

# Teacher Recruitment

**Guiding Question:**

How will you recruit and prepare the skilled, diverse, knowledgeable team you need?

**Step 1 – Research**

Let’s work at the intersection of innovation and student outcomes.

Take a close look at your overall school design and visualize student experiences toward those outcomes. In the table below, describe what those experiences will look like, feel like, and sound like.

Think through the staffing model you’ll need to make your vision soar. Will your school need, for example, teachers who are well versed in project-based learning? Non-traditional educators with expertise in a theme area such as environmental science, performing arts, or entrepreneurship? A coordinator who’s deeply immersed in the community to manage internships and projects? Teachers with expertise in virtual instruction and course design? Who else?

What specific skills, experiences, and mindsets do you need to recruit for?

**Step 2 – Reflect**

Share your thinking with your team and discuss these questions:

- How will adults enable the learning experiences you see as most important for your students? What specific skills and experiences are you looking for in teachers, student support staff, partners, non-traditional educators, and others?
- What mindsets and professional qualities should be shared by all the adults in your school?
- How will you recruit the talent you need and/or provide the right training to current staff? What challenges do you anticipate, and how can you meet them? For example, how will you ensure a diverse, intersectional faculty and attract educators with specialized skills or knowledge?
- Now complete the tables again as a group to summarize your conclusions.

Student learning experiences will:	
<b>Look like...</b>	. . . . . . . . . . . . . . . . . . . .
<b>Feel like...</b>	. . . . . . . . . . . . . . . . . . . .
<b>Sound like...</b>	. . . . . . . . . . . . . . . . . . . .

	Skills	Experiences	Mindsets
<b>Role 1</b>	.	.	.
<b>Role 3</b>	.	.	.
<b>Role 3</b>	.	.	.
<b>Who else?</b>	.	.	.