Talent Management System - *Recruiting, Selecting, and Placing Staff*

MI Systems Support

> The talent management team establishes processes and networks to effectively recruit staff to the district.

PRACTICE 5

PREPARATION (Indicator 5a - Focusing on Communications for Staff Hiring)

GETTING AWARE	The district explores various platforms and processes for recruiting and hiring staff, including an inventory of current methods used within the district and relevant hiring information for neighboring and similar school districts, including postings, salary schedules, and other information that may inform the process.
GETTING READY	The district uses a selection process (i.e. Hexagon tool or similar review protocol) to identify the appropriate communication and hiring platforms that will be used for posting and reviewing information for new jobs. The district maps out the steps of the recruitment and selection process and identifies any resources that are needed to implement these processes and establishes requirements for all job posting tasks of the district and identifies where processes, tools, and decisions are required in the process.

PROGRESS INDICATORS

GETTING STARTED	The talent management team utilizes processes for communicating hiring opportunities through established recruitment platforms.
GETTING BETTER	The talent management team utilizes a standardized, documented process for communicating hiring opportunities through multiple regional, state, and online recruitment platforms. The team tracks usability and platform data to identify higher-priority platforms for ongoing use.
KEEP IMPROVING	The talent management team utilizes a standardized, documented process for communicating hiring opportunities. The team tracks user data to prioritize platforms and reviews data periodically for changes in trends in platforms. The team uses interactive tools to reach out to interested educators (and other talent) and analyzes processes of similar schools to identify emerging recruitment practices.

RESEARCH REFERENCES FOR THIS PRACTICE:

Holcombe, A. A. (2020). Strategic Talent Leadership for Educators: A Practical Toolkit. Routledge.

Runhaar, P. (2017). How can schools and teachers benefit from human resources management? Educational Management Administration & Leadership, 45(4), 639-656.

Swanson, R. A. (2022). Foundations of human resource development. Berrett-Koehler Publishers.

PREPARATION (Indicator 5b - Focusing on Use of Social Networks for Recruitment)

GETTING AWARE	The district informally surveys staff to determine how they know about job opportunities that led to their hire, and what they currently review or share with colleagues and friends about possible job opportunities in the district. The district also explores online social media networks to see how neighboring and/or similar school districts share and seek information about hiring opportunities.
GETTING READY	District and building leaders develop a small-scale communications plan specifically to recruit educators and staff to the district. This plan includes platforms used, timelines for posting, core messaging, and strategies for distribution using existing networks of staff and community partners.

PROGRESS INDICATORS

GETTING STARTED	The talent management team engages existing staff to share information about hiring opportunities.
GETTING BETTER	The talent management team utilizes online social media and personal networks of individual staff to share information about hiring opportunities. The district standardizes information and processes to enable staff to share such information.
GETTING BETTER	The talent management team utilizes online social media and personal networks of individual staff to share information about hiring opportunities. The team tracks network data for hiring and offers incentives to staff for successful recruitment efforts. Network-based hiring data is reviewed periodically to determine evidence-based successful practices.

RESEARCH REFERENCES FOR THIS PRACTICE:

Baker-Doyle, K. (2010). Beyond the Labor Market Paradigm: A Social Network Perspective on Teacher Recruitment and Retention. Education Policy Analysis Archives, 18(26), n26.

Berry, B., & Shields, P. M. (2017). Solving the teacher shortage: Revisiting the lessons we've learned. Phi Delta Kappan, 98(8), 8-18.

Carver-Thomas, D. (2018). Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color. Learning Policy Institute.

Landers, R. N., & Schmidt, G. B. (2016). Social media in employee selection and recruitment. Theory, Practice, and Current Challenges. Cham: Springer International Publishing AG.

Nuñez, M., & Fernandez, M. R. (2006). Collaborative Recruitment of Diverse Teachers for the Long Haul--TEAMS: Teacher Education for the Advancement of a Multicultural Society. Multicultural Education, 14(2), 50-56.