

EPISODE 102

Getting New Hires To Commit To Your School



INSTRUCTIONAL
LEADERSHIP SHOW



Essential Question



How can we get new hires to commit and become integrated into the school, so they don't take a better offer at the last minute?

The Problem



Hiring ONCE is hard enough.
Last-minute vacancies are a
huge headache.

Always Better Options

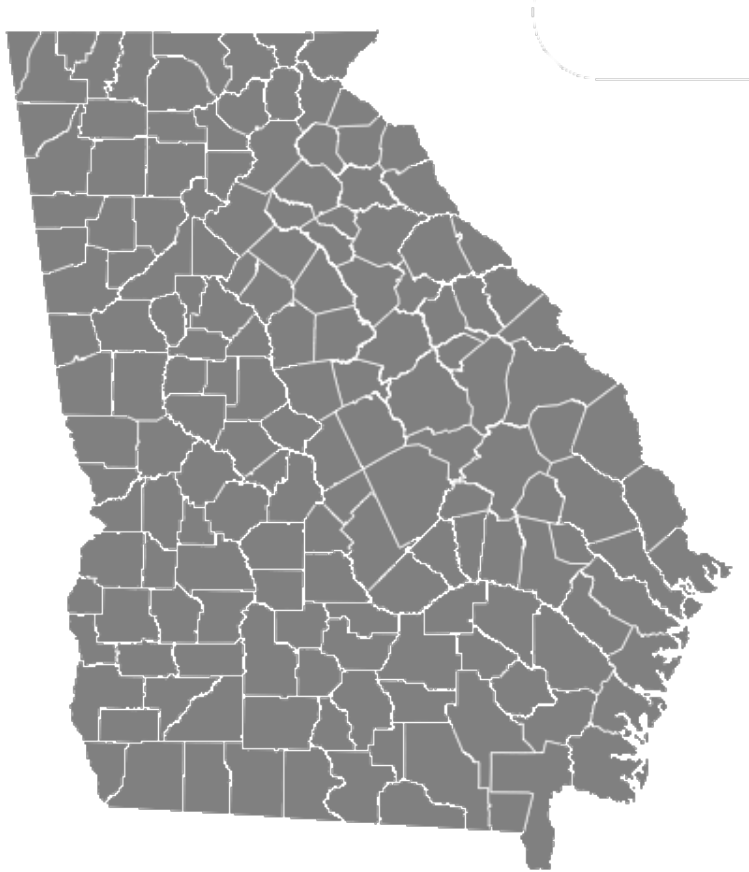


Always Better Options

- Fewer preps
- Preferred grade level
- Friends/past colleagues
- Shorter commute
- More money

