SCSC Staffing Toolkit

October 2017

Lauren Holcomb
Rennie Laryea

Agenda

- Welcome
- TNTP
- SCSC Staffing Toolkit Overview
- SCSC Staffing Toolkit Portal
- Q&A

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TNTP

Our Mission

TNTP

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Today, we work at every level state, district, and charter to help our partners end educational inequality and achieve their goals for students.

We focus on three areas to ensure teachers succeed and students thrive:

Rigorous Academics

Are students studying challenging, engaging and relevant content?

Talented People

Are educators in the right roles with the right skills to help students thrive?

Supportive Environments

Are policies, systems and communities supporting great schools for all?

TNTP

TNTP

We offer a range of support, from strategic advice to multi-year execution.

ADVICE	We counsel education leaders on questions of educational quality.	*Engaging community members; communicating a new superintendent's vision.*
DATA	We collect key information to pinpoint root causes and map a way forward.	*Assessing Common Core readiness in 1,000 classrooms; surveying 10,000 teachers on PD.*
DESIGN	We address challenges without clear answers and design new ways of working.	*Creating new teacher and principal training; evolving teacher pay and evaluations; devising a coherent student assessment strategy.*
EXECUTION	We work alongside our partners to faithfully implement good ideas.	*Recruiting and training 19,000 teachers for a district; developing early career teachers; supporting state-wide rollout of a new educator evaluation system.*

TNTP reimagine teaching

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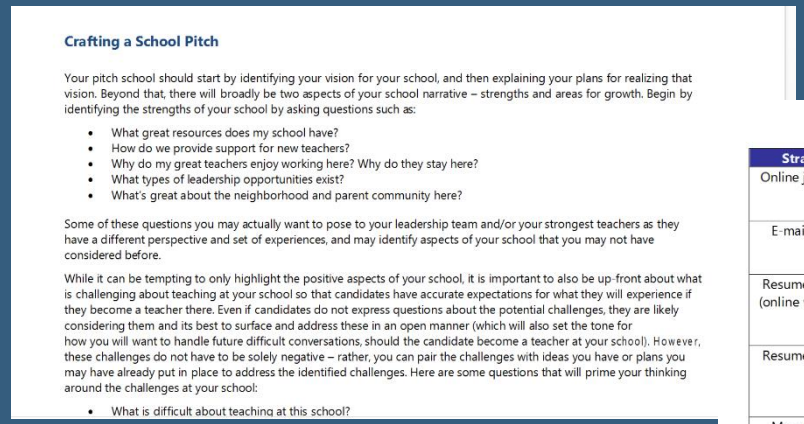
SCSC Staffing Toolkit

- The SCSC Staffing Toolkit is a free resource offering proven tools and innovative strategies for building a high-performing teacher workforce.

- School leaders can access downloadable resources collected from over 60 of the nation's most innovative districts, states, and charter schools.

SCSC Staffing Toolkit: Recruitment Hub

- Develop a school pitch that attracts prospective candidates to your school.
- Craft a candidate cultivation strategy and establish means for regularly communicating with candidates.



Crafting a School Pitch

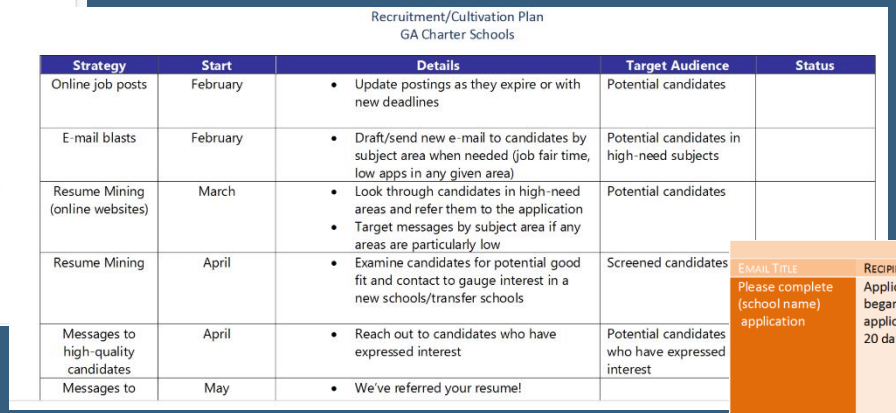
Your pitch school should start by identifying your vision for your school, and then explaining your plans for realizing that vision. Beyond that, there will broadly be two aspects of your school narrative – strengths and areas for growth. Begin by identifying the strengths of your school by asking questions such as:

