

Hiring Top Talent

Part 1: Laying the Foundation for Effective Hiring

Independent School
Executive Forum

Today's Presenters



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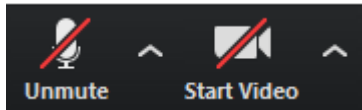
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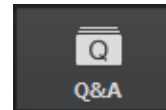
Mic and Video Controls

Click the mic and camera pictures until they have a red line indicating they are both off.



Asking a Question

To ask the presenter a question, type it into the Q&A panel and press send.



Hiring Top Talent



Join Us for Our Full Webconference Series

Part 1: Laying the Foundation for Effective Hiring

The inaugural session will focus on laying the foundation for effective hiring, including maximizing relevant technology, and on determining assessment criteria at the outset of the hiring process.

Tuesday, October 1

1:00 PM - 2:00 PM ET

Part II: Creating an Evidence-Based Hiring Process (Vol. 1)

The second installment will discuss how to create an evidenced-based hiring process. This session will share tactics for designing methods to measure and assess candidates on key criteria throughout the hiring process.

Tuesday, October 15

1:00 PM - 2:00 PM ET

Part III: Creating an Evidence-Based Hiring Process (Vol. 2)

In the third installment the Pingry School will join EAB to discuss their priority-focused interview schedule and how it allows them to assess candidates in the areas that matter most.

Tuesday, October 22

1:00 PM - 2:00 PM ET

Part IV: Attracting New Talent to the Candidate Pool

The final installment administrators at St. Stephen's and St. Agnes School will join EAB to discuss their Educator Open House and how the event helps them connect with a broader candidate pool.

Tuesday, November 12

1:00 PM - 2:00 PM ET

Miss a Session? Want to Share with Colleagues?

All installments of the Hiring Top Talent webconference series are available on eab.com within 24-48 hours of the presentation date. Visit eab.com/hiringtop talent to access archived presentations.

Talent is Key to Organizational Success

“Developing talent is business’s most important task—the sine qua non of competition in a knowledge economy.”

- Peter Drucker,
*Author, Educator,
Management Consultant*

“Nothing we do is more important than hiring people. At the end of the day, you bet on people, not strategies.”

- Lawrence Bossidy,
*Former Chairman and CEO,
Honeywell International, Inc.*

“Employees are a company's greatest asset —they’re your competitive advantage. You want to attract and retain the best; provide them with encouragement and stimulus, and make them feel that they are an integral part of the company’s mission.”

- Anne Mulcahy,
Former CEO, Xerox

“Clients do not come first. Employees come first. If you take care of your employees, they will take care of your clients.”

- Richard Branson,
Founder, Virgin Group



Self-Assessed Strength in Talent Management

Hiring an Area of Strength, Needed Support in Professional Development

“We are blessed that I can only think of a few candidates that we’ve wanted but not yielded, **we almost always get our first choice.**”

*Head of School,
Mid-Atlantic, PK-12, Co-ed*



“Most faculty members and most school administrators would argue that getting someone to come in one day and talk to you is a pretty bad way of doing things—**and yet we keep on doing that, even though we know it’s bad.** One of the problems is that if you’re going to learn something new and change your way of doing things, it has to be done in a much more sustained, ongoing way.”

*Head of School,
Northeast, PK-12, Co-ed*

Why Fix What's Not Broken?

Approach Historically Yielded Top Candidates, Vacancies Rare

Reasons Schools Have Not Needed to Prioritize Recruitment, Hiring



Abundance of Applicants



Low Faculty Turnover



Reputation, Quality of Life

“We always were an employer of choice, and I think we still are. We never had to actively seek people.”

*HR Professional,
Mid-Atlantic, PK-12, Co-ed*

“Our retention rates are great; people just don't leave.”

*Head of School,
Midwest, PK-12, Co-ed*

“People seem to still want to come here. Even if they take a pay cut, they'll still come here for a quality of life in a place like this.”

*Head of School,
Northeast, PK-12, Co-ed*

But The Future Isn't So Bright

Increasing Concerns about Future of Candidate Pool

“

“I am concerned about the overall change in candidates - from those who understand the full arc of independent school responsibilities to those simply interested in serving as teachers. I am also concerned about a lack of candidates from underrepresented minorities in our hiring pools.”

Head of School

MID-ATLANTIC, K-12, SINGLE-SEX

”

Declining Enrollment, Interest in Education Limits Talent Pool Growth



35%

Decrease in enrollment in teacher preparation programs between 2009 and 2014



15%

Decrease in number of bachelor's degrees conferred in education between 2005-06 and 2014-15



35%

Decrease in Teach for America applications between 2013 and 2016

Source: Washington Post "[Teach for America applications fall again, diving 35 percent in three years](#)", April 12, 2016; Education Week, "[Enrollment Is Down at Teacher Colleges. So They're Trying to Change](#)", August 9, 2018; American Association of Colleges for Teacher Education, "[Colleges of Education: A National Portrait](#)", 2018; Learning Policy Institute, "[Solving the Teacher Shortage](#)" 2016; EAB interviews and analysis.