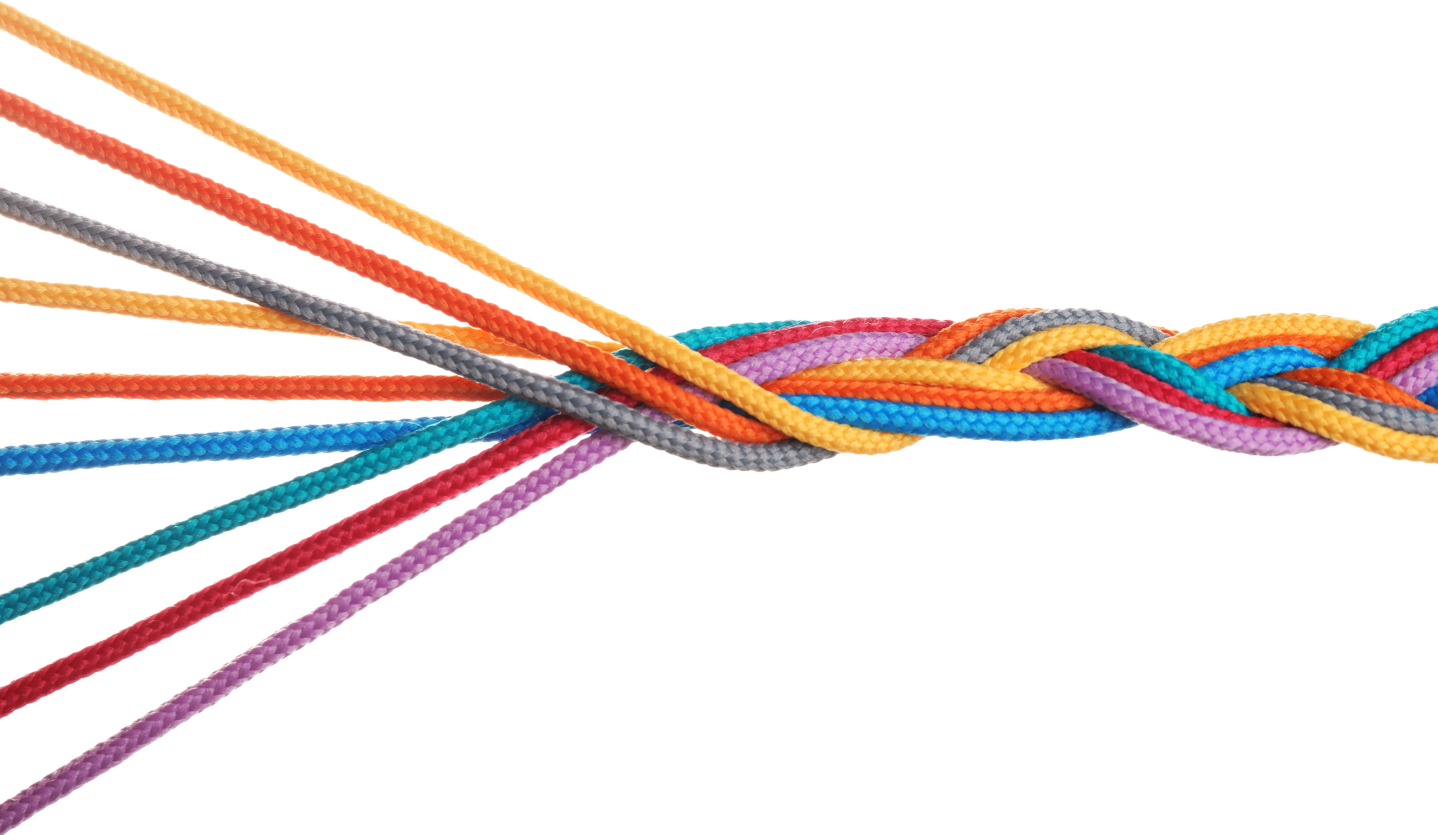


The Wrong Way



- Revoking teaching certificates
- Imposing financial penalties

The Right Way



Get new hires
integrated



Priorities

- Make connections
- Instill pride
- Go public



1:1 Time



Build relationships with new hires by personally introducing them around campus

Interviews



- Conducted by students
- Published in newsletter + social media
- Pre-planned questions, e.g.
 - What are you most excited about?
 - What do you like about this school/community?
 - Fun questions

Get to know your band director:



Position: Middle School Band Director, Choir Director

How long: Almost two years

- **What instrument do you play primarily?**
 - Trombone
- **Why did you choose it?**
 - I wanted to play percussion, but my band director put me on French horn and then she moved me to trombone my first year, and I've never looked back. I love the trombone!
- **Where did you graduate from college:**
 - UALR, my major was music education.
- **What is your favorite thing about your job?**
 - I get to make music with the kids almost every day!
- **Where did you grow up?**
 - Nachogdoches, Texas
- **What were you like in High School?**
 - I was serious and quiet and shy (hard to believe, I know!) I was an overachiever that tried to do everything I could. I was an athlete (cross country, baseball, track) and I participated in as many things as I could—academic events, and band, of course. I was drum major and made All-State in band.
- **How are you different now?**
 - I am way more outgoing, and much goofier and louder.
- **What was your favorite thing to do as a band student?**
 - I enjoyed playing pop songs in the stands in the football games
- **What is something the current you would tell yourself as a high school student?**
 - Care less about what other people think about you.

Get to know your band director: cont.



- **What motivates you to work hard?**
 - Wanting the kids to have the best music experience possible
- **Who is your hero?**
 - Harry Potter, because he was an average guy whose superpower was to love, and that was enough to defeat evil.
- **What is your biggest fear?**
 - Spiders and heights
- **What was your first job?**
 - I worked at a Vet's office as a vet assistant.
- **What was your favorite family vacation?**
 - When we went to Yellowstone and Glacier National in middle school
- **What would you change about yourself if you could?**
 - How much I procrastinate.
- **What really makes you angry?**
 - When people are unkind to others for no reason
- **What is your favorite book to read?**
 - The Harry Potter series. There will never be a better series, and you can never convince me otherwise.
- **What makes you laugh the most?**
 - A great Dad joke
- **How many languages do you speak?**
 - 2.5 (English, Music and Spanish)
- **How many foreign countries have you visited?**
 - Greece, Czech Republic, Canada, Mexico, England, Hungary, India
- **What did you want to be when you were small?**
 - An astronaut or a veterinarian
- **If you could go back in time, what year would you travel to?**
 - The year Mahler wrote his 5th symphony
- **Do you like or dislike surprises?**
 - I like surprises, as long as they are good ones.
- **What are your hobbies?**
 - I like to play video games and love being outside hiking and exploring/adventuring in new places. We live in a great place for that!

