

Talent Vision

Our vision is to grow a community of learners, including staff that believe in our LEAD and CORE values and represent the diverse student population we serve as well as amplify the underrepresented voices. We believe in growing from within, developing equitable & transparent career pathways for all of our staff that include an individualized comprehensive support and evaluation plan.

Overall Process

1. **Submit Your Application**

Apply for different platforms directly through our Paycom portal.

2. **Initial Screening**

If your experience fits with the role, Human Resources will reach out to schedule a phone interview.

3. **Virtual team Interview and In-Person Demo lesson (*Instructional candidates*)**

A brief interview with our team followed by a demo lesson.

*** In-Person Panel interview and then an online performance task will be sent (*Non-Instructional candidates*)**

If the role is bilingual, the interview will be conducted in both English and Spanish

4. **Reference and Background Check**

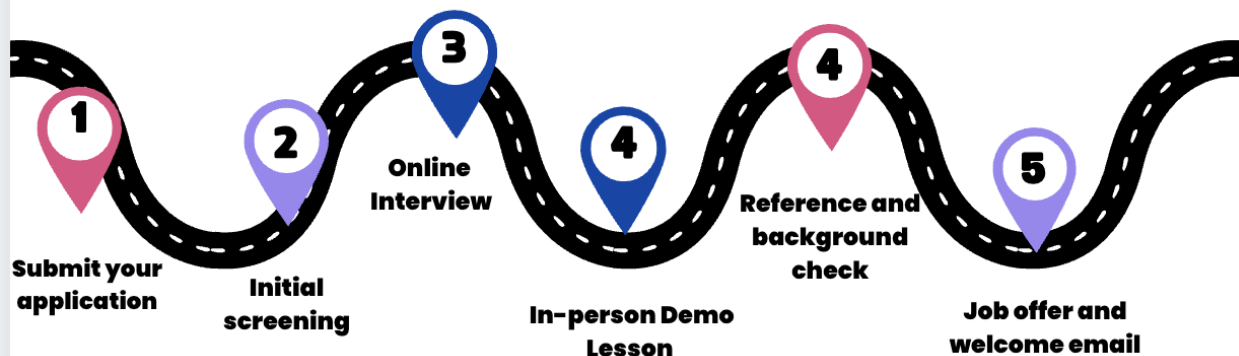
Complete reference checks and a background screening.

5. **Job Offer and Welcome**

Receive a formal job offer along with a welcome email to start your onboarding process.

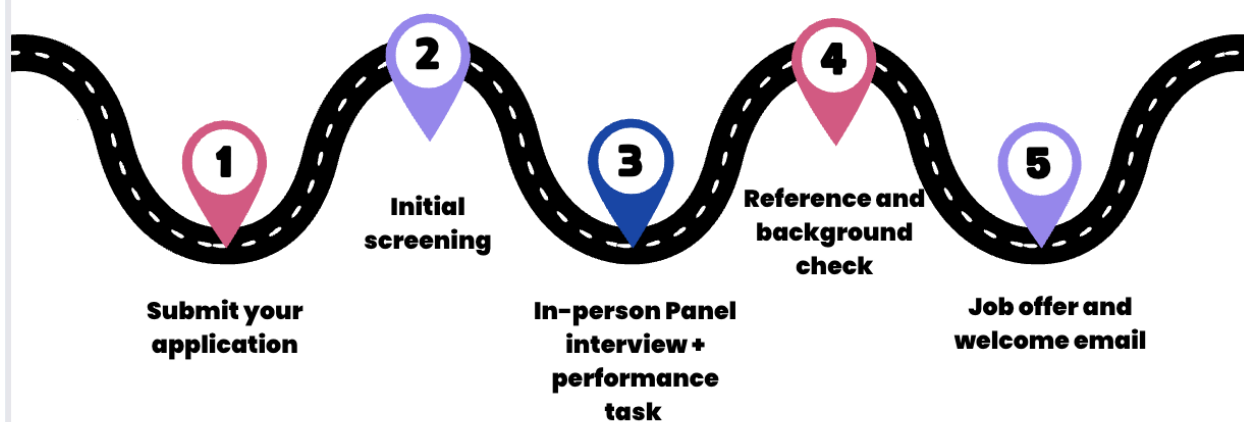
Recruitment process overview

(Instructional candidates)



Recruitment process overview

(Non-Instructional candidates)



DCB is committed to follow an equitable hiring process. In order to make that happen these are some practices we implement:

- Have a representative from the school diversity and equity committee be involved in the entire hiring process
- Providing an opportunity to debrief interviews, including a conversation about bias in the hiring process and how to actively combat it/name it.
- Have an internal process that allows DCB employees to apply first.
- Have the same equity questions across all interviews