And Evolving Missions Require Diverse Faculty

Current Strategy Not Yielding the Desired Diverse Talent Pool

Faculty Remains Homogenous Despite Changing Student Body

31.6%

Percentage of **students of color** enrolled at NAIS member schools (2018-19)

19.1%

Percentage of total faculty that are **faculty of color** at NAIS member schools (2018-19)

76.9%

Percentage of ISEF members¹ who stated a desire for increased diversity in the candidate pool

Current Teaching Force Not Diverse, Future Prospects Not Much Better



20%

Of public school teachers are non-white (2015-16)



25%

Of people earning certificates, undergraduate degrees from colleges of education were people of color (in 2018)



45%

Of people earning bachelor's degrees were people of color (in 2016)

1) In response to the question "In what ways would you like to see your candidate pool change?"

Research Suggests Significant Gaps in Hiring

Independent School Approach to Hiring in Need of Improvement

Hiring Process at Independent Schools Often Undocumented, Inconsistent

50%

Of schools do not have a written policy statement for hiring

50%

Of schools do not provide prepared interview questions to interviewing staff

64%

Of schools conduct no training on effective interview practices



Bias Able to Infiltrate Each Step in the Hiring Process

"All of the hiring problems that you see in any industry exist in independent schools... It's not even about what's happening; it really is about examining our current belief systems and our biases. And I don't think independent schools necessarily are adept at doing that sort of self-reflection and work. **We just like to point to 'there's just not a big enough pool.'**"

*Natalia Hernández, Head of School,
Breck School*

Make Talent Management A Strategic Priority



Four Ways to Improve the Recruiting and Hiring Process



Build infrastructure to support a robust talent acquisition process

- Use technology to streamline process, ease data collection
- Create recruitment-centric materials



Define objectives for position, all faculty from the outset

- Create school-wide metrics to use in all aspects of talent management, starting with hiring
- Set clear objectives, criteria to assess for each open position



Design interview process that assesses candidates on priority areas

- Develop standard interview questions, assessment methods
- Rethink traditional on-campus interview day
- Maximize interactions with each candidate to capture complete talent profile
- Document recruiting, hiring process



Expand recruitment efforts to reach beyond traditional talent pool

- Increase the reach of current networks
- Educate potential candidates about teaching at independent schools
- Develop new community relationships

Hiring Top Talent

Best Practices for Recruiting and Hiring Great Teachers

1

Lay Foundation for Effective Hiring



1. Centralized Applicant Tracking System
2. Candidate-Centric Recruitment Website

2

Determine Assessment Criteria



3. Principles-Based Hiring Criteria
4. Vacancy-Based Goals

3

Create Evidence-Based Process



5. Stage-Specific Assessment Rubrics
6. Quantified-Feedback Scorecard
7. Priority-Focused Interview Schedule
8. Competency Demonstration Exercises
9. Comprehensive Hiring Guide

4

Attract New Talent to the Candidate Pool



10. Employee Referral Incentive
11. Independent School Recruitment Event
12. Community-Based Diversity Job Fair
13. University Pipeline Cultivation
14. Diversity Teaching Fellowship

The Elephant in the Room

As Hiring Becomes Larger Job, Who Takes Ownership?

Empower a Talent Management Lead



Centralize Ownership

Appoint one person to design, ensure hiring practices, processes are consistently implemented; create, oversee faculty evaluation and professional development



Elevate Position

Position should be part of the senior administrative team, clearly communicating the importance of talent management to the school



See Appendix for sample job descriptions

Overview of Talent Management Role

Common Responsibilities



Recruitment and Hiring



Evaluation, Professional Development



School-Wide Academic Alignment



Faculty-Administration Liaison

Preferred Qualifications



Academic Background



Leadership Experience

1 Lay Foundation for Effective Hiring

2 Determine Assessment Criteria

3 Create Evidence-Based Process

4 Attract New Talent to the Candidate Pool

Working on Unstable Ground

Weak Infrastructure Impacts Ability to Improve Process, Expand Pool



Limited Hiring Data Management, Analysis

- Disparate, incomplete data makes it difficult to analyze what does, doesn't work in recruiting, hiring
- Siloed information lives on computers across campus
- Limited systems to catalogue, track promising candidates



Website Not Seen as Recruitment Tool

- Employment website often sparse, overlooked by school administrators
- Website not maximized to educate candidates on working at school
- Limited transparency about hiring process, compensation/benefits

Internal



External

Hiring Top Talent

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Internal



Support Internal Processes with Tech Platform

- Use software to support, streamline hiring process
- Consolidate information to allow for access, data analysis

“We have lots of hiring data; it’s just buried in emails and across 10 different spreadsheets. Some data is better than none, but we historically haven’t had much usable data.”

Associate Head of School

External



Create Compelling Recruitment Material

- Design recruitment materials to excite, educate candidates; paint vivid picture of being part of school community

“We’re trying to sell a product to potential candidates, and if you’re not clear about what your product is, you’re not going to be happy with the customers you get and your customer is not going to be happy either.”

