Selection and Recruitment Resources

Updated Winter 2025

This table summarizes the five key resources that districts and/or schools should use as they recruit and select candidates for Opportunity Culture® roles. Each linked resource is a "one-stop shop" that includes within it all of the necessary documents for that topic. Contact Public Impact® with questions.

Resource	Description
Job descriptions	Use these updated job descriptions when posting and selecting for your roles. All job descriptions are in compliance with federally mandated executive orders.
District-Level Selection Action Planner	Districts should use this document as they plan their district-level selection process. Resources within this document focus on the district-level screening and interviewing of candidates to add them to the district-wide candidate pool
Behavioral Event Interview Guidance	Districts (or schools, when applicable) can use this guidance to prepare for and conduct behavioral event interviews. Resources in this document include BEI competency rubrics, recommended competencies for each role, and interview scripts and notetakers.
District-Level Recruitment Action Planner	Districts should use this document as they plan their recruitment of Opportunity Culture® role candidates throughout the school year.
School-Level Selection Process: Timeline and Resources	Schools should use this document as they map out their timeline for school-level selection, following the opening of the district-wide pool of candidates. This document includes resources like school-level skills demonstration activities, panel interview guidance, and reference-check resources.

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