- What great resources does my school have?
- How do we provide support for new teachers?
- Why do my great teachers enjoy working here? Why do they stay here?
- What types of leadership opportunities exist?
- What's great about the neighborhood and parent community here?

Some of these questions you may actually want to pose to your leadership team and/or your strongest teachers as they have a different perspective and set of experiences, and may identify aspects of your school that you may not have considered before.

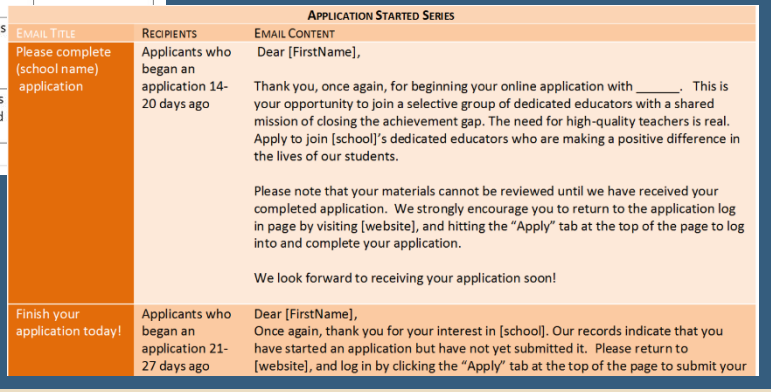
While it can be tempting to only highlight the positive aspects of your school, it is important to also be up-front about what is challenging about teaching at your school so that candidates have accurate expectations for what they will experience if they become a teacher there. Even if candidates do not express questions about the potential challenges, they are likely considering them and its best to surface and address these in an open manner (which will also set the tone for how you will want to handle future difficult conversations, should the candidate become a teacher at your school). However, these challenges do not have to be solely negative – rather, you can pair the challenges with ideas you have or plans you may have already put in place to address the identified challenges. Here are some questions that will prime your thinking around the challenges at your school:

- What is difficult about teaching at this school?



Recruitment/Cultivation Plan
GA Charter Schools

Strategy	Start	Details	Target Audience	Status
Online job posts	February	• Update postings as they expire or with new deadlines	Potential candidates	
E-mail blasts	February	• Draft/send new e-mail to candidates by subject area when needed (job fair time, low apps in any given area)	Potential candidates in high-need subjects	
Resume Mining (online websites)	March	• Look through candidates in high-need areas and refer them to the application • Target messages by subject area if any areas are particularly low	Potential candidates	
Resume Mining	April	• Examine candidates for potential good fit and contact to gauge interest in a new schools/transfer schools	Screened candidates	
Messages to high-quality candidates	April	• Reach out to candidates who have expressed interest	Potential candidates who have expressed interest	
Messages to	May	• We've referred your resume!		



