

NORTHSIDE INDEPENDENT SCHOOL DISTRICT

Human Resources Department

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Efforts to Recruit Teachers

HR Recruiting Team – The HR Recruiting Team is composed of administrative staff from various departments and campuses. Members of the team include directors of specific departments and programs (Fine Arts, Athletics, Health Services, Library Services, Bilingual Education, Special Education, Guidance and Counseling, Adult and Community Education, etc.) and campus vice principals and assistant principals. These individuals are trained by Human Resources administrators in the interviewing and screening process to ensure consistency. They also assist with recruiting by attending conferences and job fairs.

The Winocular Applicant Tracking System – The Winocular Applicant Tracking System is utilized to track and screen applicants for positions in the district. All principals and department heads have access to this system on their PC. They can review all documents that have been submitted by applicants including references. The system assists them in having information readily available for their consideration.

Online Application – The online application is a feature of the Winocular Applicant Tracking System. It is easily accessible on the district web site. There is also a link on the recruiting CD. This process of cutting-edge technology makes the application available immediately. The district can review and process applications more efficiently with a faster turn around rate. The district processes approximately 5,000 professional applications per year.

Recruiting CD – Northside replaced the traditional recruiting packets with a cutting-edge recruiting CD in 2001. The CD contains information about the school district and has direct links to the most current information on salaries, benefits, the school calendar, instructional and extra-curricular programs, etc. It also has an introductory video. Students at Communications Arts High School produced the first CD in cooperation with the Human Resources staff in 2001. The CD was updated and enhanced with music and additional links in 2004.

University Collaboration – A very important component of recruiting is the relationship between the Human Resources Department, campus staff and the teacher preparation programs at the colleges and universities and alternative certification programs (ACP). Northside hosts an average of 250 student teachers each year from area colleges and universities. This number also includes student teachers from the University of Northern Iowa, Illinois State University, and Winona State University (Minnesota). The partnership with these out of state universities is coordinated to provide their students with a multicultural experience working with students. The Human Resources staff also provides orientation and training sessions for student teachers on how to prepare a resume' and the interview process. The district also hosts approximately 700 college students and ACP candidates for field placement observations and practicum in order provide future teachers time in the classroom to

assist with pedagogy strategies. The Human Resources Administrators also serve on many education department and career service committees and boards.

Media Coverage – Each year, the Human Resources Department works closely with the Communications Department to put together a news release that is sent to the local media. Pertinent information about the “need for teachers” as well as recruitment information is made available. Northside has been very successful at getting excellent coverage for the past four years.

Saturday Interview – Northside conducts applicant screening interviews on Saturdays from 8:00 am – 12 noon. Members of the HR Recruiting Team are utilized and can each interview up to eight applicants (each interview is thirty minutes). We run anywhere from seven to ten schedules per Saturday. Seven to ten Saturdays are scheduled each year to accommodate applicants. This is very popular because most applicants are teaching or student teaching and they do not have to be absent because of an interview. This also assists in providing interviews during the week. Northside conducts approximately 2,000+ screening interviews per year.

Select City Ads and Interviews – San Antonio is a “destination city” that attracts a large population. For the past six years, Northside has placed an ad in newspapers in Laredo, McAllen, and Corpus Christi to attract teachers. The date is determined in order to “piggy back” the education job fairs held at universities in those cities. The ad generally runs for two weeks (Sunday and Wednesday) and individuals must have an application on file prior to the interview.

District Private Job Fair – The Private Job Fair is one of the most successful strategies used for recruiting. This fair is generally held the first week in June and it is “private” because it requires an invitation. Invitations are granted based on variables that include the screening interview score, teaching field, anticipated needs, etc. All campus interview teams attend this fair that is held at one of the district high school campuses. They interview applicants for current and anticipated vacancies. On average, 500-600 invitations are given and approximately 50% of those attend the fair. Approximately 150 teachers are hired as a result of the process within three to four days.

“Critical Needs Stipends” and Signing Bonus – This incentive is designed to assist with the recruitment of teachers in “critical needs” areas. The State has determined several areas for “critical needs” and Northside reviews the needs of the district and sets the list for “critical needs” each year.

*Teachers in the following areas receive \$1,900 “critical needs” stipends: Secondary Special Education, Secondary Mathematics, Secondary Science, Secondary Industrial Technology, and Secondary Computer Science each year.

*Teachers in Bilingual Education receive \$2,000 each year.

*Teachers in Alternative Schools receive \$1,900 each year.

*Teachers in Elementary Special Education receive \$1,500 each year.

