

## Requirement #5:--Recruitment, Hiring, and Retention Incentives and Strategies

*Atlantic Research* will partner with the school community, school district, and ISBE to source, recruit, assess, and select replacement members of the turnaround school. Further, *Atlantic Research* will leverage its other existing partnerships and establish relationships with Teach For America, The New Teacher Project, Teachers Placement Group (India sourcing), and Illinois higher education venues to build candidate pipeline for teaching, school leadership, and other critical roles for the work ahead.

*Atlantic Research* has also engaged in more than 15 years of research in recruitment, selection, and retention of top-talent educators and leaders. Its meta-analysis of behavioral-based interviewing protocols has been used to certify hundreds of school leaders, and other organizational hiring managers and executives in several states. Among the TAO of Interviewing clients *Atlantic Research* has served in this capacity are the Charlotte Mecklenburg (NC) Schools, The Walt Disney Organization, US Relocation, Edison Learning, state departments of Education in TN and FL as well as the Seminole County (FL) and Orange County (FL) Public Schools. The research and expertise *Atlantic Research* has established in recruitment and selection is a positive fit for this project.

Additionally, *Atlantic Research* has several team members with direct experience negotiating, hiring, and recruiting qualified staff members. Dr. Joseph Wise was a union negotiator and a superintendent who recruited and hired many qualified individuals for positions throughout his districts. David Sundstrom and Todd Zoellick both have a background in labor and employment issues and experience negotiating employment contracts and other related skills.

### Evidence of Effectiveness:

*Atlantic Research* has worked closely with all of its SIG schools to ensure that retention strategies are put in place and effective teachers are being hired to support the important work in schools. These retention strategies include but are not limited to incentives provided to teachers and supports specifically targeting teacher needs in the classroom. When schools are not able to effectively retain teachers, *Atlantic* supports schools in the new hiring process. One example is a Lafayette Elementary School in Kankakee School District 111 where two thirds of the teaching staff were being replaced in one year. Our faculty members worked with building leadership to identify viable, long-term candidates and conduct interviews with building leadership to ensure that candidates reflected the important SIG work being done in the school.