Application Started Series

Email Title	Recipients	Email Content
Please complete (school name) application	Applicants who began an application 14-20 days ago	Dear [FirstName], Thank you, once again, for beginning your online application with _____. This is your opportunity to join a selective group of dedicated educators with a shared mission of closing the achievement gap. The need for high-quality teachers is real. Apply to join [school]'s dedicated educators who are making a positive difference in the lives of our students. Please note that your materials cannot be reviewed until we have received your completed application. We strongly encourage you to return to the application log in page by visiting [website], and hitting the "Apply" tab at the top of the page to log into and complete your application. We look forward to receiving your application soon!
Finish your application today!	Applicants who began an application 21-27 days ago	Dear [FirstName], Once again, thank you for your interest in [school]. Our records indicate that you have started an application but have not yet submitted it. Please return to [website], and log in by clicking the "Apply" tab at the top of the page to submit your

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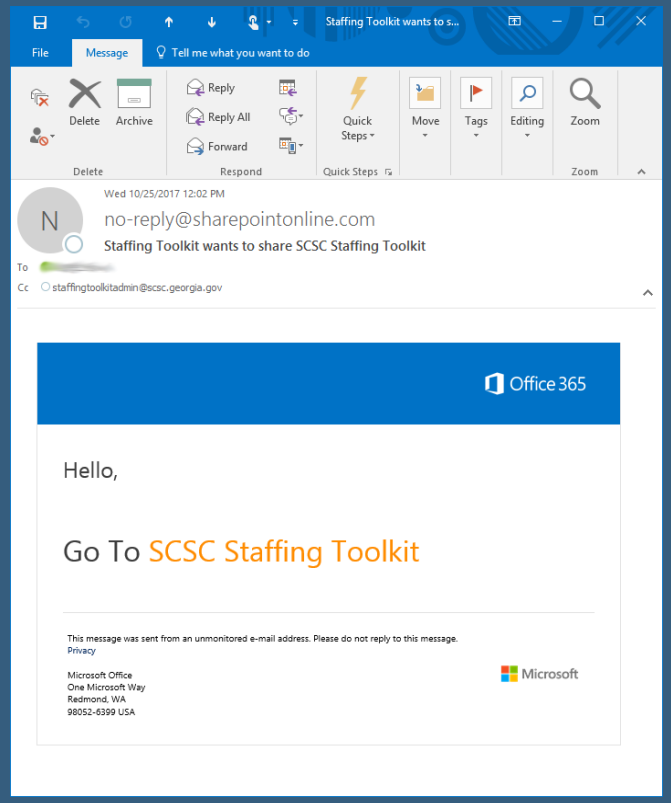
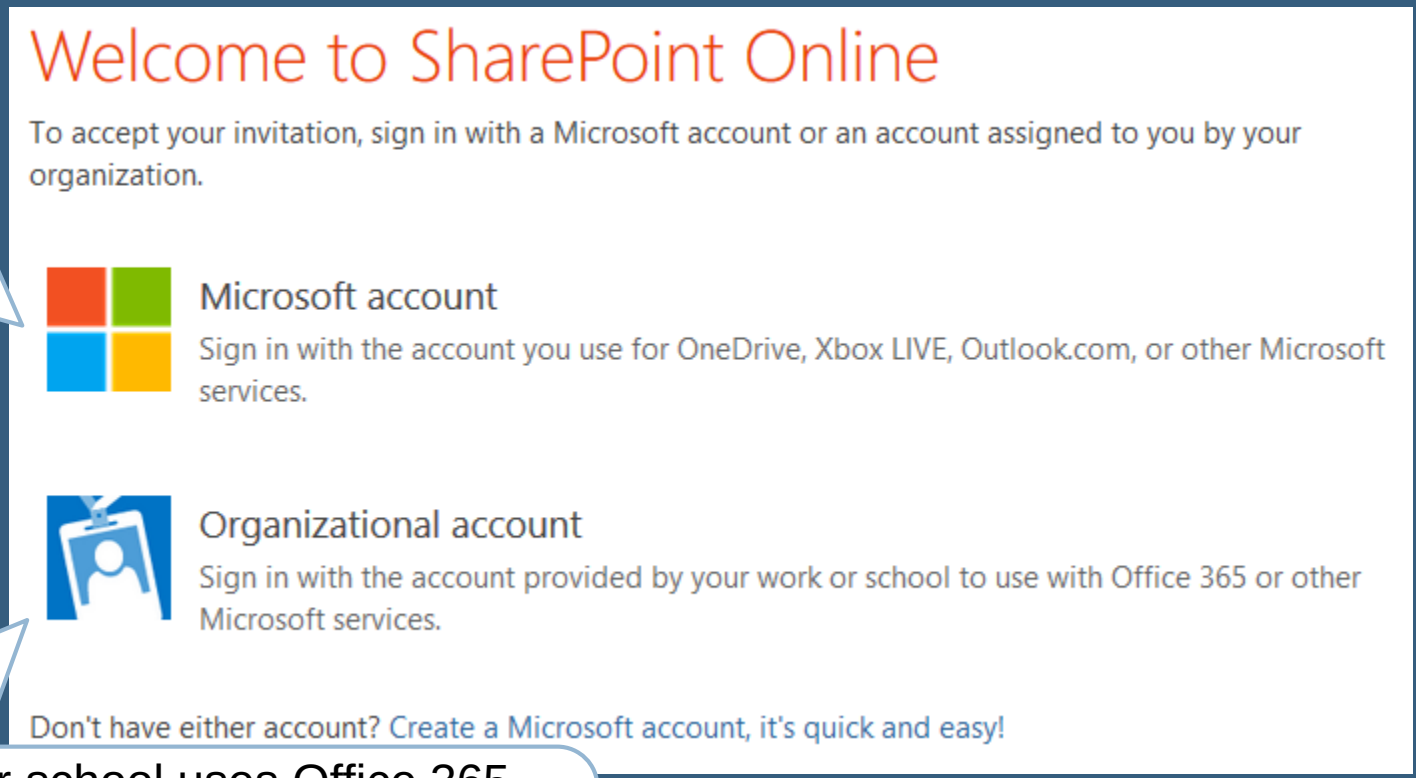
ONE-TIME SETUP

