



Cambridge Education, LLC – Recruitment, Hiring, and Retention Incentives and Strategies

The recruitment, hiring and development of school leaders and teachers is a key part of our role as a Lead Partner, which we have undertaken in five of our most recent transformation projects, including in Illinois, New York City and across Virginia. Our support includes establishing job descriptions, drafting the advertisement, planning and supporting the interview process. One of our key roles as Lead Partner is supporting and developing school leaders and teachers and supporting the implementation of effective retention policies so that improvements can be sustained once the period of funding and support is over.

Recruitment activities- we support districts and schools to maximize the size of their recruitment pool by participating in a range of activities including:

- **Career Fairs** - host and register for career fairs with CPS, colleges and universities, and The Teacher Recruitment Consortium, Teach for America Selection Day
- **College and Universities** - communicate with outstanding national and local Colleges of Education and career management centers
- **Websites** - post open positions on websites such as the school's website, CPS, ISBE, IASA Education Job Bank, Career Builder, and Non-Profit Opportunities (NPO.net)
- **Networking** - contact colleagues and school leaders for referrals; establish relationships with career management centers
- **Alternative Teacher Programs** - contact National Teacher Education Center (NTEC) and Urban Teacher Education Program (UTEP) for referrals
- **Public Relations** - communicate with media sources to publicize school events and recognize student and faculty accomplishments to attract teachers and leaders that are able to facilitate and sustain transformation.

Hiring – we support districts and schools to review and revise their hiring policies and practices to ensure that they follow best practice including: Resume Review; Phone Screening; Panel Interview; Demonstration lesson (Teachers) ; Presentation to Board Members (Principal) Student data and/or portfolio artifacts; Reference Check

Retention Incentives we support schools and districts to design and implement a range of individual and team incentives including for example:

- **Teacher attendance** - 98% or above annually -\$500 Wish list of instructional materials
- **Class attendance** - 95% or above – Monthly preferential parking
- **Class Student achievement** - 90% or more student growth pre to post-tests– options include - \$500 Wish list of materials, PD paid conference
- **Subject content Student achievement** - 90% or more students passing on benchmark assessment options as per individual teacher
- **Class culture** - 6 behavior referrals or less generated by teacher -\$ 500 Wish list of materials
- **Administrators** Overall student achievement - 90% or more student growth on NWEA Reading and Math Professional Development opportunities (1 paid conference registration per year)

An example of the success of activities in this area is that, in all four of the first round SIG schools where we were involved as Lead Partner from the outset in the recruitment of a new principal and hiring and retention of teachers, they are continuing to improve two years after the end of our involvement as Lead Partner on a wide range of measures including, for example: student and teacher attendance, student graduation rates, college readiness indicators and, above all, student academic achievement in ELA and math.

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