

TEACHERS of COLOR

RECRUITMENT RESOURCE GUIDE FOR PROSPECTIVE TEACHERS

January Newsletter

Teachers of Color launches the first issue of a monthly e-newsletter for prospective teacher candidates nationwide. The purpose of this newsletter is to announce the most current job opportunities of public, private and charter school employers who have made a commitment to diversity and are hiring multicultural educators for their classrooms.

The newsletter is emailed directly to teacher candidates of over 500 colleges and universities Departments of Education.

- Preston J. Edwards, Jr., Publisher

The Education Job Fair Survival Guide

Katie Munroe, M.S. Career Counselor, AAEE Partner
Bridgewater State College

Intimidating recruiters, long lines, tough competition, and tight spaces...welcome to your first education job fair! This type of recruiting event can be overwhelming yet also very fruitful for candidates who prepare and create a plan of attack. The following guide will help you learn survival strategies to make you feel confident when you walk into your next education job fair.

Who Participates at a Job Fair?

Hiring Personnel: When a school district has an anticipated opening, job fairs are an easy way to attract as many qualified and talented candidates as possible. Hiring personnel such as superintendents, principals, human resources staff, and veteran teachers will be at the fair ready to recruit, promote their school district, collect resumes, and pre-screen candidates.

Candidates: Similarly, an education job fair allows teacher candidates access to

a large number of school districts in one location at one time. This venue provides an opportunity for candidates to learn about teacher openings, to network, and to secure future interviews.

table of contents:

Navigating the Job Fair	2
Job Fairs / Recruitment Events	3
Job Opportunities	3
Newest School Employers	4

january 2012

Teachers of Color is a diversity recruitment resource guide for prospective teachers, school employers, education institutions and professional organizations.

Our mission is to connect multicultural teachers with those committed to diversity recruitment.

Prospective teachers can post their resumes for recruiters to view, as well as search the job listings in the database. Teacher candidates can also subscribe to this monthly e-newsletter and the biannual print/digital publication.

www.teachersofcolor.com

Navigating the Job Fair

When it comes to searching for employment opportunities and finding that perfect job, the very thought of job hunting can be daunting for those trying to capture their first job or interview. Though this present economic crisis many have seen a decline in positions with employers of choice, where in years past there may have been an abundance of positions available. As budgets tighten and schools are asked to do much more with far less, it becomes even more imperative that prospective recruits remain at the top of their employment game and develop a clear understanding of what could give them a possible edge when it comes to pursuing a viable position. With fewer available employment opportunities to choose from and fierce competition amongst aspiring teachers, how is it that some recruits appear to be more successful than others when it comes to securing that first interview?

Many have ventured out to career fairs along with other colleagues and through that experience may have learned valuable lessons and tools to utilize during their next career fair pursuit. In order to be successful, they have adopted some of the following quick tips that new recruits need to know when preparing and attending a career fair.

Be Prepared!

- Most recruitment fairs are held on college campuses, and at conferences with a job fair component. Prior to going to the job fair, do your homework! Your college career office will have a listing in advance of all the districts, private schools, and organizations that are registered to attend the career fair. If it is a conference, the conference website should have this information as well. Research the schools ahead of time. Prepare by learning a few facts about schools of particular interest to you. This shows the recruiter that you have done your homework and it also demonstrates a sincere interest in the school.
- You can never have enough resumes at a job fair, so please make sure you pack accordingly! Be organized with your materials so you can easily give and accept documents, business cards, etc. without fumbling or excuses.



- Approach the job fair as if you are going on an actual first interview! Invest in appropriate business attire: a nice suit (men & women) and appropriate business shoes. Many recruits forget that first impressions count and really do make a difference. You have worked this hard to obtain your college degree and now it is time to present that professional image to a potential employer.
- There are some employers that regularly interview and hire on the spot, so it is quite possible that you enter the job fair looking for a job and leave with an intent to hire letter from a prospective employer. Practice possible interview questions beforehand with a friend or register for practice interviews at your career center.

Be Confident!

Recruiters recognize that looking for a job isn't easy and nervousness on behalf of the recruit is definitely a part of the territory, but if you have made it to the job fair, make sure you are ready for queries that involve specific teaching strategies or behavioral management techniques, and not just random questions. The recruiter is searching for the best fit for their school and your ability to show your readiness is a definite asset.