1. Email Rennie Laryea at Rennie.Laryea@scsc.georgia.gov to request access
2. You will receive an email with a link to the site



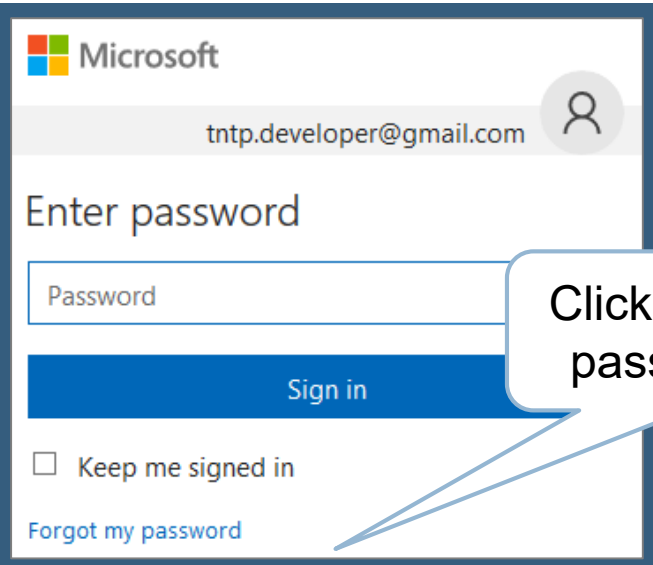
ONE-TIME SETUP

Choose this to access the site using your G Suite or other school email account.