Get to know your band director: cont.

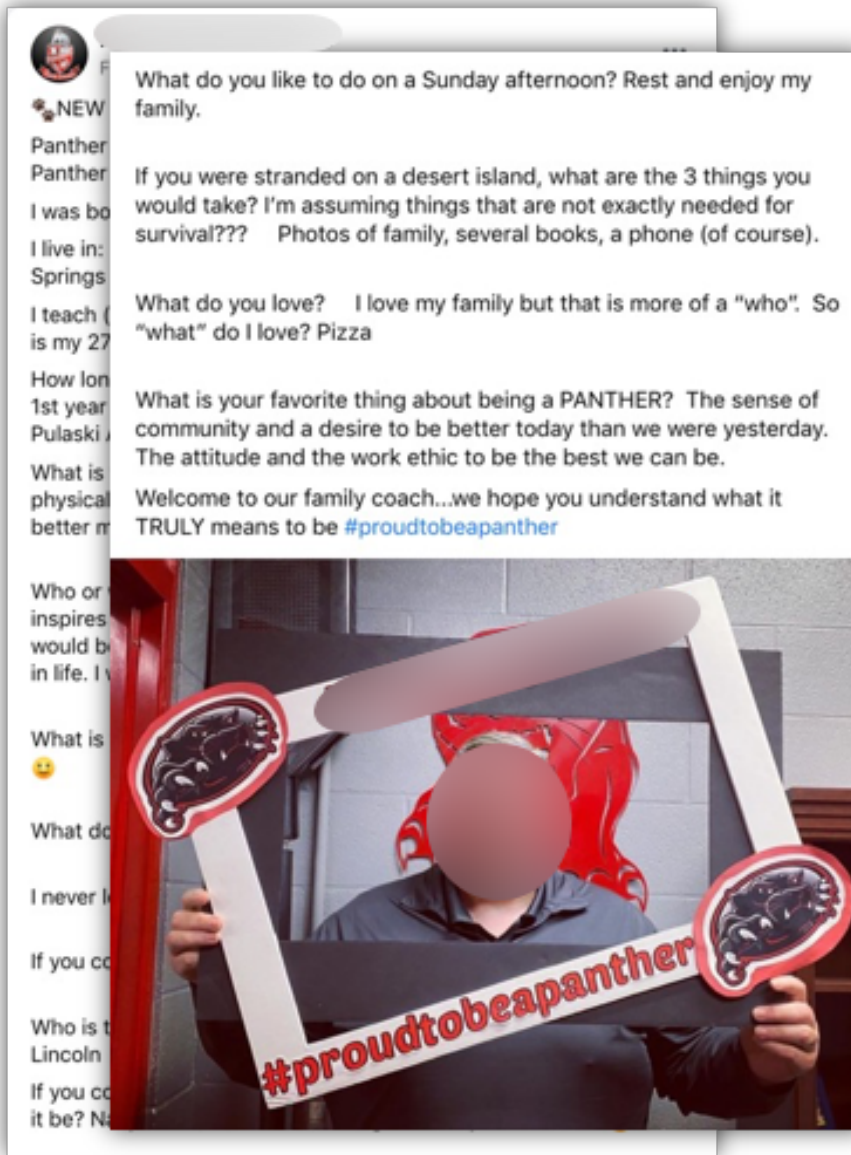
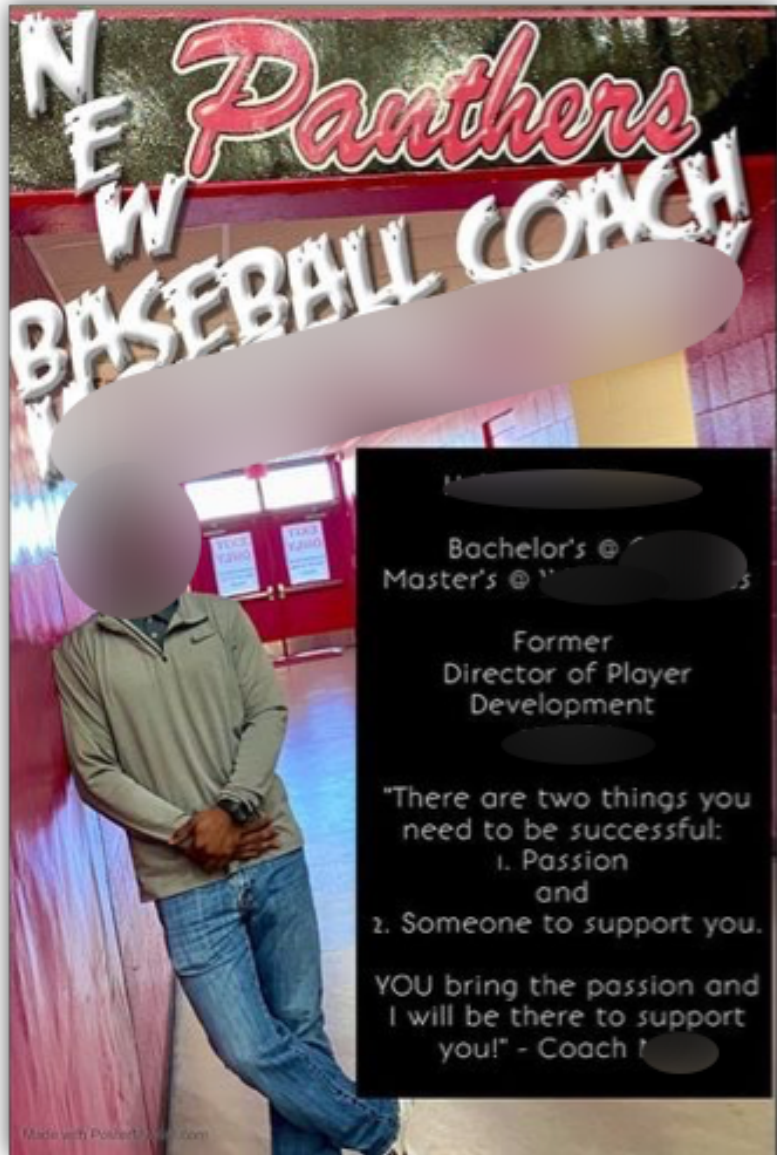