Impressing the Right People!

- Provide the recruiter with a solid hand shake and great eye contact. Recruiters often deal with prospective recruits who are not comfortable

doing either, and if that is you, than practice with a friend or with a representative at the career center, so you can begin to develop confidence in this area.

- Be considerate of the recruiter's time and efforts. Remember, by the time you meet with the recruiter of your choice, they may have met with 50 or more prospective recruits prior to you. Communicate your confidence in a professional manner by concentrating on what you bring to the table as a teacher and not how tired you are because you stayed up all night studying for an exam.

Be Engaged!

- Recruiters are seeking candidates who are energetic and enthusiastic. If you are interested in an employment opportunity with that school then you must be ready to sell your knowledge, skills, and abilities to the recruiter. Remember you may only have a minute or less to make a great first impression. You are not just at a job fair looking for a job; you're looking for THE job, the one that will enable you to make a difference in the lives of children.
- Allow the recruiter to connect with the "real you". Smile, relax, and share the best part of who you are as a professional with the recruiter. The recruiter already knows that you probably have your content area down pat, but who you are as a professional and how you will add value to their school is something that you need to share.
- Although many recruiters take resumes at job fairs, many others do not and will direct you to their on-line application system. If you have caught the attention of the recruiter make sure you follow through on this process immediately. This is the first step in ensuring that you are in the door. Without a completed application, it says to the recruiter that you are really not that interested.
- A thank you note to employers of particular interest to you is one additional competitive step you can take.

Taking these steps will help ensure you make the most of job fair opportunities. By preparing, professionally and confidently engaging with recruiters, and following through, you will increase your chances of successfully landing the job. **TOC**

Job Fairs / Recruitment Events

january

21

KIPP NYC in conjunction with Teaching Matters, The New Teacher Project, Scholastic, and Google are organizing a professional development day for public school teachers on Saturday, January 21, 2012.

The conference program features more than 30 workshops spanning K12 content areas, panel on character education and structured peer conversations on college readiness and classroom challenges.

What Works In Urban Schools: A Professional Development Day for Teachers:
www.WhatWorksInEd.org

february

3 - 4

Western Virginia Public Education Consortium

5

Georgia Independent School Association

20

Houston Teachers of Color Recruitment Fair

Presbyterian School
 9100 South Freeway, Houston, TX
 77051 * Ph. (713) 731-1001

3 - 5

Fairfax County Public Schools Job Fairs

10 - 11

Southern Teachers Agency Job Fair

22

Southern Virginia Public Education Consortium Teacher Employment Fair

4

Suburban Chicago Secondary Teacher Recruitment Fair

16

Augusta State University Educator Expo

27

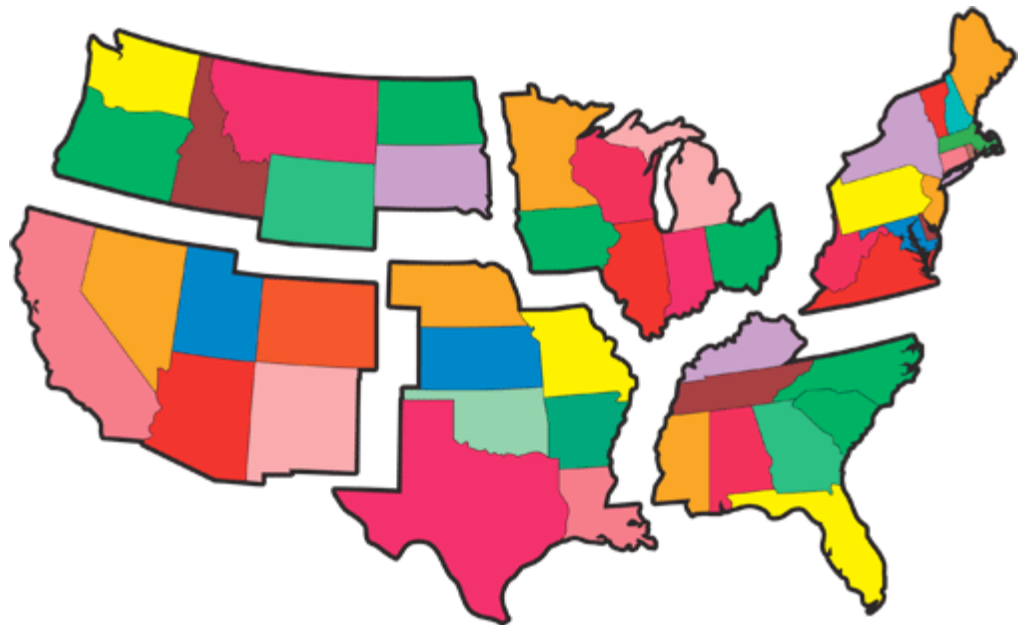
27th Annual Mid-America Educators' Job Fair