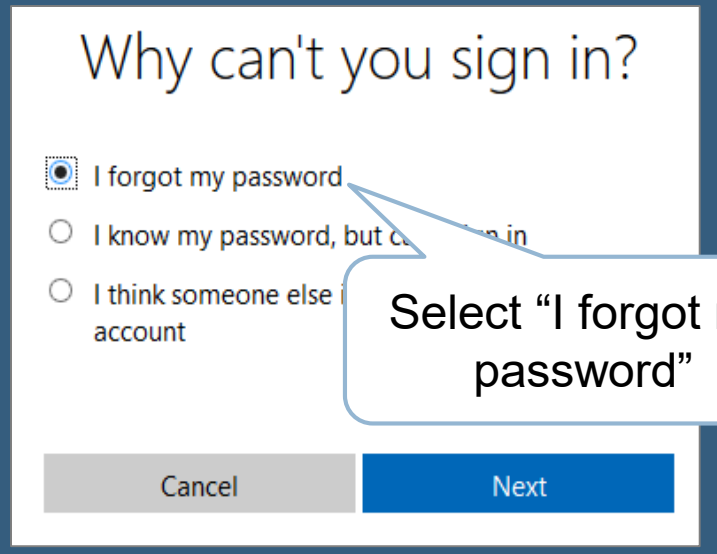


Choose this if your school uses Office 365. You can access the site using the same username and password you use to access Office 365 services within your school.

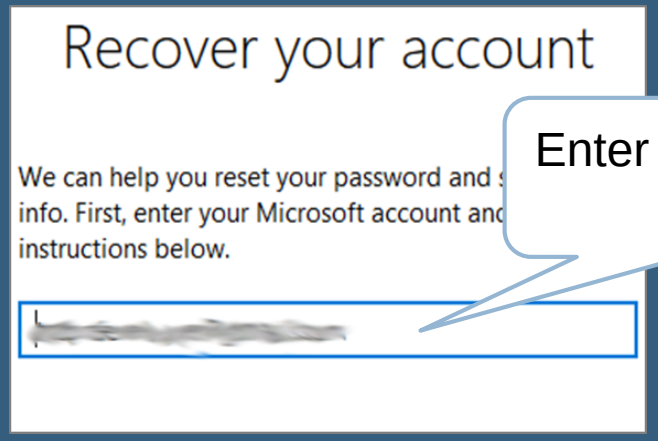
LOST YOUR PASSWORD?



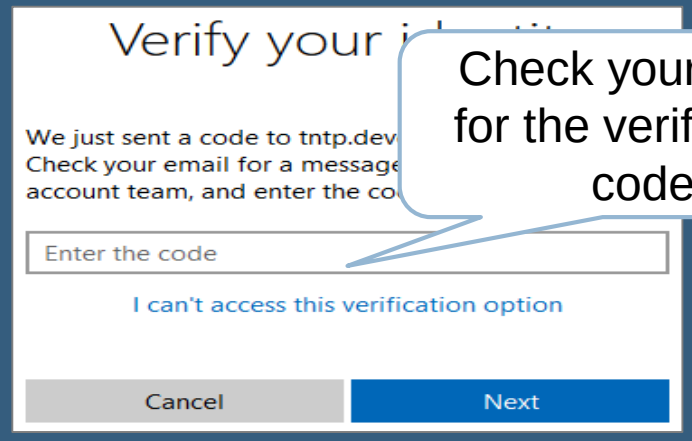
Click “Forgot my password” link



Select “I forgot my password”