- **List two pet peeves**
 - People talking during rehearsal
 - People touching my trombone without permission
- **How many pairs of shoes do you own?**
 - 10?
- **If you were a super-hero, what powers would you have?**
 - I would want to read minds like Professor X from X men so I could better help people—it would make it easier I could read their minds!
- **What's your favorite zoo animal?**
 - Panda
- **What's the most daring thing you've ever done?**
 - I've hung off the edge of the Grand Canyon by a small branch.
- **What obscure thing are you talented at?**
 - I can do a great impression of Stitch from Lilo and Stitch
- **If someone wrote a book about your life, what would the title be?**
 - How Procrastination Pays off in the End.
- **Are you a clean or messy person?**
 - Both. I want to be clean, but I am messy.
- **What was the last book you read?**
 - Music and the Brain
- **How long does it take you to get ready in the morning?**
 - 10 minutes
- **Do you love or hate rollercoasters?**
 - Love. I hate that I love them, but I love that I like them.
- **What was your favorite subject in high school?**
 - Science
- **Are you an introvert or an extrovert?**
 - Extrovert
- **Which of the five senses would you say is your strongest?**
 - Hearing
- **If you had to describe yourself as an animal, which one would it be?**
 - Dog, because I'm hyper, loyal and you ask me to play fetch I will.