*The district also offers a one time \$1,000 Signing Bonus to teachers who accept the following positions: Secondary Alternative Campus and Special Education Behavior/ED class.

Recruiting Schedule 06-07
Northside Independent School District

3/29/06

DATE	EVENT	PLACE	RECRUITER(S)
<i>Oct 1</i>	<i>TEXES</i>	<i>Taft</i>	<i>Kent</i>
Oct 11	TINA Workshop	NAC	Faseler, Fuery, Kent, Pena
Oct 12-15	TABE	Corpus Christi	Pena
<i>Oct 15</i>	<i>TOPT</i>	<i>UTSA</i>	<i>Kent</i>
Oct 17	A&M College Station	Bryan	Faseler, Kent
Oct 17	UIW Presentation	San Antonio	Fuery
Oct 19	Texas State Presentation	San Marcos	Fuery
Oct 20	SAACC Job Fair	San Antonio	Faseler, Kent
Oct 27	Student Teacher Present.	HR	Faseler, Fuery, Pena
Nov 1	UT Austin	Austin	Faseler, Kent
Nov 3	St Mary's Presentation	San Antonio	Fuery
Nov 4	UTEP	El Paso	Faseler, Kent
Nov 8	A&M Kingsville	Kingsville	Pena
Nov 8	OLLU Interviews	San Antonio	Kent
Nov 9	A&M Corpus	Corpus	Pena
Nov 9	AIM Presentation	HR	Faseler, Fuery, Kent
Nov 14	UTSA Presentation	San Antonio	Fuery
Nov 15	UTSA	San Antonio	Faseler, Fuery, Kent,
Nov 16	Texas State	San Marcos	Faseler, Fuery, Kent, Pena
Dec 1	UTSA Interviews	San Antonio	TBA
<i>Dec 7</i>	<i>Legal Conference</i>	<i>Austin</i>	<i>Faseler, Fuery, Kent, Pena</i>
<i>Dec 7-9</i>	<i>TASPA Conference</i>	<i>Austin</i>	<i>Faseler, Fuery, Kent, Pena</i>
<i>Dec 10</i>	<i>TEXES</i>	<i>Taft</i>	<i>Kent</i>
<i>Jan 13</i>	<i>End of Semester</i>		
<i>Jan 19</i>	<i>90th Day for full year service 2005-2006</i>		
<i>Feb 18</i>	<i>TEXES</i>	<i>Taft</i>	<i>Kent</i>
<i>Feb 20</i>	<i>Transfer List Begins</i>		
Feb 21	Southwestern Interviews	Georgetown	Kent
Feb 22	Baylor	Waco	Kent
Feb 28	Student Teacher Wkshop	Training Room	All
Mar 4	Interviews	HR	Faseler

Mar 7	Texas State Panel	San Marcos	Faseler
Mar 8	<i>Teacher of the Year @ Stevens</i>		
Mar 9	UTSA Panel	San Antonio	Faseler
Mar 11	<i>TOPT</i>	<i>UTSA</i>	<i>Kent</i>
Mar 11	Interviews	HR	Pena
Mar 22	UTSA	San Antonio	Faseler, Kent
Mar 22	Laredo Interviews	Laredo	Pena, Tatsch
Mar 23	A&M International	Laredo	Pena, Tatsch
Mar 25	Interviews	HR	Kent
Mar 27	Trinity Interviews	San Antonio	Faseler, Kent
Mar 30	Incarinate Word	San Antonio	Faseler, Kent
Mar 31	<i>Transfer List Ends</i>		
Apr 1	Interviews	HR	Faseler
Apr 3	A&M College Station	College Station	Faseler, Kent
Apr 4	Tarleton State	Stephenville	Faseler, Kent
Apr 4	McAllen Interviews	McAllen	Levine, Pena
Apr 5	UT Brownsville	Brownsville	Levine, Pena
Apr 5	UT Austin	Austin	Faseler, Kent
Apr 5	Angelo State	San Angelo	Dudney
Apr 6	Texas State	San Marcos	Faseler, Pena
Apr 6	UT Pan Am	Edinburg	Levine, Pena
Apr 6	Abilene Christian	Abilene	Dudney
Apr 7	UTEP	El Paso	Faseler, Kent
Apr 7	Texas Luthern	Seguin	Pena
Apr 8	<i>TEXES</i>	<i>Taft</i>	<i>Kent</i>
Apr 8	Interviews	HR	Kent
Apr 10	West Texas	Canyon	Faseler, Pena
Apr 11	Texas Tech	Lubbock	Faseler, Pena
Apr 12	Prairie View	Houston	Boxill
April 17	<i>Transfer Fair @ Paul Taylor</i>		
Apr 18	A&M Kingsville	Kingsville	Faseler, Pena
Apr 19	A&M Corpus	Corpus Christi	Faseler, Pena
Apr 20	OLLU Interviews	San Antonio	Faseler, Kent
Apr 22	Interviews	HR	Pena
Apr 24-25	NMState University	Las Cruces	Faseler, Kent
Apr 27	UT Interviews	Austin	Faseler, Kent
May 2	St Mry's Interviews	San Antonio	Faseler, Kent, Pena
May 6	Interviews	HR	Faseler
May 9	UTSA Interviews	San Antonio	All
May 10	<i>Retirement and Recognition Ceremony @ Stevens</i>		
May 13	Interviews	HR	Kent

