Can you explain Fulton County Schools’ new Teacher Selection Model? What does it entail?

The Fulton County Schools Teacher Selection Model was developed with TNTP, a respected national leader in teacher recruitment, selection, and training, to transform how the district selects its teachers each year. The model assesses teacher applicants using Georgia’s Teacher Keys Evaluation System (TKES) standards through two key components: a Central Selection component and a School-Based selection component, to create a highly qualified pool of potential teacher candidates.

Central Selection
The Central Selection component assesses each candidate’s potential within foundational TKES standards through an initial screening for Fulton’s basic employment requirements and teacher qualifications, and later through a phone interview with one of the district’s Central Selection Team members. This team of selectors is made up of top teachers and instructional leaders from across the district, and will admit candidates to our FCS Candidate Pool.

School-Based Selection
The School-Based Selection component is, as the name suggests, how principals determine which candidates within the FCS Candidate Pool of applicants are the best fit for their school and student needs.

Click here to view the process on our Careers website.

Why is Fulton implementing this new teacher selection model?
Fulton County Schools believes there is no intervention at the school level that has more potential to improve student performance than hiring outstanding teachers. The district is committed to having an effective teacher in every classroom in every school districtwide. We are confident that this model will yield tremendous results for our students, while assisting our teacher applicants with making highly informed career decisions.
OK, I have submitted my application. What happens next?

If you advance past the initial screening within the TSM’s Central Selection component, you will be contacted via the email you provided in your application within 3-5 business days to schedule your phone interview. The phone interview step includes a classroom “mini-lesson” exercise. You will be sent this information in advance to prepare for an approximately twenty (20) minute phone interview.

Should you progress past the Central Selection component’s initial screening and phone interview stages, you will be admitted to the FCS Candidate Pool, eligible to interview at any school in the district. At this stage in the process, you may be contacted by a current principal to begin the School-Based selection component.

I received an email stating “I did not meet the minimum qualifications for hire with the district.” What does this mean?

Our new teacher selection model introduces more rigor to our hiring process than ever before, because we realize having an effective teacher in every classroom is absolutely essential to strong, sustained student performance across the district. The initial screening within the TSM’s Central Selection component is informed by the following:

1. Your teaching credential,
2. General legal and eligibility requirements,
3. Academic performance within your program of study, and
4. TeacherFit.

If you did not meet one of the four qualifiers listed above, you will not advance to the phone interview stage of the process.
Teacher Selection Model

Frequently Asked Questions

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How do I reschedule a phone interview?
We recommend rescheduling your phone interview only for extreme situations and emergencies that we understand could arise. To reschedule, please email TeacherSelection@fultonschools.org. Please be aware that, because other applicants are also being scheduled for interviews, your rescheduled time could be at minimum 3-4 days from your originally scheduled interview time.

I see potential vacancies listed on the FCS website and I would like to indicate my interest by reaching out to a local school(s). Is this recommended?
It is not recommended that you contact local principals directly as this could impact the management of their school’s instructional environment. Be sure to indicate your interest within the application by FCS Learning Community.

What if I applied to Fulton County Schools before? Where is that information?
Applicant information is retained by the district for one year from the original application date. Although the Teacher Selection application is new, some previous data may be attributed to you if you have applied to Fulton before. Be sure that whatever data in your new application is updated and accurate.

Is this selection model for General Education teachers only? What if I am a Special Education or other subject-area teacher?
The Teacher Selection Model is for all teachers. You have the opportunity to designate your area of expertise or experience within the application.

What if I have additional questions? How can I connect with someone to get them answered?
Please submit your questions and feedback to us at TeacherSelection@fultonschools.org. We commit to answering your question as soon as possible.

We will continue to update this Frequently Asked Questions document with topics as more candidates complete the process and raise items for discussion and clarification. Thank you for your feedback!

TALENT DIVISION
6201 Powers Ferry Road NW, Atlanta, Georgia 30339 • teacherselection@fultonschools.org • www.fultonschools.org/TeachAtFulton