

2006 Recruiter Viewpoint Survey



Education Recruiters' Views on.....

- Portfolios during interviews
- Electronic portfolios
- Follow-up phone calls

CNY Teacher Recruitment Days Consortium
April 2006

Education Recruiter Survey

CNY TRD Consortium

April 2006

Intro

The CNY Teacher Recruitment Days consortium of colleges and universities surveyed school district representatives that participated in its annual teaching recruitment program in April 2006. A total of 265 school administrators representing 139 school districts attended. The proportion of New York State to out of state school districts was 45% to 55%. Of those administrators attending, 102 returned surveys.

Topics

Three topics were presented to school districts representatives on the survey. The first concerned recruiters' use of portfolios during interviews, both at TRD and their districts. The second item specifically addressed their perceptions of experience with electronic portfolios. The third topic concerned their preferences regarding follow-up phone calls from job applicants. recruiters' evaluation of applicants.

The survey items were as follows.

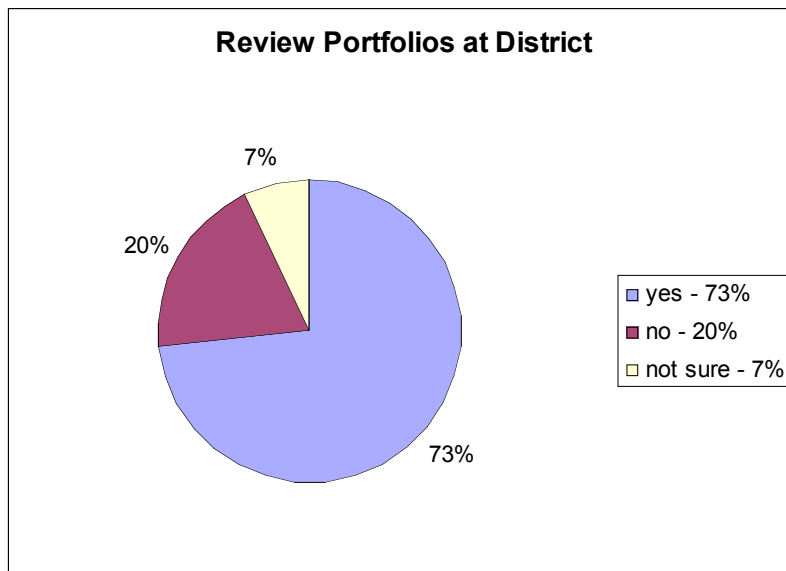
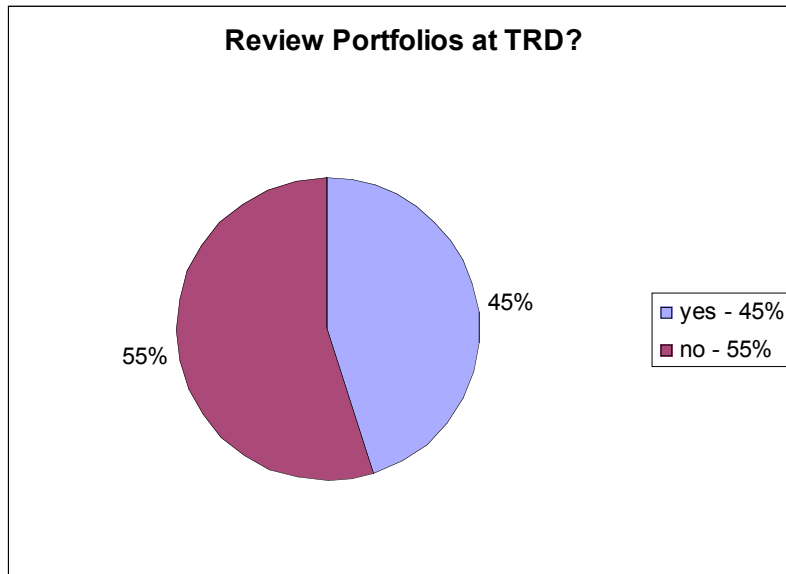
RECRUITER VIEWPOINT SURVEY (Share your opinions and preferences. Help us better inform teaching candidates!)				
(Please circle a response for each item.)				
1. Do you typically review job candidates' portfolios during the interviews at TRD?				
A	B	C		
Yes	No	Not Sure		
2. Do you typically review job candidates' portfolios during the interviews at your district?				
A	B	C		
Yes	No	Not Sure		
Comments: _____				
3. <u>If you review portfolios as part of the interview process</u> , do you prefer either traditional (paper – folder/binder) or electronic candidate portfolios?				
A	B	C	D	
Prefer Traditional	Prefer Electronic	No preference	Not Applicable	
Comments on traditional or electronic portfolios: _____				
4. If a job candidate has an <u>electronic portfolio</u> (either web-based or on CD), how likely are you to access it and view it as part of the interview process?				
1	2	3	4	5
Highly Unlikely				Very Likely
5. What is your position regarding candidates calling your office to inquire about their application materials or the hiring status of a position?				
A. Prefer that candidates <u>do not</u> call (with application or hiring status questions).				
B. Do not mind if candidates call (with application or hiring status questions).				
C. Encourage candidates to call (with application or hiring status questions).				
Comments: _____				

Results

The first two questions asked recruiters about their experience reviewing portfolios during interviews.

Q1. Do you typically review job candidates' portfolios during the interviews at TRD?

Q2. Do you typically review job candidates' portfolios during the interviews at your district?