May 20	Interviews	HR	Faseler
May 20	<i>Title I Job Fair@Jay High School</i>		
June 6	<i>Private Job Fair @ Taft High School</i>		
June 9	<i>Last Day to Transfer</i>		
June 10	<i>TEXES</i>	<i>Taft</i>	<i>Kent</i>
June 16	District I Job Fair	Blossom	All
June 17	<i>TOPT</i>	<i>UTSA</i>	<i>Kent</i>
July 28	<i>Last Day for Principals 05-06</i>		
July 7	<i>Last Day to Resign for 05-06</i>		
July 19	TOPP Fair A Harlandale HS		
July 26-27	<i>Administrators' Summer Institute</i>		
Aug 1-3	<i>New Teacher Academies</i>		

Recruiting Schedule for 2004-2005
Northside Independent School District
5/9/05

DATE	EVENT	PLACE	RECRUITER(S)
8/26/04	<i>TINA Workshop</i>	<i>Reddix Center</i>	<i>All</i>
10/2/04	<i>TEXES exams</i>	<i>Taft</i>	<i>Kent</i>
10/20/04	<i>Student Teacher Presentation</i>	<i>HR</i>	<i>Fuery, Kent, Pena</i>
10/20-23/04	TABE	El Paso	Pena
10/23/04	<i>TOPT exams</i>	<i>UTSA</i>	<i>Kent</i>
10/25/04	A&M College Station	College Station	Fuery, Kent
10/28/04	OLLU Interviews	San Antonio	Fuery/Kent
11/3/04	Texas State	San Marcos	All
11/9/04	A&M Corpus Christi	Corpus Christi	Pena
11/10/04	A&M Kingsville	Kingsville	Pena
11/11/04	UT Austin	Austin	Faseler, Kent
11/17/04	UTSA	San Antonio	All
11/30/04	UTSA Interviews	San Antonio	All
12/1/04	Legal Conference	Austin	All
12/2-3/04	TASPA Conference	Austin	All
12/4/04	<i>TEXES exams</i>	<i>Taft</i>	<i>Kent</i>
1/19-22/05	NABE	San Antonio	Pena
2/3/05	Interview Techniques	Training Room	All
2/8/05	OLLU Panel Discussion	OLLU	Faseler, Kent
2/10/05	Interview Techniques	OLLU	Faseler, Kent
2/12/05	<i>TOPT exams</i>	<i>UTSA</i>	<i>Kent</i>
2/14/05	<i>Transfer List Begins</i>		
2/17/05	Baylor	Waco	Fuery, Kent
2/22/05	Mock Interviews	OLLU	Faseler
2/23/05	Alabama	Huntsville	Fuery, Kent
2/26/05	<i>TEXES exams</i>	<i>Taft</i>	<i>Kent</i>
3/2/05	<i>Teacher of the Year</i>	<i>Warren HS</i>	<i>All</i>
3/4/05	Illinois State	Normal, Illinois	Faseler, Kent
3/5/05	Saturday Interviews	HR	Pena
3/11/05	UT El Paso	El Paso	Kent, Pena
3/22/05	OLLU Interviews	San Antonio	Faseler, Kent