HR Professional

Internal



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HR Professional

A Recruitment and Hiring Hub

Tech Solutions Consolidate Information, Streamline Process



Applicant Tracking System (ATS)

An electronic platform that allows organizations to create a central database of applicant information and manage the recruitment and hiring process

Benefits of Using an Applicant Tracking System



Centralizes Information

- Allows for stakeholders to easily access information about candidates, process
- Increases visibility into hiring trends, allows for increased data analysis



Streamlines Hiring Process

- Reduces administrative work related to consolidating information, data entry, logistics
- Creates formal process steps ensuring consistent candidate experience



Creates Candidate Database

- Stores information about applicants, prospective candidates including resumes, interactions, information collected during interviews

Tech Platform Encourages a Recruitment Mindset

New Approach Comes With More Interactions, Information to Manage



Definition: Recruitment Mindset

- An openness to connecting with promising potential candidates at any time, regardless of current job openings
- Having a proactive approach to talent by always looking for promising educators, developing a network, cultivating a pool of possible candidates

Role of Technology Platform in Supporting a Recruiting Mindset



Enables Shift to Sustained Recruitment Activity

- Platform reduces administrative burden on hiring manager, provides time to focus on recruiting efforts
- Captures candidate information, tracks leads, matches past candidates to current job openings



Manages Increase in New Candidates

- Increased recruiting efforts lead to influx of candidates, larger talent pool
- Technology platform ensures incoming talent is appropriately captured, tracked

Build a Proactive, Streamlined System with Tech

St. Luke's Uses ATS to Support Recruiting and Hiring Process



Three Ways St. Luke's Uses ATS in Recruitment, Hiring

Streamline Communications



Track Communications

St. Luke's can send communications from the platform, tracks interactions, email exchanges



Standardize Communications

Hiring manager can create custom templates for common messages like interview requests, rejection; can batch send message

Centralize Information



Create Candidate Profiles

St. Luke's stores contact information, resumes, interactions in candidate profiles; allows users to comment, add notes about the candidate



Run Hiring Data Reports

St. Luke's uses platform to run standard reports like source efficiency, time to hire and custom reports

Build Talent Database



Add Tags To Candidates

Faculty, hiring manager can tag candidates to custom collections like "All Star," "Second Choice," "Future English Teacher," or "Substitute"



Discover Candidates

As the database grows, the platform will begin to recommend existing profiles that match new job descriptions at St. Luke's

Determine Which ATS Works for Your School

Options Include Integrated Plug-Ins, Stand-Alone Platforms

HR Platforms Offer Integrated ATS Plug-Ins



Paycom Talent Acquisition

- Track time to hire
- Identify the most effective recruiting sites
- Distribute job openings to free, fee-based job board accounts
- Develop customized reports
- Utilize Candidate Tracker tool
- Build a customized database of applicants
- Search by qualities like degree, zip code, skill set, employer



iSolved Hire

- Post jobs to over 600 boards
- Store job descriptions for future updates and duplication
- Manage multiple workflows
- Communicate with candidates through G Suite integration
- Build email templates
- Tag candidates for future roles
- Create a candidate database
- Access pre-built, custom reports to analyze process

Stand-Alone Applicant Tracking Systems

ApplicantStack

- Customize email templates
- Score and rate candidates
- Manage multiple workflows
- Run and download reports
- Affordable monthly payment options
- Integrate seamlessly with ADP Workforce Now



- Automated postings to job boards
- Ability to tailor workflows
- Robust reporting capacity
- Integrated scheduling with current calendaring tools
- Integrate seamlessly with ADP Workforce Now

Lay Foundation for Effective Hiring



Internal



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HR Professional

Data Shows Candidates Do Their Homework

Assessing an Employer Begins Before Candidates Submit Application

Candidates Research Potential Employers During Job Hunt

56%

Of job seekers say they judge what it would be like to work for a company based on their career site

89%

Of job seekers say an employer's career page is important for gathering information

30%

Of faculty hires at ISEF member schools came to the school through school's website¹

“

“For employers, it’s important to remember that the candidate experience starts from the very first click and can impact how effectively a company is able to recruit quality candidates, the popularity of its employer brand, the strength and quality of its referrals, and even its bottom line.”

