

Cultivate Partnerships with Diverse Sources of Potential Applicants.

- **TIP 1: Host a teacher/school leader recruiting event.** Consider hosting your own event around the time of spring and fall graduations.
- **TIP 2: Develop a teacher/school leader referral incentive program.** Great teachers and school leaders often know other great (active or retired) teachers or school leaders. Provide an incentive for employees who refer candidates that get hired.
- **TIP 3: Cultivate a grow-your-own program to address local teacher and school leader shortages and increase teacher/school leader diversity.** Recognize that teachers from the community will be more likely to teach at local schools.
- **TIP 4: Establish partnerships with teacher/school leader education programs, both traditional and alternative.** Collaborate with teacher/school leader preparation programs to ensure that a sufficient number of teachers are available in hard-to-staff subjects and school leaders for hard-to-lead schools.
- **TIP 5: Consider partnerships with community colleges.** Community colleges can provide a pool of untapped talent, particularly in geographical locations that are not well served by larger universities.
- **TIP 6: Develop relationships with inactive teachers/school leaders, including retired teachers/school leaders.** Create messaging strategies to encourage individuals who are undecided about whether to return to the profession after some time out (e.g., due to maternity or paternity leave, retirement, or other reasons) to return to teaching or school leadership.
- **TIP 7: Connect with military veterans through Troops to Teachers.** Of the veterans who become teachers, 83% are male and 43% are minority. Post job opportunities on the national [Troops to Teachers website](#). Contact David Schklar (David.Schklar@education.Ohio.gov) to learn more about the Troops to Teachers program in Ohio

NOTE: For more information regarding the tips cited in this document, see bibliography in the Recruitment Research section.