**2.9: Human Capital**

**2.9.1: Recruitment and Selection**

A well-informed and developed faculty and staff offers the greatest opportunity for academic success. While curriculum and assessment provide the tools and measurement for student achievement, delivering excellent instruction and establishing strong school culture is the most essential job of teachers and staff. The Design Team at Destiny STREAM Academy for Girls Charter School understands that securing the very best educators will require an innovative recruitment plan coupled with a strong retention program.

Destiny STREAM Academy’s design team members see the recruitment and hiring of exceptional teachers as one of our organization’s most important tasks. Offering small class sizes (18-22:1 student-teacher ratio)to teachers and salary package it is crucial that we attract and select instructional staff with the necessary experience, skills, and dispositions to teach in an urban environment.

During a rigorous hiring process that includes four interviews and a demonstration lesson, we seek evidence that candidates are ready to support and challenge students regardless of their instructional level or cultural background. For instance, teachers must show that they understand how to analyze using student work and test data to identify students’ needs and plan instruction. They must demonstrate that they share our core values of high expectations, respect for our female scholars and families and attention to total-child development. We seek out teachers with a passion for their profession and a drive to work collaboratively with colleagues and with parents to help all students' reach their full potential.

We believe that it is important for our employees, including administrators, teachers and support staff to reflect the great diversity of the students we serve and the world they live in. Wherever possible, we will make every effort to hire local talent (including parents) for various staff positions. In Chicago, this will also include those who live in the community and have particular experience working with students in urban settings.

We will advertise open positions with the local alderman, chamber of commerce and local newspapers. Networking with local education, civic, religious, and elected leaders is another important recruitment strategy, especially when we search for instructors for our anticipated ELL, and special education staff. Because our school is small, our foreign language (Spanish) instructor will also serve as out ELL teacher. We will develop new relationships in the Chicago area through contacting employment ministries at local churches, connecting with educational nonprofits, reaching out to local chambers of commerce, and attending community events. Open positions will also be advertised on-line (Indeed, Job Builder, etc.) and in local papers, including the Southtown Star, the Daily Herald- South Suburbs Edition, The Times of Northwest Indiana- South Suburbs Edition.

Attracting the most promising new teachers is also part of our number one priority. Towards that end, we will network with national and regional education schools and professional contacts. In addition, we will target specific colleges and universities in the area including (but not limited to):

* Chicago State University
* South Suburban College

 Governors State University

 Prairie State College

 National Louis University

 Concordia University

* University of Chicago
* St. Xavier University
* Teacher salaries will be organized into bands salary bands, with teachers assigned to a band based on experience and the results of performance evaluations that include both classroom observations by an administrator and their success in producing strong academic outcomes for students. We reviewed salaries at schools within Chicago and neighboring districts and believe that we can offer comparable salary packages including pension contribution.