

Activities**RECRUITMENT PROGRAM**

Dade County Public Schools recognizes that "the most important influences the school can contribute to the learning of any student are the attitudes, skills, knowledge and understanding of the teachers..." (F.S. 231.601(2)) and that the most effective way to assure the quality of that influence is to hire teachers with those qualities in the first place.

The intent of the Recruitment Program is to find highly skilled teachers capable of achieving outstanding results in the classroom -- teachers able to meet the challenges of today and the promises of tomorrow -- and to do so as cost-effectively as possible.

I. Program Objectives

- A. To locate highly qualified teachers and induce them to seek employment with the Dade County Public Schools, considering the numbers, types and skills required to staff the District's schools
- B. To develop and maintain a cadre of trained, effective recruiters selected from among Dade County Public Schools administrators and teachers
- C. To develop effective recruiting materials, techniques and procedures
- D. To develop and implement a targeted recruiting plan which concentrates on teacher-preparation institutions which have outstanding subject-area discipline-specific programs or strong general programs, with representative student bodies including minority students, and on geographic areas of the country with declining enrollments which result in a surplus of qualified teachers
- E. To develop and maintain a strong network of working relationships with local, state and national agencies which are involved in personnel placement
- F. To develop and maintain a strong network of working relationships with private and public agencies which promote the Greater Miami area as an excellent place to live, work and raise a family
- G. To encourage programs which seek to increase the number of academically talented students who will select careers in public education

II. Program Guidelines

- A. Recruitment is a District function, which requires cooperative efforts of all bureaus, offices and schools.
- B. Critical staff shortage areas will be identified annually by the Board and the United Teachers of Dade for the following school year.
- C. District funds shall not be used for payment or reimbursement of costs incurred by individuals incident to licenses, teaching certificates, fingerprinting, pre-employment health examinations, and the Florida Teacher's Examination.
- D. District funds shall not be used for payment of costs of refreshments, meals and entertainment for prospective employees.
- E. District funds may be used for authorized travel for recruitment in accordance with Board Rule 6Gx13-4C-1.07 and for the cost of publicity and materials for consortiums, orientations, seminars, interview training, and other meetings which have as a principal purpose teacher recruitment for the District.
- F. Selection of district administrators and teachers to be trained and serve as recruiters shall be by an orderly process established by the Associate Superintendent, Bureau of Personnel Management. The selection process shall be based on merit and shall give due consideration to appropriate representation by academic specialty, ethnicity and gender.
- G. Recruiters will be selected for a specific recruitment trip based on the field(s) for which applicants are being sought and the characteristics of the location to be visited, without regard to the number of prior out-of-county trips.

Specific Authority: 230.22(2) F.S.

Law Implemented, Interpreted, or Made Specific: 230.23(5)(h) F.S.

History: THE SCHOOL BOARD OF DADE COUNTY, FLORIDA

New: 7-13-88