Rosemary Haefner,
Chief Human Resources Officer

CAREERBUILDER

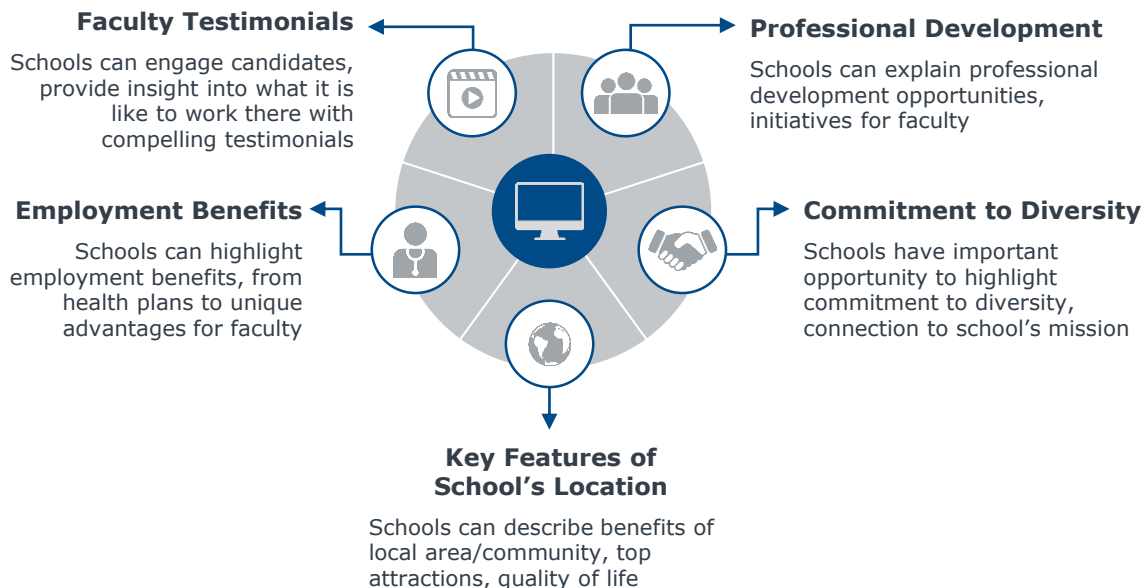
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1) Compared to 25% that came through placement firms and 24% from referrals.

Putting Your Best Foot Forward

Employment Websites Introduces Candidates to School, Community

Key Components of Compelling Employment Website



Best-in-Class Features of Employment Websites

Criteria Used for ISEF 2019 Employment Page Audit

10 Key Components of Top Employment Pages

1. Access Possible from School's Homepage

How easy is to navigate to your employment page? Is there a clear link on your homepage, embedded in subsection ("about us")? Is one available at all?

6. Hiring Process Overview

Does your site address hiring timeline, information about the hiring cycle? Does it provide an overview of the hiring process?

2. Hiring Contact Information

Does your employment page provide contact information for potential candidates? If so, is the contact a generic school/HR email, an administrative position, or the individual responsible for hiring at your school?

7. Key Features of Location of the School

Do you address your school's location, surrounding areas and attractions? Do you provide information that might assuage concerns candidates have about your location?

3. Job Postings

On your employment page, do you have job listings posted? Are candidates routed to a different page when looking for more detail on current openings?

8. Applications Always Invited

Do you accept, invite applications regardless of current openings?

4. Professional Development

Do you address professional development on your site? Do you provide information on specific opportunities, funding?

9. Faculty Testimonials

Does your website contain faculty testimonials on the faculty experience at your school? Are there videos? Does this content reflect the diversity of your faculty?

5. Diversity, Equity, and Inclusion

Does the language on your employment page extend beyond the Equal Opportunity Employer text?

10. Benefits

Do you address faculty benefits on your site? Do you provide information on specific benefits, plans, pricing?

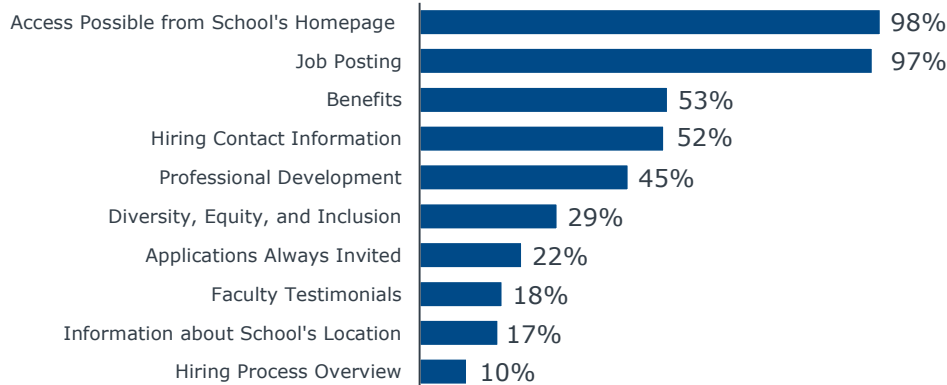
Audit Shows Career Sites Cover Only the Basics

Employment Websites Rarely Include Intermediate or Advanced Features

ISEF Member Schools' Employment Page Features

Percent of ISEF members that have feature present on employment page

n=122



ISEF Employment Page Audit-in-Brief



- Audited 122 ISEF member schools' employment pages (December 2018/January 2019)
- Developed a list of 10 most important website features; with a possible point total of 17
- Features ranged from information about professional development; benefits; faculty testimonials; information on diversity, equity, and inclusion

Build a Candidate-Centric Website

Quick Wins to Improve Website for this Year's Hiring Cycle



Provide Information on Professional Development

- Offer examples of specific professional development opportunities, designated funding
- Outline potential educational benefits, statistics on faculty with advanced degrees

Highlight Commitment to Diversity



- Expand focus on diversity beyond required equal opportunity employer language
- Explain connection between mission and diversity, initiatives to build inclusive community



Provide Faculty Testimonials

- Use video content to engage potential candidates in faculty experience
- Ensure faculty testimonials demonstrate diversity in current faculty

Pitch School's Location



- Provide compelling information about neighborhoods where faculty commonly live
- Appeal to candidates through information on best area attractions, third-party videos



Focus on Professional Development

Garrison Forest, Maret Highlight Opportunities for Professional Growth

Garrison Forest School
You Can. You Will.

