

# **GALLUP'S TEACHER APPLICANT REPORT AND HIRING DATA: TEACHERINSIGHT**


**Tim Hodges, PhD**

**Director of Research, Gallup Education**

# GALLUP'S TEACHER APPLICANT REPORT AND HIRING DATA: TEACHERINSIGHT

- Increase understanding and interpretation of your overall TeacherInsight applicant report
- Gain awareness of your hire data and understand the talent you are bringing into your classrooms
- Learn how to take action for future success in your recruiting practice and hiring
- Learn about other opportunities you have for individualized district analysis

# TEACHER HIRING PROCESSES OFTEN INCLUDE:

- Higher education: degree(s) earned, awarding institution(s), GPA, campus involvement
- Teaching experience, including experience within the district as a student teacher, para-educator, or substitute
- Simulation or observation in classroom
- Principal interviews
- TeacherInsight 
- Other

# TEACHERINSIGHT™ DELIVERABLES

Total score: **Predictive of performance**

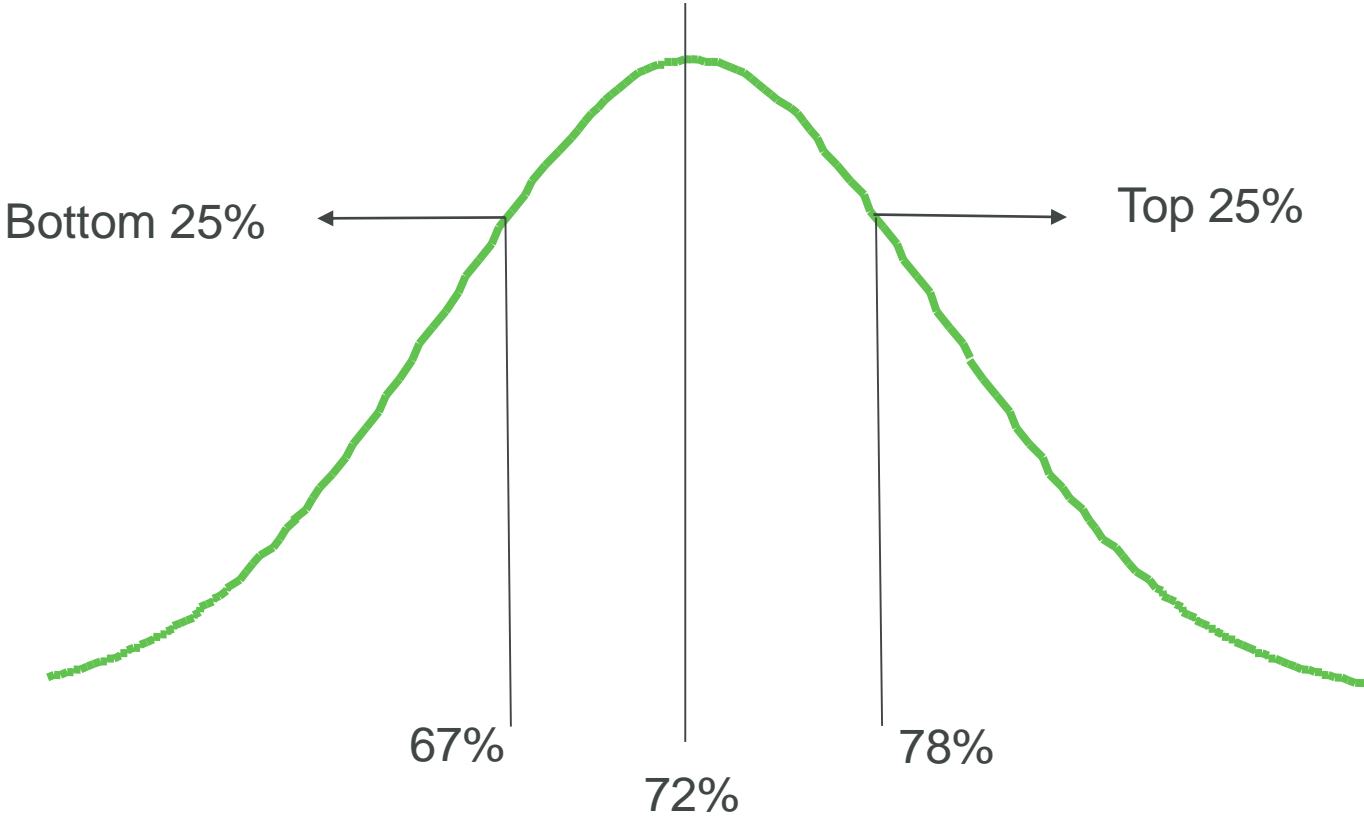
Talent Dimension Report: **Descriptive of candidate**

