



What Teacher Applicants Need to Know

TEACH Madison – The Competency-Based Teacher Screening and Selection Process

“TEACH Madison” is the competency-based teacher screening and selection process the Madison Metropolitan School District has developed to assess our teacher candidates. MMSD’s vision is that every school is a thriving school that prepares every student to graduate ready for college, career and community. To make this vision a reality, we must ensure that every school has great teachers.

What is included in the process?

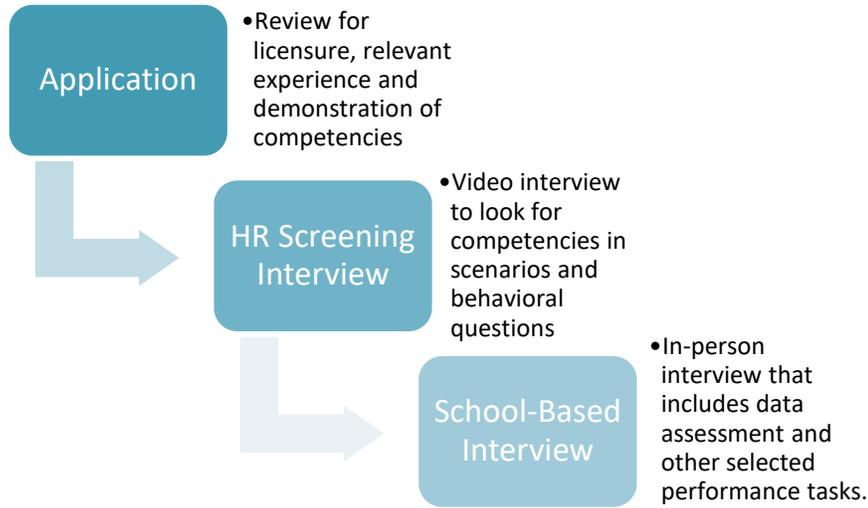
The teacher screening and selection process is a multi-phased approach during which candidates will demonstrate whether they have the skills, abilities and talents that Madison teachers need to be successful. The competencies that MMSD will use to screen and select candidates are based on expectations created through teacher and principal feedback, the Great Teaching project, and thoughts from our Superintendent:

- **High Expectations for Every Student.** Teachers should demonstrate through actions and words that each and every student can achieve high standards.
- **Quality Instructional Practice.** Teachers should plan and execute rigorous, engaging units and lessons, including meaningful in-class and out-of-class assignments that ensure student mastery of content standards.
- **Cultural Competence.** Teachers should understand and be able to articulate the systems and beliefs that may lead to inequitable outcomes for students of color, and adapt instruction to meet the needs of each student.
- **Data Proficiency.** Teachers should use data beyond standardized assessments to diagnose student learning needs and differentiate instruction in the classroom.
- **Team Collaboration.** Teachers should collaborate with peers to reflect on student achievement and teacher practice data to continuously plan and improve instruction.
- **Student and Family Engagement.** Teachers should take initiative to build relationships with students, and find ways to engage all families as full partners in their children’s education.
- **Resilience and Results Orientation.** Teachers should find challenges exciting, and persist in the face of challenges. They should demonstrate adaptability, innovation, and creativity to find new ways to meet student needs.

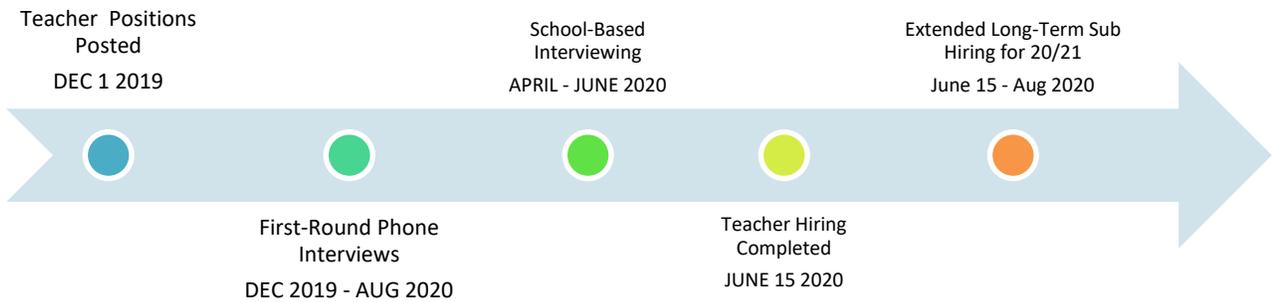
- **Self-Awareness and Growth Mindset.** Teachers should reflect on strengths and growth areas regularly, and seek support, feedback, and mentors to improve.

By reviewing teacher applicants against these expectations in various ways, the district will be able to identify candidates with proven experience and aptitude in the skills that matter most for teaching in Madison. The process begins with submission of an application, includes a phone screening interview conducted by an HR Analyst, and then school or department-based interviews for specific vacancies.

Process Map



Key Dates for TEACH Madison 2020-21 Application & Selection Process



For more information, go to www.mmsd.org/teach-madison.