

## HSML Hiring Policy:

Personnel decisions are generally made each November during the planning season for the coming school year. When an opening is identified, the Advisory Committee works to identify available candidates by considering any resumes that have been sent to us and by requesting recommendations from other teachers or HSML families. We consider all candidates who meet our hiring criteria. The criteria are as follows:

1. All HSML teachers must have a college degree in the field of mathematics, STEM or education. Teachers who offer coursework in Algebra II or higher must have a degree in mathematics, mathematics education, or a related STEM field.
2. Teachers must have experience teaching students in classroom settings. The experience may include public or private schools or homeschool classes. Teaching certification is a plus but is not specifically required as long as the teacher has experience to demonstrate competency in communicating mathematical concepts.
3. It is preferred that the teacher has first-hand knowledge of the home school environment, but it is not a requirement.

If we are aware of an upcoming position before it is time to fill the position. It is preferable to identify a qualified individual that we believe to be a good fit for a year-long contract and partner with that person as a tutor for our students. The time as a tutor allows the teacher and HSML to develop a more understanding of how well the individual fits within the HSML environment.