

# Teacher Selection Roadmap

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Teacher Selection is the process of identifying and hiring candidates with the highest potential to be effective teachers at your school. To identify the most effective candidates, it is critical to have a strong teacher selection model in place that assesses for the right criteria. In Georgia, teacher effectiveness is defined by TKES, so your teacher selection model should assess for many of the skills that are evaluated by the TKES rubric.

## 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 (e.g. ability to create an Academically Challenging Environment, deliver content clearly, etc.), personality traits (e.g. perseverance through challenges), as well as school-fit indicators (e.g. experience/comfort working with ELL students if your school serves a large population of non-English speakers).

### Resources:



Building a Selection Model

## Step 2: Create Selection Tools to Assess for Effective Teaching Traits

Once you have identified the traits most important to teacher success at your school, create a selection model that assesses for these traits. This could take the form of interview questions, hiring exercises, samples of past performance, or ideally some combination thereof. The best teacher selection models use multiple measures to assess for candidate ability and potential since many candidates will perform differently on different types of assessments.

For example, if the ability to synthesize and use student data to drive future instruction is critical to your school, create an exercise that provides a set of student data to your candidates. Then ask them to identify key areas of need based on the data and to outline a plan to address those needs.

If stretching student thinking is critical, provide a video of a sample lesson in which the recorded teacher only pushes students to a basic level of understanding. Then, ask your candidate how that lesson could have been improved to stretch students further. Or better yet, have the candidate perform a sample lesson in front of you and your hiring team (or even a small group of students if available). A sample lesson is perhaps the very best exercise that you can use to assess a candidate's real-life teaching ability. Round out your interview by including a set of interview questions that further probe on key abilities and past experiences.

## Resources:



Using Selection  
Activities Effectively



Developing Interview  
Questions



Demo Lesson  
Exercise



TKES Interview  
Question Bank

## Step 3: Hire Early and Efficiently

The best teaching talent gets hired early in the spring so that by the time summer arrives most of the best teaching candidates have already found positions. Work with your current teachers to identify your upcoming vacancies due to retirements and resignations early in the second semester. This will allow you to post your positions for hire earlier in the spring when the talent pool is at its peak.

Also be sure to have a strong hiring committee in place to provide you with multiple perspectives on your candidates and to ensure that your hiring process is an efficient one. Hiring efficiently can sometimes be the difference between hiring a great teacher and a mediocre one.

## Resources:



Creating a Hiring  
Committee



Determining a Hiring  
Timeline.pptx



Declaration of Intent  
Form



Best Hiring Practices

## Step 4: Use Selection Data to Inform New Hire Induction and PD

If you have a strong selection process in place that rigorously assesses your candidates on multiple measures, you should have a good sense of where your new hires are strong and weak. Use that information to set development goals and benchmarks for your new hires beginning on Day 1. This will set the tone that you are serious about teacher effectiveness and will help your new hires quickly improve in any areas of development. Use the following principles to guide your new hire induction and development plans.

1. **Focus:** Narrow your development focus to just a couple of skills at a time and start with the most fundamental before moving to more advanced skills.
2. **Practice:** Emphasize an intensive practice-based development plan over simply learning about new skills.
3. **Coaching:** Provide intensive coaching to your new hires that gives regular, specific feedback on their areas of development and the instructional techniques they are employing.

## Resources:

- [Fast Start: Training Better Teachers Faster](#)
- [Leap Year: Assessing and Supporting Effective First-Year Teachers](#)
- [5 Tips for Putting New Teachers on the Right Path](#)