

# PROFESSIONAL LEARNING GUIDE

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Podcast Episode 16 — Run Time 19:04

# **Hiring High-Quality Educators**

Successful schools are created by successful teams. Great leaders know how to attract the best people. Listen to a conversation between Dr. Aimee Wyatt of the *Southern Regional Education Board* and Dr. Rachael Milligan of the *Ayers Institute at Lipscomb University* about how to hire educators who are the best fit for your organization.

## **Summary Points**

### Leaders should model what they expect

- > Actions speak louder than words.
- Ability to energize self and others.
- > Word of mouth about great leadership will attract great teachers.
- > Design a strategy to help people accept your job over other offers.

#### Performance-based hiring

- > Rely on evidence rather than first impressions.
- "My most significant accomplishment is \_\_\_\_."
- Use classroom observations, data analysis, and review of student work.

Some people shouldn't be on the team

- ► Those with big egos say "I" rather than "we."
- > Those who don't see their areas for growth.
- > Those with a focus other than student success.
- > Self-confidence does not always translate to performance.

### **Continue the Conversation**

"What processes will your organization put in place to ensure high-quality educators are hired to serve all students?"



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# Food for Thought

Leaders should model what they expect

- Just because you like someone, doesn't make them a good leader or teacher.
  - -What makes someone good?
  - -What do they have to know or be able to do?
  - -What can they learn?

### Performance-based hiring

Could you describe your most significant accomplishment? Try to incorporate the skills needed, results obtained, challenges you faced, ability to collaborate, and personal reflection into that one example?

### Some people shouldn't be on the team

Have you ever worked with someone who "changed" on you? Did they really change or did you just not ask the right questions in the beginning?

### **References & Recommended Resources**

- Kotter, J. P. (2012). *Leading change*. Boston: Harvard Business Review Press.
- Reeves, D. B. (2009). Leading change in your school: How to conquer myths, build commitment, and get results. Alexandria, VA: Association for Supervision and Curriculum Development.

Podcast episode: Powerful Interview Questions for Hiring Educators. Ayers Institute Lunch & Learn Podcast http://podcast.ayersinstitute.org

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