsibilities particularly in terms of funding for salaries incentives and other school improvements In addition to

reviewing and if necessary revising selection procedures including notifications policies and candidate screening the report recommends improving recruitment through better marketing of the benefits of teaching in hard to staff schools The following are appended 1 AFT Resolution on Recruiting and Retaining Teachers in Hard to Staff Schools approved by the Executive Council on May 16 2007 and 2 Supportive Contract Language Contains 11 figures and 23 endnotes **Handbook of Research on Teachers of Color and Indigenous Teachers** Conra D. Gist, Travis J. Bristol, 2022-10-15 Teachers of Color and Indigenous Teachers are underrepresented in public schools across the United States of America with Black Indigenous and People of Color making up roughly 37% of the adult population and 50% of children but just 19% of the teaching force Yet research over decades has indicated their positive impact on student learning and social and emotional development particularly for Students of Color and Indigenous Students A first of its kind the Handbook of Research on Teachers of Color and Indigenous Teachers addresses key issues and obstacles to ethnoracial diversity across the life course of teachers careers such as recruitment and retention professional development and the role of minority serving institutions Including chapters from leading researchers and policy makers the Handbook is designed to be an important resource to help bridge the gap between scholars practitioners and policy makers In doing so this research will serve as a launching pad for discussion and change at this critical moment in our country s history The volume s goal is to drive conversations around the issue of ethnoracial teacher diversity and to provide concrete practices for policy makers and practitioners to enable them to make evidence based decisions for supporting an ethnoracially diverse educator workforce now and in the future

Exploring Teacher Recruitment and Retention Tanya Ovenden-Hope, Rowena Passy, 2020-10-01 This thought provoking collection examines the challenge of teacher shortages that is of international concern It presents multiple perspectives and explores the commonalities and differences in approaches from around the world to understand possible solutions for the current teacher workforce crisis Acknowledging that solutions to attract and retain teachers vary by country region and in some cases locality the contributors scrutinise a range of workforce planning interventions at local and government level including financial incentives and early career support The book draws on different perspectives to understand a range of problems that negatively affect teacher recruitment and retention unpicking key challenges including links between the disadvantages of location and access to teachers for coastal and rural schools rising pupil numbers declining school budgets and the role of professional learning in raising teacher status Abundant in critiques research informed positions and context specific discussions about the impact of teacher workforce supply and shortages this book will be valuable reading for teacher educators educational leaders education policy makers and academics in the field **Attracting and Keeping the Best Teachers** Anna Sullivan, Bruce Johnson, Michele Simons, 2019-08-26 This book challenges dominant thinking about early career teachers and their work It offers an in depth and critical analysis of policies concerning the work of early career teachers and how they are supported during this critical period when they are highly vulnerable to leaving the profession

Moreover the book provides examples from actual practice that illustrate how to help early career teachers make a successful transition into the profession These practices promote early career teachers development and help the profession as a whole to capitalize on the new knowledge and skills that these teachers bring to their classrooms and their students The book is divided into two main parts Part 1 deals with the difficult to define process of retaining early career teachers and its respective chapters consider this broad issue from an international perspective They explore how policies and practices have an impact on what happens in schools and what it means to be a teacher and to teach In turn Part 2 focuses on the need to reconsider the policies and practices that create the problem of early career teachers and offers alternative ways forward Each chapter addresses a specific aspect of the early career teacher retention issue contributing to a greater understanding of how we can rethink the work of early career teachers so that they can more successfully transition into the profession

How to Recruit Teachers for Hard-to-staff Schools David K. Evans,Amina Mendez Acosta,2021 **International Summit on the Teaching Profession Preparing Teachers and Developing School Leaders for the 21st Century Lessons from around the World** OECD,2012-06-07 This book uses PISA data to show that a substantial proportion of students in OECD countries now attend schools that have high degrees of autonomy in different areas of decision making

