

# ELEMENTS OF TEACHER RETENTION



## DYNAMIC RECRUITMENT

We attract and select teachers based on an inspiring challenge and clear competencies

### Why We Need To Focus On Dynamic Recruitment

1 out of 5

teachers report districts should improve job interview, screening, and selection process to improve teacher retention ([Edweek, 2017](#))

389,000

fewer teachers in K-12 workforce than needed to keep up with growing population ([EPI, 2018](#))

### Dynamic Recruitment Focus Areas

#### DEFINE



#### Define Self

How might we align hiring practices with the district's vision, mission, culture, and value?



Clarify your Employee Value Proposition through staff surveys to establish core messages of your organization's unique value to candidates.

#### ATTRACT



#### Attract Candidates

How might we use data to inform recruitment strategies that will address local needs and communicate the district's strengths, values, and opportunities for growth?



Engage in a community-aligned rebrand by using local data (360 surveys, local labor trends, community demographics, etc.) to refine messaging, materials and recruitment strategies that directly address your organization's hiring needs.

#### SELECT



#### Candidate Selection

How might we design hiring practices that collect and evaluate demonstrated evidence of required outcomes and competencies?



Create candidate scorecards for hiring team members to score candidates along agreed-upon expected outcomes and competencies.