



Recruiting and Hiring Effective Teachers: A Behavior-Based Approach

Mary C. Clement

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This “how-to” guide provides help in recruiting, hiring, and retaining high-quality teachers. The author outlines the hiring process step by step, from developing job advertisements through writing an offer of employment, and provides useful handouts of interview questions adaptable for all grade levels and subjects; assessment tools for initial paperwork, phone interviews, and onsite interviews; and information on illegal questions and topics to avoid during the interview process. This resource concludes with strategies for acclimating new teachers to the school and greater community and implementing new teacher induction programs.

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