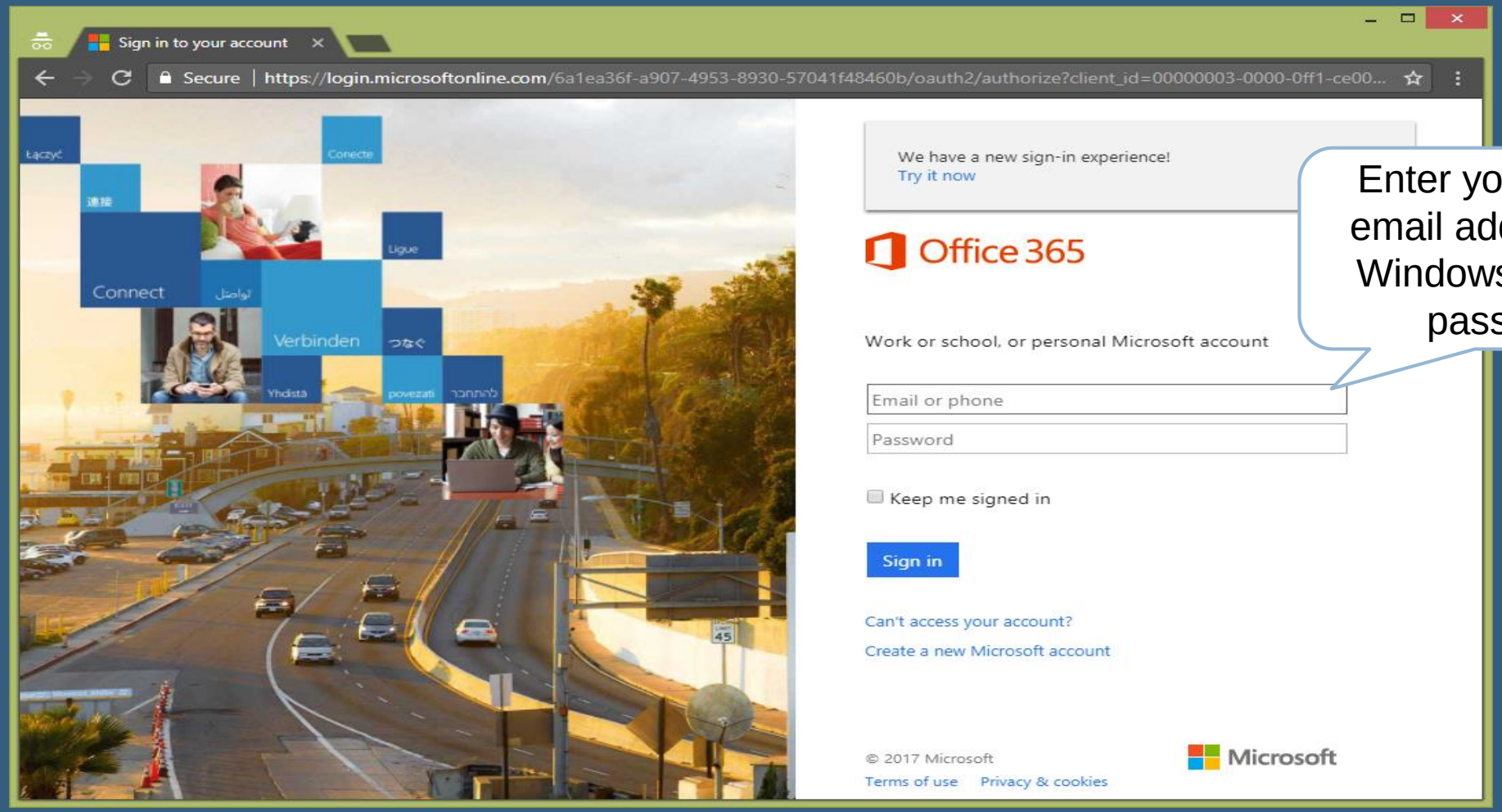
Enter your school email



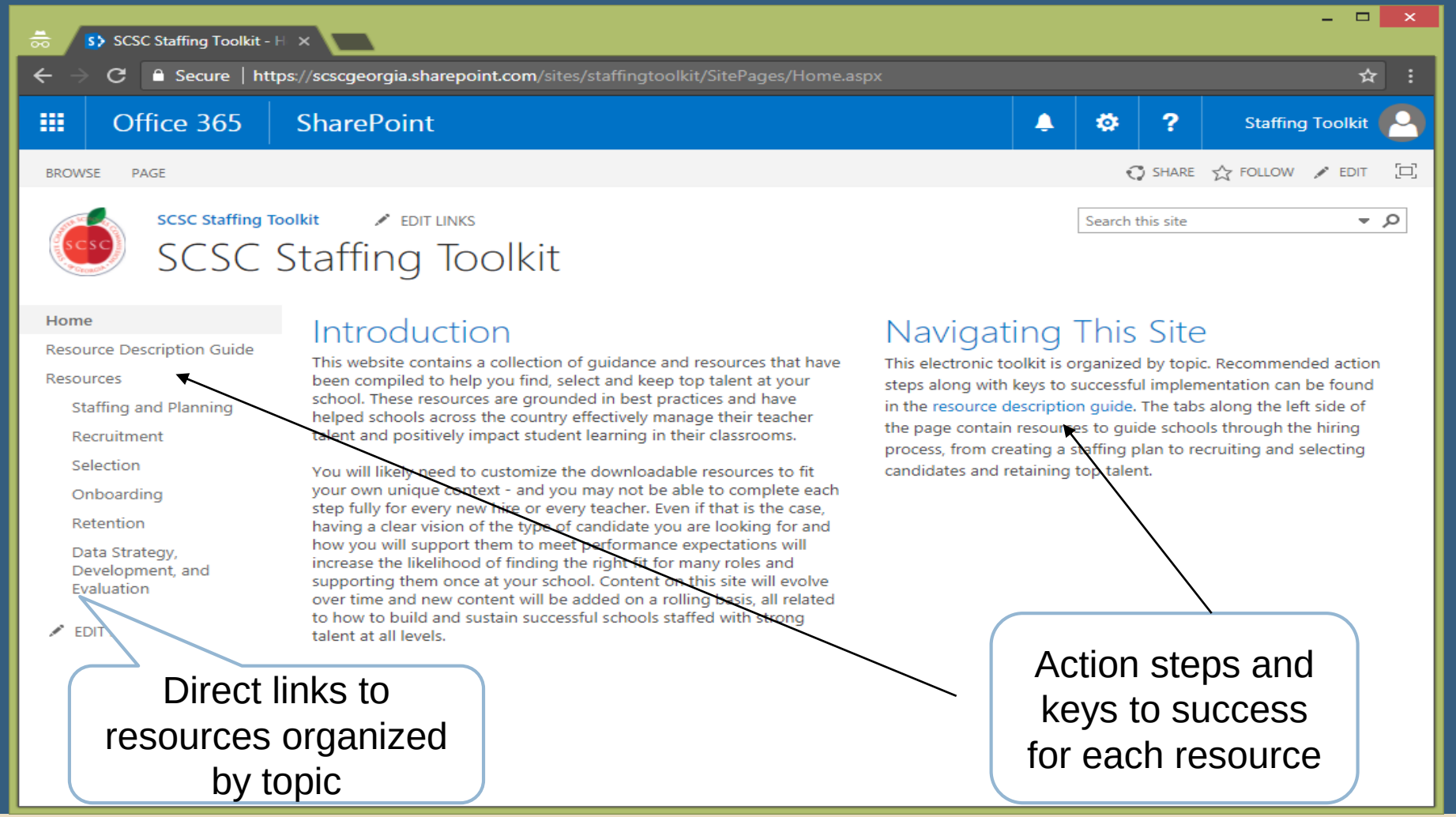
Check your email for the verification code

LOGIN

GO TO [HTTPS://SCSCGEORGIA.SHAREPOINT.COM/SITES/STAFFINGTOOLKIT](https://scscgeorgia.sharepoint.com/sites/staffingtoolkit)

