



## 10 Steps for Hiring Effective Teachers

By Mary C. Clement

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**10 Steps for Hiring Effective Teachers** By Mary C. Clement

*The quick-read, step-by-step guide to hiring outstanding teachers!*

Whether you are new to teacher hiring or ready for a fresh approach, this invaluable guide helps you select the best possible candidates. Mary Clement, a nationally-awarded expert on teacher hiring, presents proven strategies for identifying high-performing teachers. Readers will learn:

- Ten best practices that address every stage of hiring, from recruitment through interviewing to final negotiations
- Key techniques and sample questions for Behavior-Based Interviewing—the interviewing approach that predicts on-the-job performance
- Guidance on legally-sensitive interview questions
- How to involve teacher peers in interviewing and mentoring new hires

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### Editorial Review

#### Review

*"In my career as an administrator I have not seen such a thorough or comprehensive work on the hiring process. I never thought of the process as a year-round process until the author posed it that way, but it helps place the hiring procedure in a better light in course of our annual work.*

*This book brings to light several processes, such as Behavior-Based Interviewing (BBI), that I will definitely be including in future interviews. I will ensure participants on future interview teams read this book in order to fully understand the integrity and the importance of the interview process. This book is clear, thorough, timely and well done."*

(Marc Simmons, Principal)

*"Behavior based interviewing is the norm in the private sector, and is the best way to hire qualified people who are going to move your team in the direction you want and engage your learners in the content. This book brings that process of behavior based interviewing to the classroom, and helps you find those top people who are going to help move your department into the future."*

(Glenn Waddell, Math Department Chair)

*"They say hiring a teacher is a multi-million dollar decision. 10 Steps for Hiring Effective Teachers will help you to create or refine your district's process of hiring teachers. When a multi-million dollar decision is being made you want the best process for obtaining the best teachers that you can. 10 Steps for Hiring Effective Teachers will put you on that path."*

(L. Robert Furman, Elementary Principal)

*"Starting with the opening pages Mary Clement provides the reader with succinct, research-based targeted information on good hiring policy and practice. Her emphasis on behavior-based interviewing and involvement of other school stakeholders is well taken. The appendixes provide excellent tools to assist interview teams in identifying the strongest candidates. This book is a valuable tool in identifying the best teacher applicants." (Lloyd Goldsmith, Professor and Program Director)*

*"Mary has intimate knowledge of the realities of the hiring process in schools and her suggestions for improvement are rooted in these facts. Dr. Clement provides practical, useful direction for school districts seeking to improve their hiring processes. This book will serve as a valuable guide for districts seeking to improve their hiring processes through the implementation of practical solutions. Dr. Clement has identified a need in the school community with this book, and she has filled the void with practical, useful solutions. The need for the book is long overdue. Mary provides sound advice about the hiring process, as well as detailed directions for improvement." (Tim Neubert, Board President, Illinois Association for Employment in Education)*

#### About the Author

**Mary C. Clement** has been researching the hiring of new teachers for over twenty years, and received the 2013 Star Award from the American Association for Employment in Education for her writing in the field of k-12 teacher hiring. A professor of teacher education at Berry College, north of Atlanta, GA, she also directs the college's Center for Teaching Excellence. Clement's other books include *The Definitive Guide to Getting*

*a Teaching Job, Get a Teaching Job NOW, First Time in the High School Classroom, and The Induction Connection.* Her articles have appeared in the *Kappan, Principal, Principal Leadership, the American School Board Journal, the Clearinghouse,* and *Kappa Delta Pi's Record.* She has presented at ASCD, NAESP, Phi Delta Kappa, and Kappa Delta Pi conferences, as well as internationally in China and Namibia. She was the 2012-2014 international president of Kappa Delta Pi. Clement received her doctorate from the University of Illinois at Urbana-Champaign and taught high school Spanish and French before her career in higher education.

## **Users Review**

### **From reader reviews:**

#### **Steven Anderson:**

The ability that you get from 10 Steps for Hiring Effective Teachers could be the more deep you searching the information that hide in the words the more you get serious about reading it. It does not mean that this book is hard to be aware of but 10 Steps for Hiring Effective Teachers giving you excitement feeling of reading. The writer conveys their point in selected way that can be understood through anyone who read the idea because the author of this guide is well-known enough. This kind of book also makes your personal vocabulary increase well. Therefore it is easy to understand then can go along with you, both in printed or e-book style are available. We advise you for having this specific 10 Steps for Hiring Effective Teachers instantly.

#### **Albert Guerra:**

Spent a free time for you to be fun activity to complete! A lot of people spent their free time with their family, or their friends. Usually they performing activity like watching television, planning to beach, or picnic inside the park. They actually doing same task every week. Do you feel it? Would you like to something different to fill your own personal free time/ holiday? May be reading a book may be option to fill your totally free time/ holiday. The first thing that you'll ask may be what kinds of guide that you should read. If you want to try look for book, may be the publication untitled 10 Steps for Hiring Effective Teachers can be good book to read. May be it may be best activity to you.

#### **Larry Witcher:**

People live in this new day time of lifestyle always try to and must have the free time or they will get great deal of stress from both day to day life and work. So , once we ask do people have spare time, we will say absolutely yes. People is human not only a robot. Then we request again, what kind of activity do you have when the spare time coming to an individual of course your answer will unlimited right. Then do you ever try this one, reading books. It can be your alternative in spending your spare time, the particular book you have read will be 10 Steps for Hiring Effective Teachers.

#### **Harold Young:**

Reading a book to get new life style in this season; every people loves to learn a book. When you learn a

book you can get a large amount of benefit. When you read publications, you can improve your knowledge, mainly because book has a lot of information upon it. The information that you will get depend on what types of book that you have read. If you wish to get information about your examine, you can read education books, but if you act like you want to entertain yourself you can read a fiction books, this sort of us novel, comics, and also soon. The 10 Steps for Hiring Effective Teachers offer you a new experience in studying a book.

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