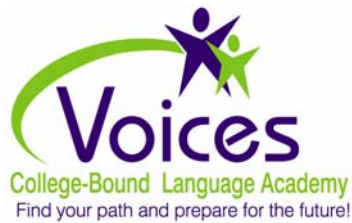


## Hiring Protocol- Teacher

- ❖ Application and resume screening
- ❖ Applicant phone screening
- ❖ Circuit Interview (English and Spanish if applicable)
  - Use of technology
  - Data Analysis
  - Role play
  - Response to prompt
  - Lesson observation and feedback
  - Oral interview
  - Other
- ❖ Reference check
  - (artifact review if applicable)
- ❖ 1-1 Feedback
- ❖ Offer of employment



## Selection Criteria –Teacher

- 1. Belief in the Potential of ALL Children to Excel Academically**
  - Believe each and every child can excel academically
  - Take personal responsibility for ensuring high academic achievement for every child
  - Demonstrate the personal drive and commitment to eliminate the disparity of educational quality that exists
  - Cares about students as learners
  
- 2. Unyielding Focus on Goals and Results**
  - Confront difficult situations head-on and implement diverse solutions to get results
  - Achieve results despite obstacles by demonstrating persistence, determination, and relentless drive
  - Exhibit resilience to persevere and overcome setbacks
  - Take personal responsibility for finding solutions when faced with challenges
  - Be results driven
  
- 3. Commitment to Ongoing Learning**
  - Seek feedback and reflect on experiences to grow and develop
  - Demonstrate humility and willingness to continually improve
  - Commitment to continual coaching and learning
  
- 4. Self-Awareness**
  - Identify accurately personal strengths and areas for development
  - Demonstrate integrity by acting in a manner that consistently reflects stated values and beliefs
  - Understand how you are perceived by and impact others
  
- 5. Knowledge of Teaching and Learning**
  - Exhibits exemplary teaching that meets the needs of and accelerates all students
  - Enable students to attain results despite significant challenges
  - Solid knowledge of subject matter and theories of learning

- Solid knowledge, understanding and teaching of California Content Standards, ELD Standards and SLA Standards

#### **6. Team Player**

- Collaborate regularly and effectively
- Participate actively
- Work well with supervisors and peers

#### **7. Problem Solving**

- Work proactively to solve problems and reach effective solutions
- Analyze and diagnose complex issues and data to develop deliberate plan
- Identify concrete outcomes as away to evaluate results
- Modify instruction on a daily, weekly, monthly and yearly basis based on data

#### **8. Interpersonal Skills**

- Build successful one-on-one relationships
- Value each person's perspective and treat people with respect
- Relate to adults and children: understand where they are coming from, what they need, and how to meet their needs
- Diffuse anger and find common ground to move people towards solutions
- Exhibit confidence and competence under pressure

#### **9. Communication and Listening**

- Possess written verbal skills to communicate with clarity, conciseness, and appropriateness to multiple audiences
- Demonstrate poise and professionalism in diverse situations
- Listen and participate actively

#### **10. Project Management to Deliver Results**

- Select, prioritize, and communicate strategies effectively to reach goals
- Balance day-to-day tasks and urgent needs with progress towards goals