ABOUT US QUICKLINKS SEARCH
Garrison Forest empowers students to realize their full potential and live lives of purpose.

About Us Admission Signature Programs Arts Academics Athletics Student Life Boarding Support

From the Head of School
History
Core Values, Mission and Statement of Respect
Strategic Plan
Diversity and Inclusion
Employment
Employee Benefits
Professional Development
Directions
External Programs and Campus Use
Summer Programs 2019
Board of Trustees
Meet our Faculty and Staff

PROFESSIONAL DEVELOPMENT

Garrison Forest School is deeply committed to the ongoing professional development for its faculty. Creating an environment, supported through funding, where collaborative exchanges of new ideas for learning and teaching can flourish is vital to all that occurs in and out of the classroom. Numerous professional development funding opportunities--conferences, tuition reimbursement, research grants, sabbaticals and innovation grants--are available to the Garrison Forest faculty.

- > Dodge Grants & Charlier Faculty Awards
- > Lois Earl Research Grants
- > Shafer Innovation Grants
- > Summer Sabbaticals
- > Talcott Gran Awards
- > Tuition Reimbursement
- > Workshops & Conferences

Financial Support for Professional Development

Professional Development page outlines variety of grants, awards, conferences and tuition reimbursement available to faculty

MARET

Professional Development

Maret supports its teachers' commitments to lifelong learning. We value continuing education opportunities and assist our faculty in expanding their areas of expertise. Our faculty members attend local and national conferences and may also apply for summer study grants. Sample opportunities include:

- Attendance at national and local conferences
- Workshop (one-day to one-week) during the year and summer
- Summer grants for in-house curriculum development
- Local independent school conferences
- Advanced course work (i.e., single courses), sometimes at the school's request and sometimes at the teacher's request
- Attendance at the People of Color Conference and other diversity institutes

Over the past two years, 70% of Maret's faculty participated in one or more professional development opportunities.

- Future of Learning, Harvard School of Education
- Project Zero Classroom, Harvard School of Education
- Stanley King Counseling Institute, Colorado Springs
- Digital Storytelling Workshop as a part of a student group trip to the Shreeya School, Ahmedabad, India
- Summer Diversity Institute, Tufts School, Connecticut

One of the most exciting professional development opportunities at Maret is the on-campus *Case Institute for Curricular Innovation & Excellence*, which supports curriculum work during the summer and reimburses faculty at professional levels.

Faculty Benefits


Participation in Professional Development

Highlights number of faculty who have participated in professional development, unique opportunities available at Maret

Highlight Commitment to Diversity




Gilman, Cranbrook Lead with Diversity, Equity, Inclusion



WHY GILMAN?


- Competitive salaries
- Comprehensive benefits
- Strong faculty development program
- On-campus housing available
- Tuition assistance for children
- Faculty laptop program
- Central location with quick travel to Philadelphia, New York City, Washington, D.C.



OUR MISSION AND VALUES

At Gilman, we live and breathe our mission to educate boys in mind, body, and spirit. Our commitment enables us to help a boy of promise grow into a man of character.


[Learn more about Gilman's mission and values.](#)



OUR COMMITMENT TO COMMUNITY, INCLUSION, AND EQUITY

A primary educational goal is for boys to understand "how they fit" in our increasingly global society. Learning to interact with people from backgrounds different from their own helps them reach this understanding. Gilman's robust diversity gives boys the empathetic skills they need to become responsible global citizens.

[Learn more about Gilman's commitment to community, inclusion, and equity](#)



GILMAN SUPPORTS ITS STAFF AND THEIR FAMILIES.

Benefits enjoyed by our employees include healthcare, generous retirement matching, housing, personal and wellness services, and more.

[Get detailed and up-to-date information about our employee benefits here](#)

Putting Diversity Front and Center

Section of landing page devoted to diversity as part of school's mission, link to page fully focused on community, inclusion, and equity

Explore
Careers


Why Cranbrook? Welcome Cranbrook at a Glance Visiting Cranbrook Horizons-Upward Bound Careers Press

Teaching at Cranbrook Schools

Cranbrook strives to provide extraordinary education to learners of all ages and backgrounds. We encourage creativity and innovation in order to develop people who will live with purpose and integrity, create with passion, explore with curiosity, and strive for excellence. It is the quality of the relationships among teachers, students, and administrators as we engage in our various responsibilities that turn these opportunities into realities.

If this sounds like you, we would love to have you as part of our innovative, learning community.

