

GETTING THE “BEST FIT” TEACHER ACTIVITY

Purpose	This tool outlines an activity to help organizations define the teachers that are the “best fit” for their context and unique needs. Teams can use this activity to identify key characteristics of “best fit” teachers and map out the aspects of the organization that might be most appealing to “best fit” teachers.
Intended User(s)	HR/HC Leads and Recruitment and Retention Teams

Your organization has a unique strategy to achieve results for students. Certain qualities and characteristics of teachers will “fit” best to maximize the strategy you have outlined. For example, if your strategy is to drive significant math achievement, teachers with strong math skills are imperative.

Based on your organization’s strategy, what are the characteristics and qualities of “best fit” teachers to help you achieve that strategy? And how can you attract these types of teachers to your organization? Use the activity below to find out. *This activity can also be used for positions beyond the teacher role.*

Step 1: What is our organization’s strategy and/or priorities that impact the types of teachers we need?

- **Instructions:** Using any artifacts you have (e.g., strategic plans, emails), list on chart paper the organizational strategies or priorities that impact the teachers you need.

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Step 2: What are the qualities/characteristics/skills, etc. of the teachers that “best fit” our organization’s strategy and priorities?

- **Instructions:** Using a blank outline of a person on chart paper, describe the qualities/ characteristics/ skills, etc. that you are looking for in teachers that would be a strong fit in your organization and would best support your organization’s strategy and priorities. *Variation: Consider your “best fit” teacher for the fall and for three years out. Are the candidate qualities different?*

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Step 3: What is our unique value proposition for attracting this “best fit” teacher to our organization?

- **Instructions:** Using a blank outline of your district on chart paper, describe what makes your organization a compelling place to teach for this “best fit” teacher.
- **Questions to consider include:**
 - What makes our district special and unique for potential teachers?
 - What makes our city an exciting place to live and work?

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