




New Faculty Hiring and Training Process

Regina Rudolph
Assistant Superintendent
May 19, 2008



Common Elements

- ✦ Percentage of children impacted
- ✦ Direct costs compared to alternatives
- ✦ Student achievement
- ✦ Academic theories
- ✦ Community value
- ✦ Impact on college admissions
- ✦ Benchmarking with other districts
- ✦ Impact on rigor and relevance
- ✦ Ability to meet statutory compliance
- ✦ Impact on facilities
- ✦ Impact on safety and welfare
- ✦ Impact of losing or reducing the program



Our goal is to provide our students with the best, certificated teachers. We cannot settle for less.



Hiring Criteria

- ✦ Superior References
- ✦ Outstanding interpersonal skills
- ✦ Demonstrated skill in the use of technology
- ✦ A minimum 3.0 GPA except where references/previous experiences are exceptional



The Need for Staff

- ✦ Growth
- ✦ Retirement
- ✦ Resignation/non-renewal
- ✦ Maternities
- ✦ Medical leaves
- ✦ Special needs

Advertising

- ★ Star Ledger

Affiliates – Hunterdon County Democrat
The Trenton Times

- ★ Bernardsville News

- ★ www.bernardsboe.com

- ★ networking



Job Fairs

- ✦ Rutgers
- ✦ The College of New Jersey
- ✦ University of Delaware
- ✦ Seton Hall
- ✦ Association of Mathematics Teachers of NJ
- ✦ Kean

Elementary Process

- ✦ Resumes to all four elementary Principals for K-5
- ✦ Review resumes in teams
- ✦ Resumes to Directors/Supervisors for art, music, special ed, world languages, physical education, computers, guidance, CST.
- ✦ Interviews
- ✦ Demo lessons
- ✦ Writing sample on computer
- ✦ Final Candidate to Assistant Superintendent for culminating interview



Secondary Process

- ✦ Resumes to Directors/Supervisors
- ✦ Interview candidates with building administrators and teachers
- ✦ Demo lessons
- ✦ Writing sample on computer
- ✦ Final candidate to Assistant Superintendent for culminating interview



Assistant Superintendent

- ☀ Interviews candidate
- ☀ Reviews negotiated agreement
- ☀ Hires
- ☀ Initiates paperwork
- ☀ Refer to Superintendent for recommendation to the Board of Education



Constraints

- ✦ Difficult areas:
Mathematics
Foreign Language
Science
Special Education
- ✦ Difficult Times:
During the year
End of August
- ✦ Negotiated agreement



Hiring Process

- ✦ Experience
- ✦ Good pool of candidates
- ✦ Optimism
- ✦ Patience



New Teacher Support

- ✦ New Teacher Orientation

 - Four days in August

 - Five one hour meetings during the year

- ✦ Mentoring Program

 - School mentors and six mentoring meetings during the year



New Teacher Support

- ✦ Principals and Assistant Principals
- ✦ Directors and Supervisors

Three observations, annual evaluation and professional improvement plan.

Three meetings a year with Administrators to discuss non-tenured teachers



Staff College

- ✦ Mandatory 15 hour courses for non-tenured teachers including:

Classroom Management

Essential Elements of Instruction

Multiple Intelligences

Teaching Styles/Learning Styles

Brain-Based Learning



Staff College

- ★ Summer courses
- ★ Fall, winter, spring courses

135 courses including: technology, book talks, content (language arts, math, writing, mentoring students, differentiating instruction, assessment, vocabulary, special ed)



Staff College

- ☀ 100 hours

- ☀ Flex day

- ☀ Pullout training during the year
English, math, special ed, science



Budget for Growth-Ridge

- 6-10 teachers
- 1 nurse's aide
- 1 Student Assistance Counselor
- 1 10 month Assistant Principal



Ridge High School

- ☀ Need
- Spanish
- Physical Education/Health
- .3 Theatre
- .4 Latin

Nurse's Aide

Total Certificated Teachers 8.0



Budget for Growth - Annin

Physical Education/Health
Instructional Support – Math

Secretary - Guidance



Budget for Growth – Mt. Prospect

Part-time Library Aide



Budget for Growth – Special Ed.

4 Teachers
Psychologist



Budget for Growth - District

Computer Techs 2
Auditorium Manager

June 1 Snapshot of elementaries



Replacements

- ☀ Retirements 12

- ☀ Maternities 14

- ☀ Resignations/Non-Renewals 15

New Teachers

☀	99-00	110
☀	00-01	89
☀	01-02	81
☀	02-03	81
☀	03-04	100
☀	04-05	91
☀	05-06	69
☀	06-07	83

New Teachers

☀ 07-08 101

Hired 84 52 some experience

32 1st year

14 end of year maternities

3 medical leaves

New Teachers

☀ 08-09

55+ certificated

6 non-certificated

3 administrators



New Faculty Hiring and Training Process

Regina Rudolph
Assistant Superintendent

May 19, 2008