[EMPLOYMENT SITE](#)



Cranbrook Schools as a Diverse Community

The school's mission statement clearly affirms our commitment to educating children from diverse backgrounds. Our community includes students and families from many racial, ethnic, religious, social, economic, and geographic contexts. At each school level, we strive for a level of civility and respect that will promote cohesiveness and generosity of spirit in our community. Students and faculty are expected to create an environment that acknowledges the worth of each individual and everyone's background. This is an essential component of preparing our children for the future, as well as strengthening our own educational community. Diverse segments of the world in which we live are becoming more closely interrelated. Our children need to learn about differences and come to know and understand people of different races and religions, so they can help construct a positive future. We look forward to your support for our approach, our programs and our commitment to helping your child live in and contribute to a diverse community.

If you would like to know more about diversity, equity, and inclusion (DEI) work within Cranbrook Schools, [click here.](#)

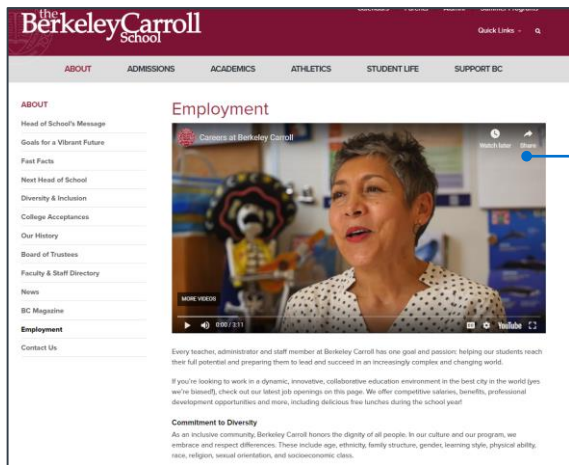
Connecting Diversity to Mission

In-depth look at the role diversity plays at Cranbrook, link to additional information on DEI¹ work within the school community

1) Diversity, Equity, and Inclusion.

Bring Faculty Experience to Life

Berkeley Carroll, Masters Showcase Diversity of Perspective



Highlight the Experience of Current Faculty

Individual videos profiles wide array of teachers as they work in the classroom, engage with the community, speak to candidates about their experience at Berkeley Carroll

Provide Variety of Faculty Perspectives

Individual interviews showcase faculty from different divisions, subjects, backgrounds

EMPLOYEE TESTIMONIALS



THE MASTERS SCHOOL
48 Clinton Avenue, Dobbs Ferry, NY 10522
Tel: (914) 439-6400 Fax: (914) 468-5230



CONTACT US
DIRECTORY
PRIVACY POLICY

EMPLOYMENT
WEBMAIL

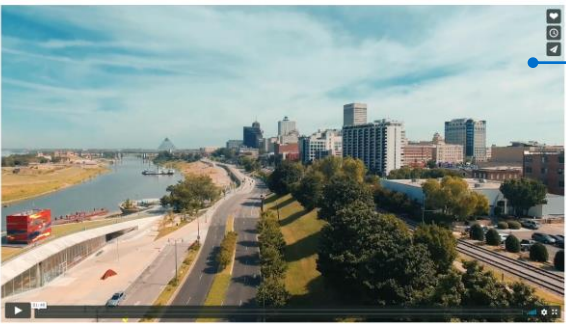
Source: Berkeley Carroll School [Employment Page](#); The Masters School [Employment Page](#); EAB interviews and analysis.

Promote Local Area, Attractions

St. George's, Collegiate Pitch Location To Potential Candidates

Living in Memphis

Memphis has been named a top city in the U.S. for livability by Forbes and the Wall Street Journal, and one of four top cities in the U.S. for "twelve-to-fifty environments," along with Brooklyn, Portland (OR), and Nashville. With a regional median price for homes at \$164,000, Memphis is also one of the top cities for home ownership. Whether a downtown loft on the river, a 1920's Craftsman in a walking neighborhood in Midtown, or a larger home for your family, Memphis offers plenty of opportunities to build real estate equity. Learn more here or click below to watch the Chrome901 video.



ST. GEORGE'S
INDEPENDENT SCHOOL

Highlight What Your City Has to Offer

Video content portrays benefits of living in Memphis, local attractions, nightlife, community happenings

Link to Third-Party Stories on Your City


Overview of Richmond's cultural perks, links to sources that have named Richmond a best place to live, photos of the city

REQUEST • VISIT US • APPLY • FAST FACTS • Podcasts

ADMISSION | OUR SCHOOL | PROGRAMS | GIVING | COUGAR COMMUNITY

Collegiate School
Minds that seek. Hearts that serve.

Why Collegiate?




Collegiate School is well-regarded for developing students into citizens who lead, serve and shape the world. We do so with the help of a caring faculty and staff who also have opportunities to lead, serve and shape the world, through the young lives they touch.

Below are just a few examples of some of the great advantages of working at Collegiate:

- Excellent professional development opportunities for faculty and staff
- Collaborative working environment
- A rich employee benefits package (which includes free lunch!)
- Opportunities for growth and leadership
- An environment that fosters creative and innovative instruction

Why Richmond?



