a presentation adapted for

Teacher Talent

AASA national conference
Who we are:

• A Research-Practice Partnership, including:
  • (3) Researchers at the University of Texas at Austin
  • (5) Members of a UT-based “startup” firm
  • Focused on ensuring every child has access to a high-quality classroom teacher
A typical talent model:

Hiring Mgr. posts jobs to district website

copies postings to 3rd party job boards

- Indeed
- Idealist
- SchoolSpring
A typical talent model:

Hiring Mgr. posts jobs to district website

We call these "passive postings"

copies postings to 3rd party job boards

- indeed
- idealist
- SchoolSpring
A typical talent model:

_Weaknesses—_

- No control over who views and responds to posts
- Intensive effort required to identify high-quality prospects

(needles in a haystack)

We call these “passive postings”
A typical alternative approach:

Hiring Mgr. shares jobs with trusted district staff recommend peers
A typical alternative approach:

Hiring Mgr. shares jobs with trusted district staff, who recommend peers.

We call these “network referrals”
A typical alternative approach:

**Weaknesses**—

- Limited number of referrals
- A “who you know” approach tends to hinder diversity

We call these “network referrals”
Our comprehensive model:

incorporates

Direct Outreach

Hiring Manager

Passive Postings

Network Referrals
By direct outreach, we mean to identify a series of ideal teacher talent *profiles*, to find teachers who fit those profiles, and *directly engage them* to produce applicants, hires.
Hiring Manager

Direct Outreach

with our support

Builds Profiles
Creates Cohort
Engages Prospects
Our comprehensive model:

Benefits—

- near-unlimited prospects
- pre-determined quality
  - e.g. experienced bilingual educators
- supplements current strategy
- recommended minimum target: —30% of hires
for more information, contact:

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