3/23/05	UTSA Job Fair	San Antonio	All
3/24/04	Trinity Interviews	San Antonio	Fuery, Kent
3/24/05	<i>Transfer List Ends</i>		
3/28/05	UTSA Interviews	San Antonio	All
3/30/04	UT Austin	Austin	Faseler
3/30/05	Laredo Interviews	Laredo	Pena, Fuery
3/31/05	A&M International	Laredo	Pena, Fuery
4/1/05	Incarinate Word University	San Antonio	Fuery
4/2/05	Saturday Interviews	HR	Fuery
4/2/05	<i>TEXES exams</i>	<i>Taft</i>	<i>Kent</i>
4/4/05	A&M College Station	College Station	Faseler, Kent
4/5/05	Tarleton State	Stephenville	Faseler, Kent
4/6/05	Texas State	San Marcos	Fuery
4/6/05	Angelo State	San Angelo	Faseler, Kent
4/7/05	Tri-University	Abilene	Faseler, Kent
4/5/05	McAllen Interviews	McAllen	Pena
4/6/05	UT Brownsville	Brownsville	Pena
4/7/05	UTPA	Edinburg	Pena
4/9/05	UNI	Cedar Falls	Faseler, Kent
4/9/05	Saturday Interviews	HR	Fuery
4/12/05	A&M Kingsville	Kingsville	Faseler, Pena
4/12/05	Corpus Interviews	Corpus Christi	Faseler, Pena
4/13/05	Schreiner University	Kerrville	Kent
4/13/05	A&M Corpus	Corpus Christi	Faseler, Pena
4/13/05	Prairie View	Houston	Fuery
4/14/05	Texas Lutheran	Seguin	Fuery
4/14/05	<i>Transfer Fair</i>		
4/16/05	Saturday Interviews	HR	Faseler, Kent
4/18/05	Incarinate Word University	San Antonio	Faseler, Kent
4/18/05	Minnesota	Minneapolis	Fuery, Pena
4/19/05	Winona State	Winona	Fuery, Pena
4/24-26/05	New Mexico State	Las Cruces	Fuery, Pena
4/26/04	Texas Tech	Lubbock	Faseler, Kent
4/27/05	West Texas	Canyon	Faseler, Kent
4/30/05	Saturday Interviews	HR	Fuery, Kent
5/7/05	Saturday Interviews	HR	Fuery, Kent
5/10/05	MENTC Breakfast	OLLU	Faseler, Kent
5/11/05	<i>Retirement/Recognition</i>	<i>Warren HS</i>	<i>All</i>
5/14/05	Saturday Interviews	HR	Fuery, Kent
5/21/05	Saturday Interviews	HR	Fuery, Kent
5/21/05	<i>TEXES exams</i>	<i>Taft</i>	<i>Kent</i>
5/27/05	<i>Last Day to Transfer</i>		

6/2/05	<i>Private Fair</i>		
6/4/05	<i>TOPT exams</i>	<i>UTSA</i>	<i>Kent</i>
6/14/05	SAAPA District I Job Fair	Live Oak Center	All
6/30/05	TOPP Job Fair	Harlandale	All
7/8/05	<i>Last Day to Resign for 05-06 School Year</i>		
7/9/05	<i>TEXES exams</i>	<i>Taft</i>	<i>Kent</i>

Recruiting Schedule for 03-04

Northside Independent School District

Updated 3/25/04

DATE	EVENT	PLACE	RECRUITER(S)	
Sept 24	UTSA	San Antonio	Faseler, Fuery, Kent, Pena	
Oct 14	TINA Presentation	HR Training Room	Faseler, Fuery, Pena	
Oct 20	OLLU Interviews	OLLU Career Services	Kent	7
Oct 27	A&M College Station	College Station	Faseler, Kent	
Oct 29-Nov 1	TABE	Dallas	Pena	12
Nov 3	UT-Austin	Austin	Faseler, Fuery	
Nov 5	Texas State University	San Marcos	Faseler, Fuery, Kent, Pena	
Nov 11	A&M Corpus Christi	Corpus Christi	Pena	19
Nov 12	A&M Kingsville	Kingsville	Pena	9
Nov 12	AIM Presentation	HR Training Room	Faseler, Fuery, Kent	
Nov 15	Saturday Interviews	HR Offices	Fuery, Kent	
Nov 18	UTSA Interviews	UTSA Career Services	Faseler, Fuery, Kent, Pena	
Nov 20	UTPA	Edinburg	Pena	20
Dec 10	Legal Conference	Austin	Faseler, Fuery, Kent	
Dec 11-12	TASPA Conference	Austin	Faseler, Fuery, Kent	
Dec 13	Saturday Interviews	HR Offices	Fuery, Kent	
Feb 3	Interview Techniques	HR Training Room	Faseler, Fuery, Kent	
Feb 5	Interview Techniques	HR Training Room	Faseler, Fuery, Kent	
Feb 18	Southwestern Interviews	Georgetown	Faseler, Kent	
Feb 19	Baylor	Waco	Faseler, Kent	
Feb 19-20	TABSE	San Antonio	Fuery, Kent	10
Feb 25	Alabama Job Fair	Huntsville	Fuery, Kent	37
Feb 25	Texas Lutheran	Sequin	Faseler	
Mar 4	Trinity Interviews	San Antonio	Fuery, Kent	
Mar 6	Saturday Interviews	HR Offices	Fuery, Kent	
Mar 9	Interviewing Workshop	HR Training Room	Faseler, Fuery, Kent, Pena	
Mar 10	Teacher of Year	Warren High School	Faseler, Fuery, Kent, Pena	
Mar 24	UTSA Job Fair	San Antonio	Faseler, Fuery, Kent, Pena	
Mar 24	Laredo Interviews	Laredo	Pena, Zarate	2
Mar 25	A&M International	Laredo	Pena, Zarate	15
Mar 26	UTEP Job Fair	El Paso	Fuery, T Pena	46
Mar 27	Univ of Northern Iowa	Cedar Falls	Faseler, Kent	
Mar 27	Saturday Interviews	HR Offices	Fuery, Pena	
Mar 30	UT Austin	Austin	DeGuirre	
Mar 30	Univ of Oklahoma	Norman	Faseler, Kent	
Mar 31	Univ of Central Oklahoma	Edmund	Faseler, Kent	
Apr 1	Oklahoma State	Stillwater	Faseler, Kent	
Apr 1	Oklahoma Interviews	Oklahoma City	Faseler, Kent	
Mar 29	U of La at Lafayette	Lafayette	Fuery	13

