

# California-Nevada-Hawaii District, LCMS

## Recruiting & Searching For Teacher Candidates Locally

### Introduction

The strength and culture of our Lutheran Schools has been tied very closely to having Lutheran synodically trained teachers working with our students. Having teachers highly trained in Lutheran doctrine and practice enhances the ministry of our church body and our individual Lutheran Schools. The challenge we face as a church body is the fact that there are fewer Lutheran teacher candidates graduating from LCMS colleges and universities. However, it is important to recognize that many teachers that currently serve in our Lutheran schools were not originally graduates of our LCMS colleges and universities. With the additional understanding and training in LCMS doctrine and practice, these teachers have become just as valuable to our Lutheran schools. In some cases, these individuals have been stronger in understanding the culture and context of the community and students whom they teach.

To address the need for teachers in our Lutheran schools, it is important to look at hiring locally as an option to any teacher search process. It is recommended that when starting the search process for a new teacher, that churches and schools cast a “large net” to develop their candidate list. This includes searching for commissioned teachers “from the field” (those currently serving in other schools or congregations), for placement candidates (graduates of synodical institutions), or non-synodically trained teachers in the school community. With additional training in Lutheran doctrine and practice (Colloquy), we can assure quality Christian teachers in our schools.

Below is a list of options for recruiting or searching locally for teachers that have been shared by our church body and experienced administrators.

1. Ask for contacts within the community from the congregation, staff, school community (parents)
2. Ask local public school districts or local school administrators for potential candidates
3. Ask for contacts from local Lutheran or Christian churches
4. Post openings on the church or school website and social media (facebook, Instagram, etc.)
5. LuthEd facebook (luthed.org)
6. If membership allows, post the position on your state private school association sites (e.g. CAIS, HAIS, NAIS)
7. Contact local colleges or universities with teacher education programs (it is good to develop relationships and contacts ahead of time)
8. Use internet job search and posting sites:
  - a. Christian Schools International (CSI) <https://www.csionline.org/job-board>
  - b. Christian School Employment - <https://christianschoolemployment.com/>
  - c. Christian Jobs <https://www.christianjobs.com/jobs/category/christian-teacher/>
  - d. Classical Christian Schools (If your teaching model is Classical Education) <https://classicalchristian.org/job-exchange/?v=a44707111a05>

**Of course there are the bigger sites you can go to but these will cost you...Large sites typically get many viewers...**

- e. Handshake is used by many colleges and universities – all of the Concordia University System Institutions use this program at their Universities in their career services. - <https://joinhandshake.com/employers/>
- f. Indeed – <https://www.indeed.com/> (pricing <https://www.indeed.com/hire/pricing>)
- g. ZipRecruiter - <https://www.ziprecruiter.com/>
- h. Simplyhired - <https://www.simplyhired.com/post-jobs>
- i. Scoot – [www.schoot.education](http://www.schoot.education)
- j. Craigslist – [craigslist.org](http://craigslist.org)
- k. Edjoin Teacher Search (in California) – [edjoin.org](http://edjoin.org)

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