Collegiate School is nestled in a lovely suburban neighborhood west of the historic city of Richmond, Virginia - a growing metropolis which has been noted on numerous lists as one of the nation's best places to live and declared a top destination for food and travel, in publications such as National Geographic and the New York Times. In 2014, Fromme named Richmond one of the top 10 destinations in the world!

Richmond, Virginia offers:

- Rich and varied options for history buffs
- Two major universities (Virginia Commonwealth University and University of Richmond)
- Numerous opportunities for music, food and art aficionados
- Growing cultural diversity
- Exciting community programming and activities, such as visiting the Washington Redskins summer training camp

Read more here, in U.S. News & World Report's Best Places to Live review or at Venture Richmond.

Source: St. George's Independent School
[Employment Page](#); Collegiate School
[Employment Page](#); EAB interview and analysis.

Mitigate Concerns About Cost of Living

Newark Academy, Wildwood Give Guidance Where Faculty Typically Live

NEWARK ACADEMY

FOUNDED IN 1774

LIVING ARRANGEMENTS

One of the challenges of working in the New York tri-state area is finding the right place to live. Newark Academy assists in this important step by offering assistance with the housing search. Several benefits exist to assist with the financial pressures of securing appropriate housing.

Livingston is in the heart of suburban northern New Jersey, 10 miles west of Newark—home to some of the East Coast's most savory ethnic restaurants, the New Jersey Performing Arts Center, and several important museums. A 40-minute car ride will get you to Midtown Manhattan. Bus and train service runs regularly to New York City from nearly every suburb. In addition, this cosmopolitan location provides easy access to major universities including Princeton and Columbia.

Morris County, which begins on the western edge of Newark Academy's campus, boasts some of the most spectacular state and federal parks in the mid-Atlantic region. Morristown, three miles from Livingston, is home to the several thousand acre Jockey Hollow National Park and the Great Swamp Nature Preserve. Thirty-five miles west is the Appalachian Trail and the Delaware Water Gap.

Newark Academy's faculty live in communities which are typically suburban, including Livingston, West Orange, Maplewood, Summit, Madison and Morristown. Those interested in closer proximity to Manhattan have traditionally rented in Weehawken or Hoboken, small, safe cities that offer a five-minute journey to either Greenwich Village or the Theater District. Teachers intent on more rural environs commute from New Jersey's western-most counties and, in a few instances, from the Pennsylvania towns located along the Delaware River.

Address Questions About Where to Live

Section outlining popular neighborhoods among faculty, their proximity to the school, distinct characteristics of each community



Wildwood School

My Wildwood Future Families Alumni Search

ABOUT US

WHY WILDWOOD?

ADMISSION

ACADEMICS

CAMPUS LIFE

GIVING



You've probably heard about the weather, and it's not a myth. Sunshine abounds. The temperate climate allows for year-round outdoor enjoyment—walking, hiking, swimming, bike riding, or just enjoying a good book in a local park are all daily activities in Los Angeles.

Wildwood School is located in West Los Angeles and employees live in a range of neighborhoods—all a relatively short drive to myriad cultural attractions and beautiful beaches. As you consider LA, look into Baldwin Hills, Brentwood, Culver City, Leimert Park, Marina del Rey, Mar Vista, Palms, Santa Monica, West Los Angeles, West Hollywood, Westchester, and beyond. You'll find more information on local neighborhoods [here](#). Transportation in LA has been made easier with LA's [Metro Rail system](#)—depending on where you live you may not even need a car. The Wildwood middle and upper campus is conveniently located along the Metro Expo line, which stretches from Downtown to Santa Monica. And of course Uber and Lyft are great options as well.



Source: Newark Academy [Employment Page](#); Wildwood School [Employment Page](#); EAB interview and analysis.

Bringing it All Together

Exemplary Pages Incorporate Key Features, Showcase School Community

The Pingry School


Short Hills & Basking Ridge, NJ

Wildwood School

Los Angeles, CA

Cape Henry Collegiate

Virginia Beach, VA



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Employment

If you're passionate about inspiring students and have a love of learning, we should talk.

At Pingry, you will join a vibrant, K-12 community that values education and cares deeply about its students. From teachers and administrators to coaches and staff, we are committed to the mission-driven, student-centered philosophy of our school. Our key priorities are not simply *teaching*, but *inspiring*.

In preparing students to become responsible global citizens and leaders in their communities, we look for responsible, dedicated faculty and staff of integrity who are up to the challenge. And, as a community that celebrates its diversity, we actively seek to represent that diversity among our student body and faculty and staff alike.

Pingry offers competitive salaries and generous benefits, as well as rewards and recognition for years well done. Because we feel faculty who engage in lifelong learning inspire their students to do the same, we are committed to investing in our employees' ongoing professional development as a priority at our school.


[OPEN JOBS](#)
[PROFESSIONAL DEVELOPMENT](#)
[BENEFITS](#)

Looking to join Pingry? Search current openings here.

