Staff Hiring Process

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The qualities I am looking for in my staff are compassion, dependability, and strength. I say these qualities because I know for a fact that it is hard being an elementary school teacher. I need someone who will come to work every day; someone I can depend on to educate my students every day. I also need someone who is strong. Elementary students are good people, until you make them mad, then they are the “devil on wheels”. You have to be strong to endure all that they are going to put you through, especially if you are a first-year teacher and if you’re coming from industry. They are the ones who need an internal strength the most. And, lastly, I need someone who is compassionate. My kids are coming from City Schools and from families whose concentration of poverty is greater than 80%. This means that they have been designated to bring home less than the federal poverty limit. The entire City has earned that designation. So, our students are coming from some of the worst kids of poverty possible and we need compassionate people who are able to teach out students. Because we are looking to employ elementary teachers, we are looking to hire people who can handle the demands of elementary school.

On my interview committee, there will be the principal, the HR person, and the department head for which I am interviewing at the time. These are the basic people who will make up the interview committee for every hire at the school. Legally, these are the only people who need to be present on the committee, so it makes sense that these people are there. Having roughly the same people on the interview committee throughout the hiring phase to ensure that the priorities are the same with virtually every hire we have. “IF you make better hires up front, you can avoid a lot of trouble down the line,” (D’Orio, 2015). In other words, when you hire better teachers, you get less trouble out of them years later. From this, we can interpret that the author wants the reads to know that there are teachers out there who just need to be placed in the right environment where they can flourish and thrive and many of the problems we have in schools is because we are not hiring the right teachers for our programs.

Before filling any other position, I will hire a business manager and assistant principal because these two roles are the roles I need to help me run the school. These positions are the ones who will act on my behalf when I am not around and expand where I contract. This is how I will create a school that is considered one of the top educational institutions in the world. If the United States is to continue as a world leader, we must lead the world in education (Bertram, 2017). This means that if we want to continue to be on the top globally, then we must start with ensuring that we are on top educationally. Basically, we have to make everything about education a priority if we want to ensure that the United States is number one.

I would not like to examine any behavioral evidence from candidates. I Believe people can change; people can become the good that they want to see in the world. The text states, in relevant part, “America needs to have a collective “aha” moment for figuring out how to get more qualified teachers, (Milgrom-Elcott, 2016).” In other words, we need to find a better way to get more teacher candidates into schools. I interpret this to mean that we need to think about what kinds of candidates we want to come in as teacher recruits if we are to create better teachers overall because better teachers lead to better, more educated students. Better students lead to better people in the world. Many people come into teaching without any experience because they are looking for a fresh start or because they want to try this career out before they find a different career. When interviewing, I would ask some of the following questions:

* + - Why did you first get interested in teaching?
		- In what do you have your degree?
		- In which grade band are you most comfortable teaching?
		- Why should I consider you for one of my teacher openings?

The major legal issues that I will have to take into account when completing the hiring process is who can be considered a teacher, who can work in a school in MD, what positions do we absolutely need to fill first, and what positions can with open the school without filling. It is important that we answer these questions because there will come a time when I can’t be there for something. It I need to know that I have the right people in place so legally the school and the students are covered.

My decisions will align with promoting human flourishing because they ensure that I am able to establish a school that will educate and empower the youth of my community. It is important that the people of my community see compassion in every decision we make on behalf of their children. By showing their children compassion, we are ensuring that their children learn compassion. From there, their children are able to demonstrate compassion throughout their lives as well. It is important that concern for the common good is present in our options because we are a Christian education ministry. We want the people who make up our community to know that we operate under the will of God and that we want what’s best for their children and our community.

References

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