

Miami-Dade County Public Schools Recruitment Strategies and Hiring Practices

Influenced by tighter budgets, the state of the economy and an overhaul of our Human Resources systems, the past four years has seen recruitment strategies and hiring practices evolve and adapt to changing demands.

In the past, with the demand for greater volume and diversity of instructional staff throughout the entire district, recruitment strategies and hiring practices included initiatives that could address those needs. We aimed to build pools of eligible applicants by doing the following:

- Increasing participation in local, regional and national events, as well as school site recruitment and other district-led events and activities
- Partnering with external provider groups/programs such as, Teach For America, The New Teacher Project, Visiting International Faculty, Transition to Teaching Grant (Operation TEACH), and foreign consulates supporting our Memorandum of Understanding for recruitment of visiting teachers
- Expanding outreach by advertising on myriad websites, from mainstream sites (e.g. monster.com) and education-specific sites (e.g. teachers-teachers.com) to college and university websites throughout the country

Currently, the demands have changed. Although we continue to recruit and hire a highly skilled and diverse pool of applicants, the main focus is the recruitment and hiring of teachers for our highest need schools who can teach in the core, critical subject areas of language arts, mathematics and science. We use the most cost-effective methods, as well as our streamlined application and hiring process via the Enterprise Resource Planning Software, SAP, to meet these needs. Some of our strategies and initiatives include:

- Continue outreach to local education graduates, target groups (e.g. degreed substitutes), as well as graduates of programs in the core, critical subject areas noted above to equip them with information that will help them navigate the district's new application process and prepare them for potential employment
- Maximize use of district website, as well as state and federal education sites (e.g. teachinflorida.com and TEACH.gov) to advertise vacancies and communicate other critical recruitment and hiring information
- Expand partnership with the high-performing organization, Teach For America, as an alternative pathway to recruit and hire teachers that produce significant academic gains in schools for the students that need it most
- Continue implementation of SAP software to streamline the recruitment and hiring process resulting in:
 - Decreased time to hire
 - Increased communication with applicants and schools
 - Quicker postings of vacancies (current and anticipated)
 - More detailed reports
 - Reduction in application steps for applicants
 - Easier/quicker access of interested and available applicants for principals

Website links:

Employment Opportunities - <http://jobs.dadeschools.net/>

Helps candidate apply for jobs, learn about vacancies, and/or find out about upcoming recruitment events. Also includes an overview of teaching in Miami, additional resources, an outline of what makes a “good teacher,” and frequently asked questions.

Featured Vacancies - <http://jobs.dadeschools.net/Recruitment/Openinginfo.asp>

Highlights vacancies in our highest need schools and subject areas