

July 22, 2020

Teacher Placement Planning

The vacancies at Antelope Elementary are for K, 1st, 3rd, 5th, 8th, and SPED. When making hiring decisions, the Middle Level SPED position and 8th grade math takes priority for interviewing as these are critical needs areas that are often hard to fill. I would be looking for highly qualified teachers with exceptional performance for these two positions, especially for the SPED classroom whose teacher set the bar very high. For both of these projected vacancies, I plan to accept and prefer outside applications.

When hiring for the lower elementary level, I would first need to consider the certifications needed for the different grade levels. Kindergarten and 1st require an Early Childhood certification, while 3rd and 5th require elementary certification. When pre-screening potential new teachers, our Director of Educator services will review applications and certifications to make sure that they are qualified for the positions. As principal, I would consider both internal and external applicants for these positions because there are several teachers who may be open to shifting to a new grade level or subject, yet we are also in need of adding new teachers to our staff as well.

Because peer-relationships and communication seem to be a slight issue amongst several staff, I would want to ensure that anyone joining our school family brings positivity to the team. Collaborating and communicating with colleagues is not a skill, but a requirement for teachers. My decisions concerning new hires and teacher placement should reflect the needs of our school community, to fulfill our vision and goals.

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