Great Teachers Barbara Bruns,Javier Luque,2014-10-28 This book analyzes teacher quality in Latin America and the Caribbean which is the key to faster education progress Based on new research in 15 000 classrooms in seven different countries it documents the sources of low teacher quality and distills the global evidence on practical policies that can help the region produce great teachers **Handbook of Education Policy Research** Janelle Scott,2025-07-17 The second edition of the Handbook of Education Policy Research the largest volume published in AERA s history addresses a variety of policy and contextual issues in early childhood K 12 and postsecondary education that have received extensive empirical attention during the past 15 years With the pandemic and social turmoil as a backdrop the editors build on the breadth and depth of the first edition while expanding the scope of the project to include subjects methods theories and analyses that have contributed powerfully to the study of education policy and politics in the 2010s and 2020s The field has become more comprehensive and inclusive and the authors represent a diversity of racial ethnic and gender identities and intellectual and disciplinary orientations Most chapters come from multiple authors reflecting the multi sourced development of research in education policy since the first volume was published This compilation consists of 70 chapters and nine commentaries that map past present and future directions of the field and richly attend to critical issues of interest to students researchers policy makers and practitioners **Recruiting Teachers** Simon Hepburn,2020-04-20 For most schools there was a time within memory when recruiting new teachers was easy an advert in the right magazine would produce several dozen good quality applications The school would select the best invite them in for interview and make a decision that day The teacher would accept the job before they went home on the standard pay scale that all schools followed and that would be that That

was the traditional recruitment journey However there is a global shortage of teacher and greater competition for the teachers that remain Traditional recruitment is expensive and unproductive Schools now must reconsider all aspects of their recruitment questioning what makes them different to other schools evaluating the huge number of ways to communicate with prospective teachers making the recruitment process more user friendly and ensuring that good teachers stay and thrive This is the new recruitment journey Read the book to explore the reasons for the teacher recruitment crisis create your own long term recruitment plan and see real examples of schools that are still recruiting great teachers *How Stakeholders Can Support Teacher Quality* Lewis C. Solmon, Kimberly Firetag Agam, Citadelle Priagula, 2007-06-01 *How Stakeholders Can Support Teacher Quality* compiles the proceedings from the Milken Family Foundation's National Education Conference NEC which took place in Washington D C in May 2006 Each year the NEC brings together practitioners policymakers and private sector representatives to focus on critical issues in education This work expands on the ideas and themes discussed in the first three volumes in this series on education policy The first volume *Talented Teachers The Essential Force for Improving Student Achievement* examined the importance of teacher quality As the second in the series *Improving Student Achievement Reforms that Work* introduced reform ideas and programs that positively impact both teacher quality and student work The *Challenges of School Reform Implementation Impact and Sustainability* deepened these discussions by exploring the answers to questions regarding ensuring the longevity and sustained success of effective school reform *How Stakeholders Can Support Teacher Quality* examines the roles of teachers the education sector the government sector and the private sector in enhancing teacher quality From the building level to the federal level panelists sought to provide insight from their individual and collective endeavors to improve the quality of today's teaching force to significantly impact the future *Recruiting, Retaining, and Retraining Secondary School Teachers and Principals in Sub-Saharan Africa*, 2007-01-01 This working paper is based on country case studies of Ethiopia Ghana Guinea Madagascar Tanzania and Uganda and an extensive literature review In many parts of Africa the demand for secondary teachers substantially exceeds the supply due to factors such as secondary teacher attrition bottlenecks in the teacher preparation system and perceived unattractive conditions of service Few countries have strong policies strategies and programs for recruiting able secondary school graduates to secondary teaching The paper suggests several critical and promising areas for improvement in th

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web 1 choose your bread and slice it thickly for particularly fluffy custardy french toast select bread like brioche or challah for something with a little more structure go for a country style

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web oct 13 2023 ingredients 1 1 2 cups half and half cream 3 large egg yolks 3 tablespoons brown sugar 2 teaspoons vanilla extract 3 4 teaspoon ground cinnamon 1 2 teaspoon salt 1 4 teaspoon ground nutmeg 8 slices day old brioche bread 1 inch thick optional toppings butter maple syrup fresh berries whipped cream and confectioners sugar directions

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web sep 26 2023 method make the egg mixture in a medium bowl whisk together the eggs milk and cinnamon stir in the orange zest and or soak the bread slices in egg mixture place each slice of bread into the milk egg mixture allowing the bread to soak in fry the french toast melt some butter in a large

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web ingredients yield 4 servings 2 whole eggs 2 egg yolks 2 cups whole milk or $1\frac{3}{4}$ cups milk plus 2 to 4 tablespoons cream 1

teaspoon vanilla extract optional pinch of salt unsalted butter for

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web feb 23 2019 instructions whisk together egg mixture in a bowl vigorous whisk avoid cinnamon floating on top melt 15g 1 tbsp butter in a non stick skillet over medium heat dunk a piece of bread quickly into the egg mixture coating both sides place in pan repeat with more slices to fill cook for 2 ½

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web instructions 1 to make this easy french toast recipe whisk egg vanilla and cinnamon in shallow dish stir in milk 2 dip bread slices in egg mixture turning to coat evenly on both sides 3 cook bread slices on lightly greased nonstick griddle or skillet on medium heat until cooked through and

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