**Adams 12 Five Star Schools Recruitment and Hiring Playbook**

Overview:

**PURPOSE**

The purpose of the playbook is to identify and codify the differentiated district strategies and systems we utilize to support our most impacted schools.  These defined pathways will enable us to recruit and hire skilled and diverse teachers.

**MISSION**

Recruit and hire skilled and diverse teachers to serve students in our most impacted schools.

**VISION**

Through our rigorous recruiting and hiring process, students will excel both academically and social-emotionally due to the dedication and instructional expertise of their teachers.

These skilled and diverse teachers demonstrate and are committed to:

* Reflection and growth
* Persistence in adversity
* Shared responsibilities and accountability
* Equitable access for students and families
* Continuous improvement of students and self
* Inclusion of families and community
* A safe and engaging classroom and school community

Successes and Challenges:

Success: Increasing retention rate of teachers at Title and Title-like elementary schools.

Challenges: Implementing to secondary Title and Title-like schools.

This strategy supported achievement of the desired outcomes by outlining our process, making it easy to follow and allowing for feedback and changes once rolled out to the participating schools. Our system is built on successful collaboration in all areas.