[FACULTY](#)

[ADMINISTRATION AND STAFF](#)

[COACHES](#)




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It's The Pingry School's employment policy that individuals will receive equal opportunity in all matters pertaining to recruitment, employment, salary, promotion and assignment, regardless of race, religion, color, gender, sexual orientation, marital status, ancestry or status as a covered employee, or other basis prohibited by federal, state, and local laws. Decisions regarding employment are made based upon valid job-related factors.

Hear what our teachers, staff, and administrators say about working at Pingry!





BRIJA BARNES

- MEd English Teacher
- Assistant Director of K-12 Counsel
- GIS/MAPublisher Coordinator

Pingry at a glance

Take a peek... get to know more about us.





ABOUT US

WHY WILDWOOD?

ADMISSION

ACADEMICS

CAMPUS LIFE

GRIVING

CONTACT

ABOUT US

WHY WILDWOOD?

ADMISSION

ACADEMICS

CAMPUS LIFE

GRIVING

CONTACT

Our faculty and staff are a lot like our students: passionate, curious, inquisitive and just as committed to their own learning and growth as they are to the students. At Wildwood, we are all learners.

Working at Wildwood

Wildwood School's nationally recognized educational program follows a progressive approach, embracing social, learning, and a multidisciplinary methodology that challenges students at the center of their education. Wildwood uses narrative assessments as a central part of its approach to making learning purposeful, providing a clear and defined path to success for every student. Wildwood's narrative assessments are conversant to learner goals for the purposes of their learning and the college admissions process. Wildwood is also a fully accredited member of the National Association of Independent Schools (NAIS) and the National Council on Independent Schools (NCIS). Working with more than 235 other public and independent schools to improve the quality of education provided during the college admission process, highlighting members of both center and elite that prepare students for college, career, and life.

Wildwood is committed to building a [positive, safe, and inclusive](#) and welcoming learning environment, where staff, students, and their families, and all other experience that demonstrates an understanding of and support for our learning multidisciplinary education, global citizenship, and building a diverse and inclusive community. You'll find that a profound sense of approach to learning is purposeful to Wildwood members to students, adults, and parents. There is continuous growth and learning in 22 among teachers, staff, and students. Faculty and staff share the common goal of educating children and adolescents to become compassionate, wise adults with the ability to lead.

Students and families who choose Wildwood School have a range of school options in Los Angeles and some public and independent. They choose Wildwood for myriad reasons, but primary among them are the faculty. Both the staff and student culture at Wildwood is one that embraces intellectual risk-taking, innovation, collaboration, respect, and traditions.

Teaching at Wildwood isn't just about teaching; it's about creating an environment where students are allowed and are encouraged to effect a positive change in the world. It's about growth. Wildwood students are lifelong learners themselves. They are encouraged to be thoughtful and innovative and able to show their intellectual skills and passion, while being the making results, saving great international parties, and developing chemistry compounds. Use Wildwood's curricular framework. You'll see the results of this.

Free form to browse our curriculum PDF pages for a deeper understanding of Wildwood's program.

[Download our School Curriculum](#)


[Request an Information Packet](#)

Meet Sami Corbett, Sami's teacher 5th grade and lead teacher. Sami is a considerate, multi-perspective, and

[illegible]

Tool: Employment Page Audit

Audit Assesses Your School's Employment Page



Employment Page Audit

Identifying Opportunities for Improvement in Your School's Employment Page

ISEF Employment Page Audit

| Website Feature | Points Scored | Notes |
|---|---------------|------------------------|
| 1. Access Email/Phone/School's Message How easy is it to navigate to your employment page? Point Score: 1: Included in a sub-menu 2: "About" link 3: Clear link on homepage | | None on School Website |
| 2. Hiring Contact Information Do you provide a point of contact for potential candidates? Point Score: 1: No contact information on site 2: Provide school email address (e.g., hr@school.edu, career@school.edu) 3: Contact information for specific individual or administrative assistant position 4: Contact information for specific individual responsible for hiring (e.g., Chair of Faculty) | | None on School Website |
| 3. Job Postings Do you have current job openings listed? Point Score: 1: No position for open positions 2: Only includes candidates for a separate site (e.g., HR portal, regional association website) 3: Job openings listed directly on employment page | | None on School Website |

Sample Components Assessed in Employment Page Audit



Employment Benefits



Diversity, Equity and Inclusion



Professional Development

Employment Page Audit Process

Complete Self-Audit



Review Best-in-Class Examples



Discuss Results with an Expert



Assess, score your school's employment page on 10 key components

Use examples in the audit to see how schools have included each component, implement changes to own site

Schedule a call to review personalized audit, discuss best practices, next steps with an EAB expert



1 **Adopt technology solutions to support recruitment activities, streamline hiring process**

Support recruitment, hiring activities through an applicant tracking system. Build a centralized candidate database to support increased recruitment activities.

2 **Create candidate-centric recruitment materials**

Develop an employment website that provides prospective candidates with key information on faculty experience, life on campus at your school

Thank You for Joining Us!

Please Do Let Us Know If You Have Questions



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