



GASPA Human Capital Toolkit

Roadmaps for recruiting, selecting, and retaining highly effective teachers

May, 2014

Agenda

1 Toolkit Overview

2 Toolkit Walkthrough

- Recruitment
- Selection
- Retention

3 Q&A

The Toolkit offers best practices and resources for improving human capital outcomes in three core HC areas

1. Recruitment

- Reaching and attracting candidates

2. Selection

- Identifying and selecting the best

3. Retention

- Retaining your top teachers

Each section is designed as a “roadmap” with step-by-step guidance and ready-to-use resources for that area of Human Capital management

Teacher Selection Roadmap

Step 1: Identify the Traits of Effective Teachers

To identify the traits of effective teachers, think about the best teachers in your school who consistently get their students to achieve. What do they have in common? Think about TKES-aligned skills, personality traits, as well as school-fit indicators.

Resources:



Building a Selection
Model

Simply follow the steps and use the resources as needed to improve your HC practices and outcomes

Example:

Need interview questions for a stronger selection process? Follow the steps in the Selection Roadmap, then open the embedded TKES Question Bank for concrete interview questions you can use tomorrow.

TKES Aligned Question Bank

Standard	Questions
<p><u>Instructional Planning</u> The teacher plans using state and local school district curricula and standards, effective strategies, resources, and data to address the differentiated needs of all students.</p>	<ul style="list-style-type: none">• What specific sources of data do you reference when planning your lessons?• When planning lessons, how do you select content that is personally relevant to your students?• How do you incorporate student input when planning?

Agenda

1 Toolkit Overview

2

Toolkit Walkthrough

- Recruitment
- Selection
- Retention

3 Q&A

Toolkit Walkthrough

Recruit, Select and Retain Top Teachers



Recruitment Roadmap

Recruit top talent, so you have the best pool of teachers to select from.



Recruitment
Roadmap



Selection Roadmap

Select teachers who will be the best fit for your school.



Selection
Roadmap



Retention Roadmap

Recognize and retain your top performers and best teachers.



Retention
Roadmap

Agenda

- 1 Toolkit Overview
- 2 Toolkit Walkthrough
 - Recruitment
 - Selection
 - Retention
- 3 Q&A