Selection Process in IUSD- Best Practice

Define what you are looking for- IUSD Educator Profile or site equivalent

Screen candidates for interview- Sketch, resume, network

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Assemble interview team -consider mixed department/grade-level teams (avoid conflicts of interest)

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Define role of principal and team in the selection process- estalblish norms

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Review and agree upon what you are looking for- the GREAT IUSD teacher

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Select interview questions and scoring mechanism

HR Intranet

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Orient team on "what to look for" on each interview question, how to identify it and score it

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Interview structure- plan for short debrief after each candidate- ask

What more do we want to know?

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Level 1 Interview- Identify the top 2-3 candidates for further exploration

Attitude and/or technical

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Level 2 Interview; demo lesson, practical (optional)

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Background check and Telephone Reference with last Supervisor

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Recommend Hire to HR

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IUSD Teacher

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