ABE Teacher Recruitment & Training for ABE Managers

MANAGER FOCUSED WEBINAR SERIES
LITERACY ACTION NETWORK
DECEMBER 10, 2019
Teacher Recruitment

Debbie Cushman, Associate Director - MN Literacy Council
# Teacher Recruitment

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External / market factors - statewide

Minnesota / Unemployment rate

3.2% (Sep 2019)
External / market factors - regional and local

What’s the competition doing? How can you make your opportunities more attractive?

- Promoting built-in perqs that already exist
- Referral “bonuses” for current employees, retention bonuses for new hires
- Consider your overall brand and market reputation
- Move more quickly than ever before through the hiring process
EMPLOYEE LIFE CYCLE
Internal considerations - shorter term

**Job design:** What is truly required? What could be preferred instead of required?

**Networking and posting jobs:** Where else could you get the word out? Listservs, social media, college and university job boards, etc.

**Interviewing and selection:** Make sure your process is behaviorally-based and be consistent with all applicants. Then consider questions like team dynamics, likelihood of retention, opportunity for promotion (potential), etc.
Example: ESL Teacher qualifications

Qualified candidate will have:

· Bachelor’s degree in education or related field, master’s degree in ESL, TESOL, or related field preferred; minimum 1 year experience teaching ESL. TEFL, ESL certification or licensure strongly preferred.

· Comprehensive understanding of ESL/ABE and adult learning; thorough knowledge of effective teaching methods for adult learners.

· Able to work independently in a collaborative, fast-paced, adaptive environment.

· Ability to relate effectively with people of other cultures and varying educational backgrounds; ability to respond effectively to individual and cultural needs, as well as learning styles.

· Detail-oriented, and skilled in gathering, organizing, and maintaining a wide variety of data.

· Skilled in volunteer mentoring and supervision. Good judgment, resourcefulness, and initiative.

· Able to effectively use computers and related technology.

· Excellent verbal, written, and interpersonal skills. Multilingual speaker preferred.

· Ability to work hours required by specific position.
Internal considerations - longer term

Grow your own talent or buy it from the marketplace?

Volunteers, AmeriCorps members, community members, former learners...

Diversity, equity and inclusion:

The Coalition to Increase Teachers of Color and American Indian Teachers in Minnesota (tocaimn.org):

“The MN teaching force is 96% white even though students of color and Native American students make up 34% of the K-12 population in MN and are the majority of students in many urban, suburban and rural schools.”
Local and in-house PD

Karen Wolters, Adult Basic Education Coordinator for Mankato Area Public Schools
Mankato Area ABE

Local context: 6 Districts, 5 Sites, 850 students; 85,000

- 38 Staff Total
  - 5 FT Administrative (non-classroom); 1 PT Liaison
  - 20 teachers; {5 FT (3 w/ lead teacher duties) 15 PT}
  - 3 PT teaching assistants
  - 9 PT Lincoln Logs childcare/preschool staff
Mankato Area ABE - New Teachers

ABE Licensed Instructor Training Checklist
Statewide PD Offerings

Susan Wetenkamp-Brandt, Senior Manager of Educational Technology and Digital Literacy - MN Literacy Council
Statewide Professional Development

For new teachers:

- ABE Foundations: https://atlasabe.org/key-activities/abe-foundations/
- ATLAS Calendar & ABE Connect Newsletter: atlasabe.org
Continue the discussion on Schoology!

- Create a **FREE** Schoology account at schoology.com
- Locate the **Groups** dropdown
- Choose **MN ABE Administrators**
- Click **Join**
- Input this code **Z97XM-W9RVN**
- Click **Join** to complete

If you have any questions for our presenters, or want to continue on with a discussion of today’s topics, please post your question in the MN ABE Administrators group and we will follow up with you!

THANK YOU FOR YOUR PARTICIPATION TODAY!