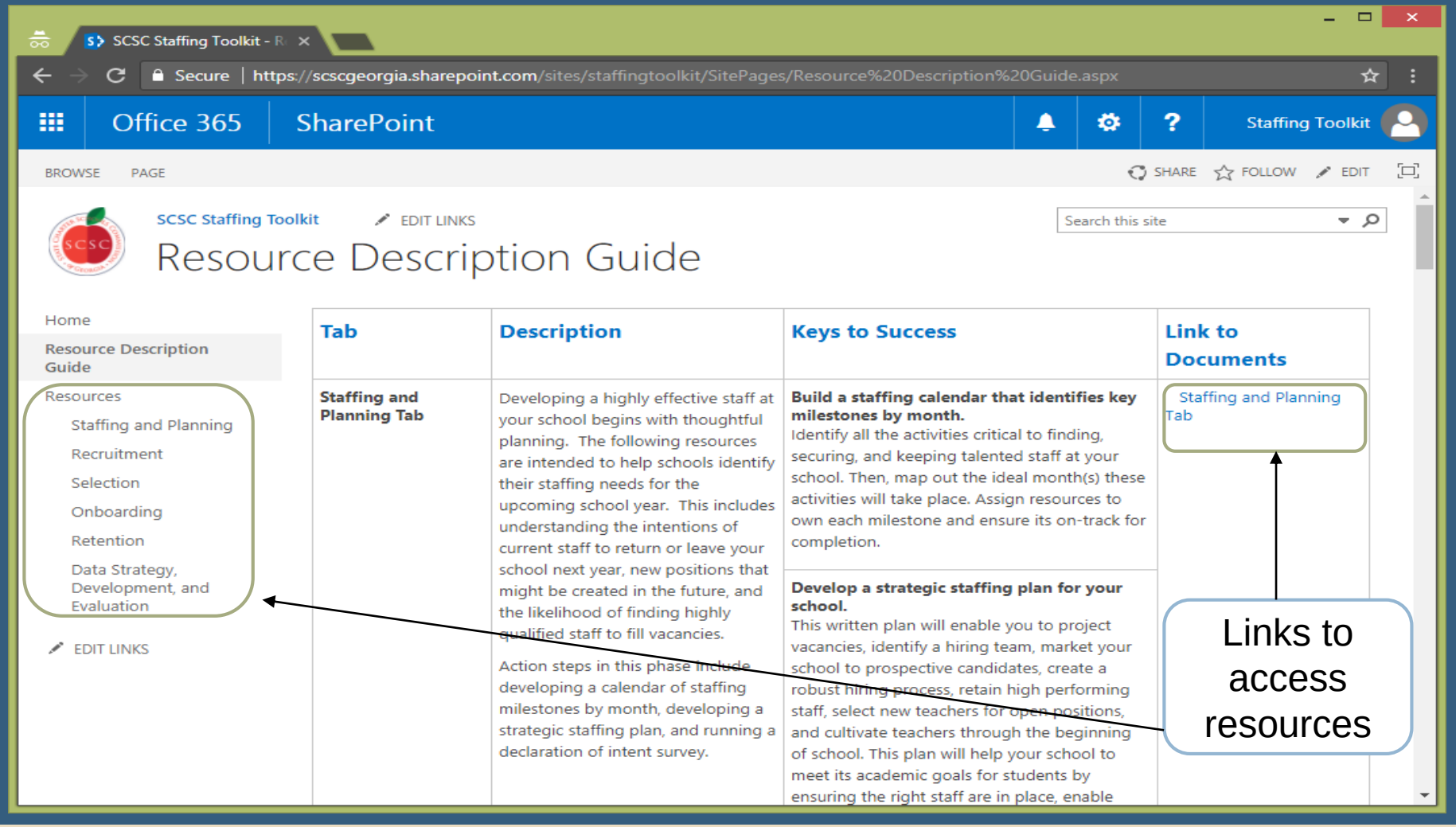


LANDING PAGE



RESOURCE DESCRIPTION GUIDE

USE THIS GUIDE TO LEARN HOW TO USE EACH RESOURCE EFFECTIVELY



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LIVE DEMO

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Questions

DIRECT TNTP SUPPORT

Shanequa Yates, shanequa.yates@tntp.org

WHO TO CONTACT FOR HELP

Lauren Holcomb, lauren.holcomb@scsc.georgia.gov

Rennie Laryea, Rennie.Laryea@scsc.georgia.gov