



### DRAFT: OVERVIEW OF THE STEAD SCHOOL HIRING PROCESS

The STEAD School team is committed to building a community that is diverse and inclusive of all humans. As a school community, we recognize that not all students who attend a public school have access to high quality learning opportunities. We also recognize that inequities across systems have historically disproportionately left minority communities behind. In order to disrupt systemic inequities, we strive to support student leaders on their journeys in becoming critical thinkers and risk takers who are prepared to disrupt systems. In order to create a school culture which will foster this kind of learning environment we strive to hire a diverse team of people with the goal of building a complex network of interconnected and complementary strengths. Our aim is to exemplify the best practices in the field of education and serve all students of our community to the best of our abilities. We recognize and embrace the growing evidence in research that demonstrates that an increase in teacher diversity leads to an increase in student success and we aim to integrate evidenced best practices into our hiring process with the goal of providing our students with the richest social, emotional, and educational experience. The STEAD School is committed to an intentional, ever-reflective, practice of diversifying our board and team.

The STEAD School welcomes people of all backgrounds and life experiences into its community of inspired people – be they students, educators, or partners – working together to address some of the world’s largest challenges. Diverse people, fully sharing their perspectives and experiences, interdependent on one another make this community inclusive, whole, and healthy. With a reverence for adolescence, they make this community home for learners, leaders, visionaries, collaborators, and environmental stewards.

If you find yourself aligned with these values and want to be part of our team, or you are just interested in the STEAD hiring process, here is a brief overview:

#### STEAD School Hiring Process

1. Need is identified and opening is posted internally for existing STEAD team to apply
2. If internal candidate is identified, STEAD will follow the STEAD hiring process for an internal candidate before moving on
3. If an internal candidate is not identified by the deadline of the internal post, or an internal candidate is not hired for the position, the position is posted externally
  - a. External postings of openings at The STEAD School strives for a large, diverse pool of expert candidates for each position posted. We post openings through resources that align with each specific opening. These resources could include: The STEAD Website, LinkedIn, Indeed, Facebook, Constant Contact campaigns, Chalkbeat, High Tech High Graduate School, The Colorado League of Charter Schools, UCLA Center X job board, Idealist, National Alliance for Public Charter Schools, Future Farmers of America, various University and College Education Departments, various Professional Conferences, various Career and Technical Education resources, Local Publications, and any professional partners and resources aligned with specific areas of expertise.
  - b. Although positions are posted utilizing a variety of resources, all applicants are asked to submit their applications via the [hiring@thesteadschool.org](mailto: hiring@thesteadschool.org) email
4. As applications are submitted, the STEAD hiring team reads through applicants to determine completion of application and if the candidate meets the general requirements of the position
5. If a candidate has submitted a completed application and meets the general requirements of the position, the candidate is then invited to go through the interview process. Candidates are invited at each step of the process to move on to the next step based on the results of the prior step and fit. Here is a general outline of the process:
  - a. Round One: An interview with the STEAD hiring team
  - b. Round Two: Reference Checks and Mindset Survey
  - c. Round Three: Panel Interviews with Students and Adult Community Members
  - d. Round Four: Candidate is invited to cross-Interview The STEAD Team
  - e. Round Five: Offers to Join Founding Team (pending background check clearance)