



# Successful Teacher Recruitment Strategies & Recommendations for School Leaders

Utilize administrators, school leaders & teachers as effective recruiters.

- Teachers and administrators are your best "salespeople"
- Talk to your staff about openings to spread the word and involve the whole workforce in recruitment
- Encourage candidates to speak with district teachers and administrators

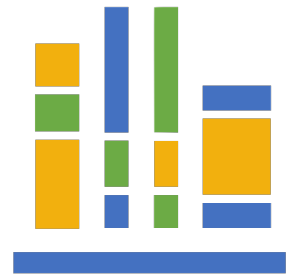


Foster relationships with local universities, credentialing programs and community organizations.

- Reach out to other learning institutions with your hiring needs
- Visit teacher prep classes to promote job openings

Take a collaborative approach to teacher recruitment.

- Work with other school districts to promote job openings and combine resources
- Set up human resource networks to pass along openings in other counties and districts



Engage in smart, strategic marketing and hiring.

- Plan ahead
- Use social media to reach more candidates
- Target specific job fairs based on needs
- Consider if a candidate is a good fit and if they are likely to stay

Make efforts to improve the recruitment process.

- Develop and use interview questions that focus on candidates' aptitude for teaching
- Communicate regularly with interviewees, providing immediate feedback after the interview
- Go overboard on customer service
- Go paperless and use an online program