Job Opportunities

Click your region on the map to find a job.

TEACHERS OF COLOR JOB BOARD

THE JOB-LISTING DATABASE OFFERS THOUSANDS OF OPPORTUNITIES FOR TEACHERS NATIONWIDE WHO ARE LOOKING TO FIND SCHOOL EMPLOYERS THAT HAVE MADE A COMMITMENT TO DIVERSITY AND ARE HIRING MULTICULTURAL EDUCATORS FOR THEIR CLASSROOMS.



SEARCH JOBS

Newest School Employers

OLENTANGY LOCAL SCHOOLS



Our mission is to facilitate maximum learning for every student. Our vision is for our students to perform at a level that surpasses or is equal to their anticipated level of

achievement based on measured ability. We will promote high expectations for students in all areas: academic, artistic, physical, health, citizenship, and service. In a fiscally responsible manner, we will commit the resources necessary to establish and maintain:

- A respectful, caring, and safe environment
- Research-based, student focused instruction
- Information-driven decision making
- A focused and challenging curriculum
- Collaboration focused on improving student learning
- An active partnership with parents and community.

To learn more, click here to view Oleantangy's complete profile and career opportunities.

ORANGE COUNTY SCHOOLS



Teacher quality is one of the most important factors in raising student achievement. Orange County Schools is committed to hiring only the most highly qualified and dedicated teachers to work with our students.

We are seeking talented professionals who will provide our students with the kind of education they need to experience personal, social and professional success. Our top priority is to recruit and retain teachers who can raise the achievement level of every child in the district. We understand that there is no specific type of teacher who fits this description. Orange County Schools is looking for strong communicators and data driven instructors with experience in a licensed subject area. Applicants with varying backgrounds, skills

and interests who possess the ability to create successful learners are encouraged to apply.

We believe that teaching in North Carolina is a unique and challenging experience. Orange County Schools offers diverse opportunities for the achievement of your professional goals. We look forward to speaking with you about your qualifications and about the outstanding opportunities in our district.

To learn more, click here to view Orange County's complete profile and career opportunities.

WAYNESBORO PUBLIC SCHOOLS



The Central Mission of the Waynesboro Public Schools is to provide high quality education for all

students. Waynesboro Public Schools is committed to a quality education that includes a strong academic program designed to meet student needs; comprehensive programs which prepare and encourage students to be productive citizens; quality learning environments and school facilities; a diverse, highly trained staff committed to working effectively with youth; and strong partnerships with parents and the community. The mission requires a process of evaluation, continual improvement, strategic planning, analysis of data, and consensus based decision-making.

To learn more, click here to view Waynesboro's complete profile and career opportunities.



The IRA is a nonprofit, global network of individuals and institutions

committed to worldwide literacy. With more than 60,000 members strong, the Association supports literacy professionals through a wide range of resources, advocacy efforts, volunteerism, and professional development activities.

To learn more about the International Reading Association and how to get your FREE membership for 1-year, click here.

**27th Annual
Mid-America Educators'
Job Fair**

February 27 - March 1, 2012

Recruit throughout the week at these participating universities:

- Northern Illinois University
www.niu.edu/careerservices
- Illinois State University
www.CareerCenter.ilstu.edu
- Eastern Illinois University
www.eiu.edu/careers
- Northeastern Illinois University
www.neiu.edu/careerservices

Register online at:
<http://tinyurl.com/6cusf93>

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TEACHERS OF COLOR

16107 KENSINGTON DR., STE. 109
SUGAR LAND, TX 77479

TEL. 281.265.2473

FAX 281.265.2476

EDITOR@TEACHERSOFCOLOR.COM