CONTENTS

Introduction 1

1 Learning from Selection Research 9

2 Determining What Makes an Effective Teacher in Your School 25

3 Choosing Selection Tools: Factors to Consider 43

4 Getting the Most from Application Forms 71

5 Predicting Performance Through Work Samples 85

6 Adding Structure to Interviews 103

7 Designing Valid Teacher Observations 137

8 Combining Results to Make Final Hiring Decisions 151

9 Maximizing Your Hiring Budget 171

10 Addressing Challenges Common to Schools 211