ELEMENTS OF TEACHER RETENTION



Dynamic Recruitment



Energized by Purpose



Agency



Targeted Incentives



Curated Communities



Pathwavs



Clear Communication



Consistent Celebrations

DYNAMIC RECRUITMENT

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

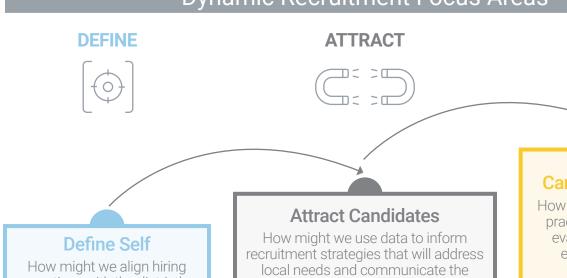
Why We Need To Focus On Dynamic Recruitment

1 out of 5

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

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

Dynamic Recruitment Focus Areas



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.

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.

Candidate Selection

SELECT

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.

