

Recruiter Viewpoint Survey 2011 Results

Question		Answer
1.	In the current highly competitive job market, how can a recent graduate stand out as a job applicant?	Knowledge of district (3)
		Increase certifications (2)
		Classroom experience outside of college requirements (1)
		Pursue their interests passionately (1)
		Practical exposure to field of study at their teaching placements (1)
		Make a good first impression (1)
		Willing to relocate (1)
		Digital portfolio brochure (1)
		Plan and implement effective lessons and differentiate instruction to reach all learners (1)

2.	In evaluating teaching applicants coming right out of college with no full-time professional teaching experience yet, how much of an advantage does an applicant with a Master's degree have over an applicant with a Bachelor's degree?		#	3 of 13
		0	%	23%
		1	#	0 of 13
			%	0
			#	2 of 13
		2	%	15%
			#	3 of 13
		3	%	23%
			#	2 of 13
4	%	15%		
	#	3 of 13		
5	%	23%		

2 (b)	Comments:	Not a top priority
		Depends on the candidate and program, but generally the Master's candidates presented as more mature and impressive.
		Looking for applicants with diverse experiences and "right" personality and fit over graduate school.
		Usually more mature and ready to step into the class; usually more confident and interview better.
		It's the time in the classroom that helps the most.
		The amount of time spent focusing on content area of choice pursued/area of certification.
		For TEFL programs, they meet additional program qualifications and takes away the concern of completing a Master's degree after service.

Question		Answer
3.	What, if any, advice can you give candidates who are looking for a teaching position now or in the near future?	Increase certifications (3)
		Do research; be prepared for the interview process (3)
		Get as much experience as possible (2)
		Willing to relocate (2)
		Make personal contacts with districts you are interested in and follow up with employers (2)
		Alternative/special populations certification (1)
		If you don't get a position, substitute teach, do after school tutoring, get involved with the Y or Boys and Girls Club (1)

Question		Answer
4.	What is one of your favorite interview questions? What do you look for in a candidate's response to this question?	a. What is the definition of an at-risk student?
		b. What was your best lesson? Describe it.
		c. When addressing behavior and/or academic concerns, how do you include parents and students to ensure the student is successful?
		d. Describe a lesson you have taught and describe how you planned, conducted, and assessed student knowledge.
		e. Describe your top priorities in the first few days, weeks teaching in our school.
		f. What is your definition of multicultural education?
		g. If your students had to describe you and your practice, what would they say about you?
		4 (b)
b. If English, looks for someone that knows and loves adolescent literature.		
c. Reaching parents who may not be literate or computer literate.		
d. Evidence of clear alignment within the lesson and ability to share ongoing assessment strategies.		
e. Building relationships, trust, etc.		
f. Recognition of all types of diversity.		
g. N/A		