

# District 73 Hiring Protocols

December 10, 2020



# Purpose

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The recruitment, selection, and retention of highly qualified staff is an integral part of the success of any organization. Tonight I will be discussing the District's plan regarding two of these key components.

- Recruitment
- Selection

# *Recruitment*

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- Continuous process
- Telling our story
  - Branding - Promote Hawthorn District 73
  - Continue to grow a social media presence
  - Active presence in professional organizations

## *Recruitment Continued....*

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- Establish and maintain meaningful partnerships with surrounding colleges and universities.
  - Job Fairs
  - Student Teachers



# Selection Staffing Process Timeline

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- December
  - Development of a District Staffing Plan
    - Project enrollment numbers for the upcoming school year
    - Utilized metrics to appropriately align staffing levels
  - Post General Vacancies

# Selection Staffing Process Timeline

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- January
  - Engage in collaborative meetings with District and Building Administration to Review Preliminary Staffing Plan
  - Begin application review of prospective candidates
    - Ventures Teacher Profile
    - Structured Screening Interviews

# Selection

## Staffing Process Timeline

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- February
  - Finalize Staffing Plan - Present to BOE
  - Initiate involuntary transfer process
- March
  - Post Specific Vacancies
    - Voluntary transfer process begins
    - On-site fit interviews with teams
    - Model teaching
  - Recommend Candidates for Hire

## *Final Thoughts.....*

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- Recruitment and selection is an ongoing process.
- Generating an excitement locally and beyond about the wonderful opportunities that exist in Hawthorn District 73.
- Establishing and maintaining mutually beneficial partnerships with institutions of higher learning.
- Implementing a systematic plan to select the highest quality talent.



Questions?