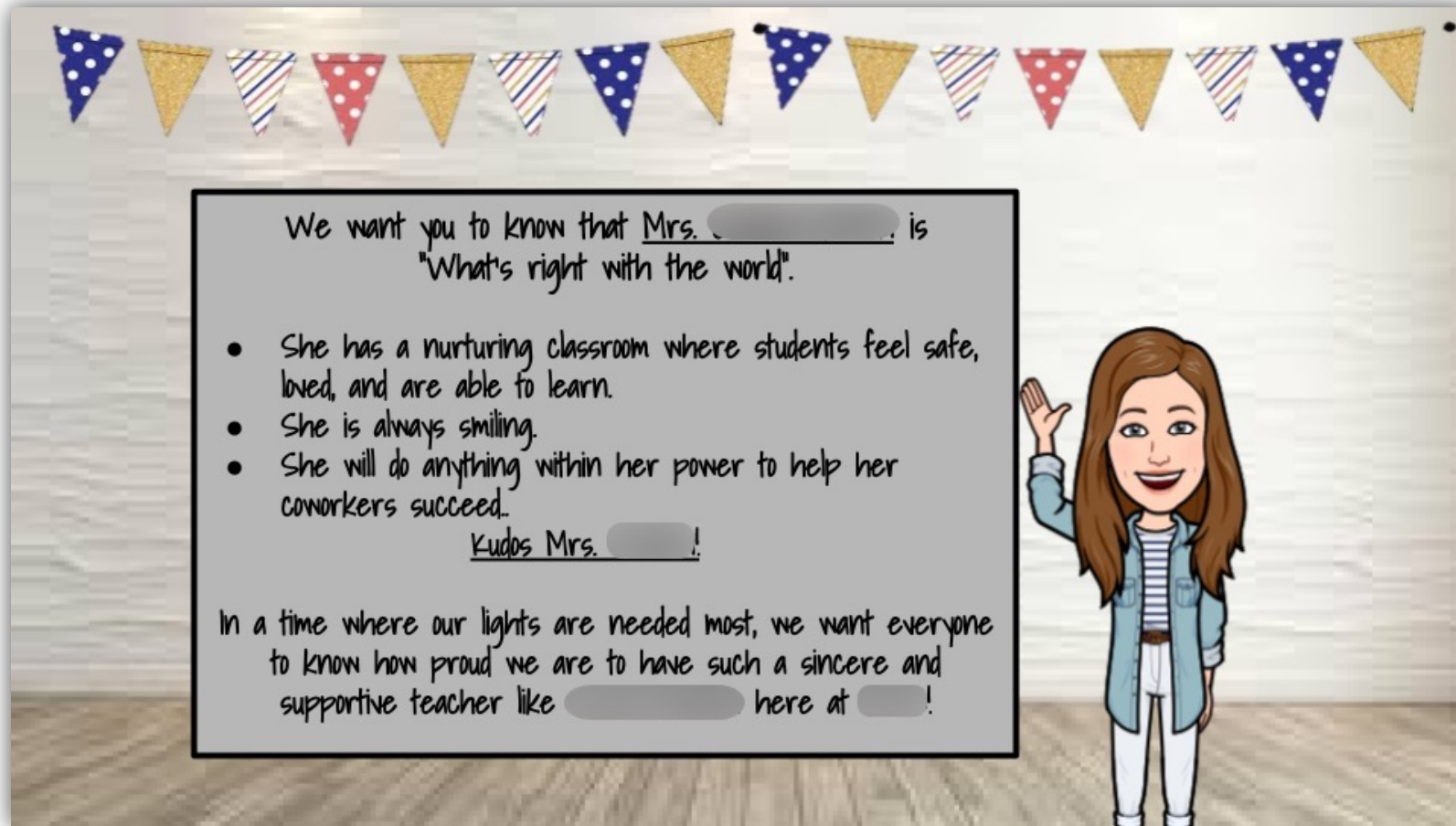
Public/Social Media Announcements

- Use a variety of templates
- Divide up the work
- Share widely





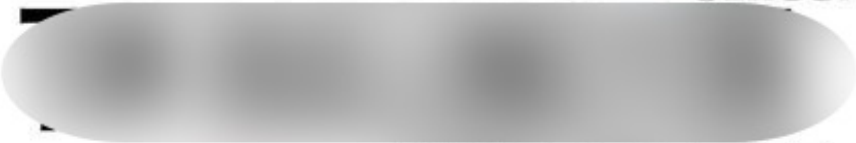
Celebrating Existing Staff



Local Media



ATHLETIC DIRECTOR



LIVE ON THE AIR



TOMORROW
WITH

ALI & BILLY IN THE MORNING



A Caution



Don't hand new hires over to their team/department right away

The Team/Department



- New hires should re-invigorate established teams
- This may be perceived as a threat
- Teams may also be grieving the loss of a colleague
- If new hires get a less-than-warm welcome from their team/department, they may be receptive to other offers

Making Introductions

- Meet together with the team
- Ask everyone to introduce themselves
- Share points of pride/distinctives
- State your vision for the team



Takeaways



- The contract alone isn't enough commitment
- Integrate new hires into your school community in as many ways as possible
- Invest 1:1 time introducing new hires to other staff
- Don't leave it up to teams/departments