Mar 30	Southern Univ	Baton Rouge	Fuery	10
Mar 31	Louisiana State	Baton Rouge	Fuery	15
Apr 1	Southeastern	Hammond	Fuery	3
Apr 2	New Orleans	New Orleans	Fuery	12
March 30	McAllen Interviews	McAllen	Pena, Levine, Mackey	11
March 31	UT Brownsville	Brownsville	Pena, Levine, Mackey	23
Apr 1	UT Pan Am	Edinburgh	Pena, Levine, Mackey	38
Mar 31	Sam Houston State	Huntsville	Kerschner	
Mar 31	Schriener College	Kerrville	T. Pena	
Apr 3	Saturday Interviews	HR Offices	Faseler, Kent	
Apr 7	Texas State Job Fair	San Marcos	Fuery, Hetmancik, Kershner, Pena	
Apr 7	Angelo State	San Angelo	Faseler, Kent	
Apr 8	Tri University	Abilene	Faseler, Kent	
Apr 9	Illinois State	Normal	Fuery, Pena	
April 13	Texas Tech	Lubbock	Faseler, Kent	
Apr 14	West Texas	Canyon	Faseler, Kent	
Apr 14	Prairie View	Houston	Fuery	12
Apr 15	OLLU Interviews	San Antonio	Fuery, Kent	14
Apr 17	Saturday Interviews	HR Offices	Faseler, Pena	
Apr 19	Minnesota Job Fair	Minneapolis	Fuery, Kent	
Apr 20	Winona State Interviews	Winona	Fuery, Kent	
Apr 19	A&M College Station	College Station	Faseler, TBA	
Apr 19	Corpus Interviews	Corpus Christi	Pena, TBA	21
Apr 20	A&M Kingsville	Kingsville	Pena, TBA	35
Apr 21	A&M Corpus	Corpus	Pena, TBA	27
April 21	Eastern Michigan	Ypsalanti	Faseler, TBA	
April 23	Michigan State	East Lansing	Faseler, TBA	
Apr 26-27	New Mexico State	Las Cruces	Fuery, Pena	
May 1	Saturday Interviews	HR Offices	Fuery, Kent	
May 4	UTSA Interviews	San Antonio	Faseler, Fuery, Kent, Pena	
May 8	Saturday Interviews	HR Offices	Fuery, Kent	
May 10	<i>MENTC Breakfast</i>	<i>OLLU</i>	<i>Faseler, Fuery, Kent, Pena</i>	28
May 12	<i>Retirement Ceremony</i>	<i>Warren</i>	<i>Faseler, Fuery, Kent, Pena</i>	
May 15	Saturday Interviews	HR Offices	Fuery, Kent	
June 4	<i>Private Fair</i>	<i>O'Connor</i>	<i>Faseler, Fuery, Kent, Pena</i>	
June 10	District I Job Fair	San Antonio	Faseler, Fuery, Kent, Pena	
June 22	TOPP Fair	Judson ISD	Faseler, Fuery, Kent, Pena	
Aug 2-4	<i>Secondary NTA</i>			
Aug 3-5	<i>Elementary NTA</i>	<i>Evers/Myers</i>		