



# Certificated Hiring 2020

Regional Meeting Presentation - February 24, 2020

# Outcomes



- Understand the principal's role as human capital leaders
- Understand shift in human resources support
- Understand preparation “behind the scenes” for the job fair and the 2020-2021 hiring season
- Learn about “day of” logistics
- Review internal transfer process

# Certificated Application Changes



- Application simplified
- Requirements for complete application:
  - Resume
  - Transcripts
  - 2 Certificated Reference Forms
  - Letter of introduction responding to prompt
    - Education and experience
    - Major goal(s), specialized skills and areas of interest
    - Candidates are asked to address how they will make a positive impact on student learning; why they believe they are a good candidate for Everett Public Schools

# Pool Interviews



- Elimination of Pool Interviews
  - No pool interview score
  - Broader applicant pool
  - Human capital leaders make hiring decisions  
*(from interview to hiring recommendation)*



# Candidate Preparation Level 1



- Candidate Preparation Level 1 (*screening*)
  - Applicants will be screened by HR
  - Candidate Preparation Level 1 form viewable to all administrators in the [Frontline](#) Forms section



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- 20-21 Level 1  
Certificated Screening 1**
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# Job Fair Logistics



- CRC layout
- Materials
  - Laptops (2 chrome book carts)
  - Table skirts
  - Office supplies
- School signs





# Internal Transfer Window

- Internal transfer dates
  - February 25
  - March 3
  - March 10
  - March 16 – 20 – no postings
- Conversation timeliness
  - Must have conversations each week
  - Next school impacted must post the next Tuesday
- Transfer illustration
- March 24 - internal/external postings resume