

HIRING THE BEST:

WHAT WORKS & WHAT DOESN'T IN TEACHER SELECTION

Friday, March 20, 2009
9:00 a.m. - 3:30 p.m.
Williamsburg, Virginia



Make the right hiring decision and your students benefit. But hiring is tough and often decisions are based on instinct. Go beyond a list of questions to a systematic, research-based approach to a strategic interviewing process. This workshop highlights best practice and introduces the Teacher Quality Index, a research-based and field-tested interview protocol. This interactive professional development offering provides tools to support instructional leaders in hiring the best. DVD interview simulations will be used to practice using the tools.



Participants will reflect on their own current practices and then dissect the interview process in light of interview components designed to help educational leaders select the best applicant for the job by:

- Identifying strengths and weaknesses in the teacher selection process
- Understanding the relationship between interviewing and qualities of effective teacher research
- Recognizing the difference between legal and impermissible interview inquiries
- Developing a familiarity with the Teacher Quality Index

This workshop is designed for professionals involved in the teacher selection process with an emphasis on the building level interview. Principals, assistant principals, and teacher leaders are the target audience. Human resources directors will find the resources applicable in their work to screen candidates and support the building level interviews.

VENUE INFORMATION

The Williamsburg Hospitality House

415 Richmond Road
Williamsburg, VA 23185

757.229.4020

<http://www.williamsburghosphouse.com/>

The hotel is located across the street from the William and Mary campus and within walking distance of Colonial Williamsburg.

DIRECTIONS FROM I-64 (east or west):

- Take exit 238, follow signs toward Colonial Williamsburg
- Take a right at the 2nd traffic light onto Rt. 132
- Go straight through 2 traffic lights
- Make the next right onto Scotland St.
- Go 3 blocks to the traffic light, Hotel is on right.



A Professional Development Offering
provided by



PRESENTER INFORMATION

Jennifer L. Hindman, Ph.D. is a SURN staff member at The College of William and Mary. She is the co-author of *People First: A School Leader's Guide to Building and Cultivating Relationships with Teachers* (in press, Eye on Education), *The Teacher Quality Index: A Protocol for Teacher Selection* (2006, ASCD) and *Handbook for Qualities of Effective Teachers* (2004, ASCD). She has been published in numerous journals including the *Journal of Personnel Evaluation in Education*, *Principal Leadership*, and *Educational Leadership*.



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Workshop Hours: 9:00 a.m. - 3:30 p.m.

(Check in 8:30 - 9:00 a.m.)

Registration Form

No on-site registrations

Participant Information

Name as should appear on the nametag _____ Position _____

School District _____ School _____

Business Address _____

City _____ State _____ Zip Code _____

Business Telephone _____ Alternate Telephone _____

Fax Number _____ Email _____

Please check as appropriate: Request Vegetarian Meals Have a disability requiring an accomodation (specify) _____

Registration Rates

Registration fee includes lunch, materials, and a certificate of participation.

Workshop Registration Options	Price	Please Check
Individual Registration: Participants attending alone or with one colleague	\$375	
Team Registration Per person cost for participants attending as a member of a team of three or more. Individuals should photocopy and complete the Participant Information section on the registration form for each additional team member and send all registrations together to receive the team registration discount.	\$350	
School-University Research Network (SURN) Registration Individuals whose Virginia school systems belong to SURN, they are: Charles City County, Franklin City, Gloucester, Hampton, Hopewell, Isle of Wight, King and Queen, King William, Lancaster, Mathews, Middlesex, New Kent, Newport News, Norfolk, Northumberland, Petersburg, Poquoson, Portsmouth, Prince George, Richmond County, Southampton, Suffolk, Surry, West Point, Williamsburg/James City, York	\$165	

Payment

Make check or purchase order payable to: **The William and Mary School Leadership Institute**

Please check Check enclosed Purchase order enclosed/faxed (Purchase orders may be faxed to 757.221.7676)

Return This Form with Payment To

Additional Information

William & Mary School Leadership Institute
Dr. Jan Rozzelle
P.O. Box 8795
Williamsburg, VA 23187-8795

Registrations are limited and taken on a first-come, first-served basis. You are considered registered upon receipt of registration and payment. We send confirmation letters by email upon receipt of registration. If you do not receive confirmation prior to the event, please phone the Institute at 757-221-2330 to confirm your registration. **Participant Cancellations** must be received and confirmed by the School Leadership Institute by March 6, at 4:30 PM by mail or email (prdevc@wm.edu). You may receive a credit or refund for cancellations within this timeframe. **Substitutions** are accepted, but no refunds or credits can be given after March 6, 2009. All cancellations, refunds, and credits will be assessed a \$150.00 processing fee.

College of William & Mary, School Leadership Institute, P.O. Box 8795, Williamsburg, VA 23187-8795

Phone: 757-221-2330 Fax: 757-221-7676 Email: prdevc@wm.edu Web: <http://www.wm.edu/education/sli/>

Deadline for Registration and Payment: March 6, 2009