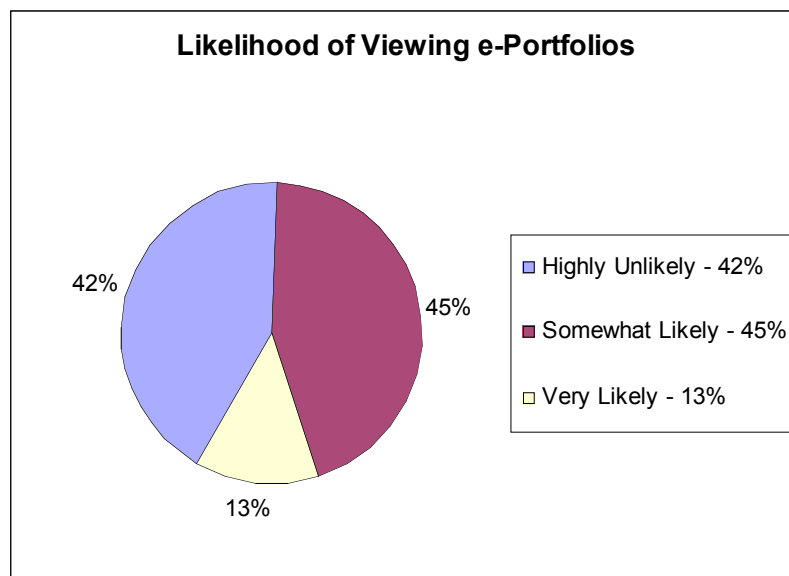
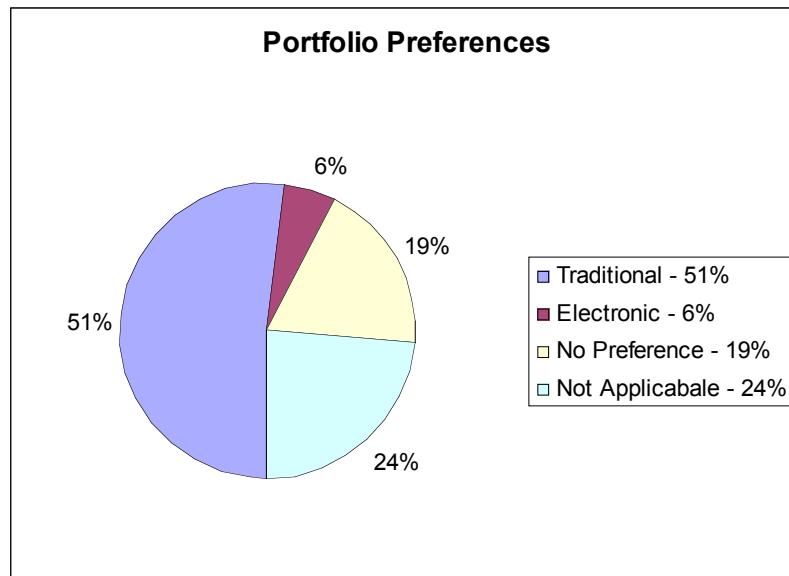


The results clearly suggest that more recruiters review portfolios at district interviews than at TRD.

The next two questions addressed recruiters' preferences and practices related to electronic portfolios.

Q3. If you review portfolios as part of the interview process, do you prefer either traditional (paper – folder/binder) or electronic candidate portfolios?

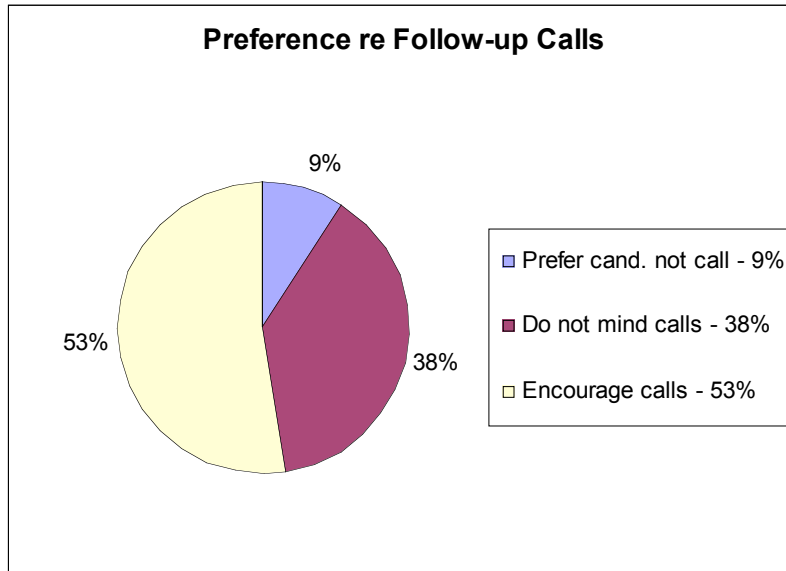
Q4. If a job candidate has an electronic portfolio (either web-based or on CD), how likely are you to access it and view it as part of the interview process?



The results suggest a strong preference for traditional portfolios and not a strong likelihood that an e-portfolio will be reviewed by interviewers. (Perhaps this will change in the future, but this reflects the reality of 2006.)

The last question concerned follow-up phone calls from candidates.

Q5. What is your position regarding candidates calling your office to inquire about their application materials or the hiring status of a position?



Comments:

- "We strongly encourage candidates to call us with any questions about application status or position openings that they might have." (10 recruiters)
- "For application status candidates should call Personnel Office only." (9 recruiters)
- "Using e-mail and online application systems to monitor the status of candidates' applications is preferable to calling." (6 recruiters)
- "We ask candidates to call ahead of time if they anticipate a site visit." (1 recruiter)

The results suggest that the vast majority of district representatives either do mind or actually like candidates to make follow-up phone calls.