FIT interview: **Further Insight into Talent**

# COMPOSITION OF TEACHERINSIGHT

<u>Type of Item</u>	<u>Number</u>
Multiple Choice	38
Likert	90
Dual Choice	21
Total	149

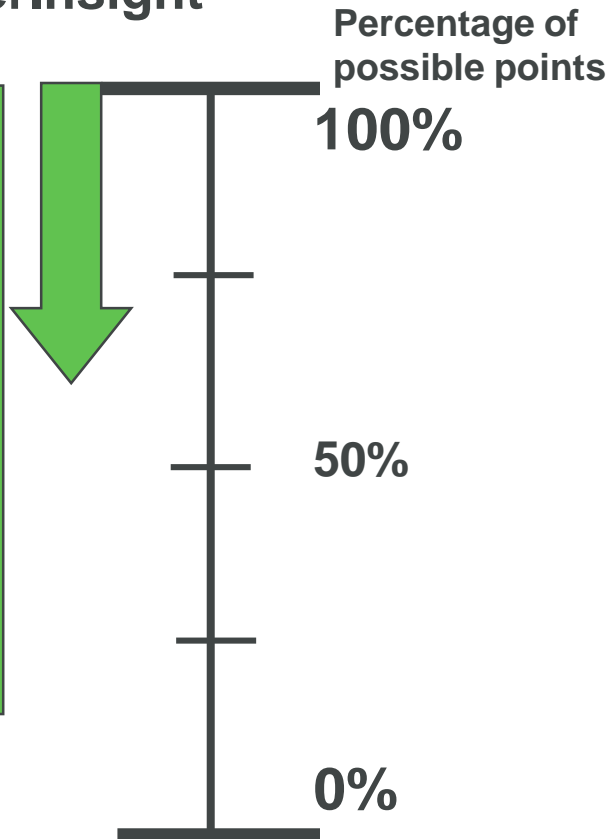
# PERCENTAGE SCORE INTERPRETATION



# USING TEACHERINSIGHT™

## Using the TeacherInsight

Start with the highest scores and work down, as you select the candidates you want to interview



## TeacherInsight in Action

### One district's results

90s	
80s	84
70s	73, 71
60s	68, 67, 64, 64, 64, 60
50s	59

Interview high-scoring applicants first; they have the greatest potential

# TEACHERINSIGHT INDEX 2011

(FIELD SAMPLE AS OF MARCH 2011)

Percentage of possible points	Percentile rank of applicant pool
100-84	99-91
83-80	90-81
79-78	80-71
77-76	70-61
75-73	60-51
72	50-41
71-69	40-31
68-67	30-21
66-64	20-11
63-0	10-1

- 80% of applicants score 64-83. Every percentage point matters!
- Key numbers to remember: 72 (database mean) and 78 (top 25%)





# NEW APPLICANT AND HIRING DATA REPORTS

- Data collected from September 1, 2012, to August 31, 2013
- Includes TeacherInsight results for all applicants to your district
- Further analysis of your new hires, with comparisons to:
  - your district applicants
  - overall Gallup applicant database

# NEW APPLICANT AND HIRING DATA REPORTS

Look for three key hire data headlines on your report:

1. Mean score of district hires
2. Percent of hires above the mean (top half of database)
3. Percent of hires in the top quartile

# NEW APPLICANT AND HIRING DATA REPORTS

- District hires, district applicants, and overall Gallup database applicants are analyzed by:
  - type of position
  - referral source
  - month of application
  - gender
  - race
  - age (over/under 40)
- EEOC Four-Fifths Guidelines Compliance summary data are also provided for gender, age, and race for your district (where available) and the overall Gallup database
- School-level are also provided, including the number of hires, the average score, the percent above the mean (72+), and the percent of hires in the top quartile (78+)

# NEW APPLICANT AND HIRING DATA REPORTS

Questions to ask as you study your reports and review your year:

- How does the talent of your new hires compare to the talent of your applicants?
- Did you hire better than average? At excellence?
- Are there particular areas where you need to re-evaluate and improve your recruiting efforts?
- Which schools are best at hiring for talent? Which are not?
- How can you help raise the bar in the future?

# NEXT STEPS

- If you haven't yet provided your data on new hires, please contact your Gallup consultant
- Hire data reports will be sent out in early November
- Please let us know what additional information and education we can provide to help ensure that you are set up for success
- Thanks for your partnership, and best wishes for a successful recruiting season ahead!