



Resources to Attract, Hire,  
and Support Excellent  
Educators in Ohio

## **Educator Recruitment**

Recruitment Reference List

## Hard to Staff Schools

Berry, B., Raspberry, M., & Williams, A. (2007). Recruiting and retaining quality teachers for high-needs schools: Insights from NBCT summits and other policy initiatives. Carrboro, North Carolina: Center for Teaching Quality. Retrieved September 26, 2011.

**Synopsis:** Addressing the maldistribution of qualified teachers may be the most vexing public school problem facing America's policymakers today. This report provides strategies for recruiting teachers to high-needs schools.

Hayes, K. (2009). Recruiting teachers for urban and rural schools (Key Issue). Washington, DC: National Comprehensive Center for Teacher Quality. Retrieved September 28, 2011.

**Synopsis:** The needs of hard-to-staff urban schools are often very different from those of their rural counterparts, and teacher recruitment is no exception. Therefore, recruitment strategies must be targeted to meet the needs of individual districts and schools. Several tips and cautions for policymakers and school leaders to keep in mind are listed in this paper.

## Hard to Staff Positions

Garcia, P., & Potemski, A. (2009). Recruiting teachers for schools serving English language learners (Key Issue). Washington, DC: National Comprehensive Center for Teacher Quality. Retrieved September 28, 2011.

**Synopsis:** As the numbers of ELLs continues to grow in a more diverse range of districts, education leaders will have to develop creative and more comprehensive recruiting strategies, which may be linked to preparation programs, in order to ensure all ELLs in the district can be served by highly qualified teachers.

McGraner, K. (2009). Recruiting science, technology, engineering, and mathematics (STEM) teachers (Key Issue). Washington, DC: National Comprehensive Center for Teacher Quality. Retrieved September 28, 2011.

**Synopsis:** A STEM teacher is one who teaches in the fields of science, technology, engineering, and mathematics. In K-12 schooling, most STEM teachers instruct mathematics and science classes, which continue to be critical shortage areas. This paper presents strategies for developing targeted mathematics and science teacher recruitment.

National Comprehensive Center for Teacher Quality. (2007). Recruiting quality teachers in mathematics, science, and special education for urban and rural schools (TQ Source Tips & Tools). Washington, DC. Retrieved September 28, 2011.

**Synopsis:** Strong recruitment strategies can help districts compete for teachers in shortage areas. Approaches such as grow-your-own strategies, financial incentives, and alternative licensure can assist a district and school in being competitive in the job market.

## Teacher Recruitment Best Practices

Eller, J. F., & Eller, S. A. (2018, January/February). Recruiting, Hiring, and Retaining Teachers: How to staff your school with the best of the best. *Principal*.

**Synopsis:** Successful schools and principals are always recruiting. Here are a few common elements to keep in mind in the recruiting process.

Hanover Research. (2016). *Best Practices In Teacher Recruitment: Preliminary Review Prepared for California County Superintendents*. Arlington: June.

**Synopsis:** Addressing teacher shortages may require comprehensive efforts on the part of state, county, and school district leaders. This report, which seeks to help inform those efforts by discussing the evidence base of several recruitment programs and practices.

National Alliance for Public Charter Schools and Illinois Network of Charter Schools. (2016). *National Best Practices: Teacher Recruitment and Timelines; Understanding best practices, case studies, and resources from across the nation*. Washington, DC: National Alliance for Public Charter Schools and Illinois Network of Charter Schools.

**Synopsis:** After extensive research and interviews with experts from high performing charter and traditional public schools across the country, we have identified seven best practices in teacher recruitment and pipelines. Our work provided a specific focus on veteran and bilingual/special education teachers due to the high-need nature of such positions.

NewSchools Venture Fund. (2007). *Achievement First: The Design and Implementation of a Highly Effective Teacher Recruitment System*. San Francisco: NewSchools Venture Fund.

**Synopsis:** Achievement First has identified teacher recruitment as an organizational priority which drives decision-making around staffing and allocation of resources. As a result, the organization is highly systematic and proactive in its approach to teacher recruitment.

## Principal Recruitment

Busch, J., O'Brien, T., & Spangler, W. (2005). Increasing the quality and quantity of school leadership candidates through formation experiences. *Journal of Leadership and Organizational Studies*, 11(3), 95-108.

**Synopsis:** This is a multimethod research study to determine the effectiveness of this project in enhancing participants' leadership skills and their interest in pursuing educational leadership certification.

Clifford, M. (2010). Hiring quality school leaders: Challenges and emerging practices (Issue Brief). Naperville, Illinois: Learning Point Associates. Retrieved September 28, 2011.

**Synopsis:** This brief describes the challenges that school superintendents and hiring committees face when trying to hire a principal by drawing upon research. In addition, the brief offers practical, emerging practices that superintendents and hiring committees have implemented to address challenges.

Coggshall, J., Stewart, J., & Bhatt, M. (2008). Paving the path to the urban school principalship (TQ Research & Policy Brief). Washington, DC: National Comprehensive Center for Teacher Quality. Retrieved September 28, 2011.

**Synopsis:** This Research & Policy Brief focuses on what it takes to attract talented and experienced individuals to the principalship.

Winter, P., & Morgenthal, J. (2002). Principal recruitment in a reform environment: Effects of school achievement and school level on applicant attraction to the job. *Educational Administration Quarterly*, 38(3), 319-340.

**Synopsis:** Implications for recruitment practice and research are discussed.

## Recruitment Tools

Equitable Access Support Network. (2016). *Talent Management Strategies: District Self-Assessment Checklist*. Retrieved from Equitable Access Support Network: <https://easn.grads360.org/#communities/pdc/documents/12611>

**Synopsis:** Recruiting, hiring, placing, and retaining are among the most important functions of a district. Teachers and school leaders, also referred to throughout this document as educators, are the primary leading factors impacting quality of student learning. Ensuring we have the best educators in our schools is perhaps the single most important function of a district.

Fleming County Schools. (2016). Fleming County Schools Recruitment and Retention Plan. Kentucky: Fleming County Schools.

**Synopsis:** A key element to student success is highly qualified and dedicated employees focused on educating the whole child. FCS is dedicated to recruiting the best employee.

Mattson, B., Taylor, L., Eisenhart, C., & Evan, A. (2016). *Teacher Recruitment and Selection Toolkit*. Washington, DC: Delaware Department of Education.

**Synopsis:** Managing talent is about ensuring that a district/school has an external talent pool of teacher applicants and candidates for open positions, while at the same time continuing to support and develop its existing talented teachers.

## Recruiting Teachers of Color

Watkins, C. P. (2010). Effective School District Recruitment Strategies of African American Teachers. Electronic Theses & Dissertations. Georgia Southern University.

**Synopsis:** The purpose of this study was to identify strategies used by school district officials to increase African American teacher hiring in Georgia. This study examined the district strategies that were implemented to recruit and hire minority teachers and the challenges the districts encountered in recruiting African American teachers in Georgia.

## Recruitment Research in Ohio

Ohio Department of Education. (2018, October 25). *Recruitment for Teachers*. Retrieved from Ohio Department of Education:  
<http://education.ohio.gov/Topics/Teaching/Educator-Equity/METworks-in-Ohio/Recruitment-for-Teachers>

**Synopsis:** The METworks in Ohio Framework is a unique resource intended to assist Ohio LEAs in addressing human capital issues. It is intended to facilitate a more proactive and strategic approach to securing the teachers and school leaders needed to create a world-class, 21<sup>st</sup> century education system in Ohio's LEAs.