New Hiring System

Human Resources Office

September 12, 2022

Teacher Match

- Teacher Match (NC platform for more than a decade)
- Connected with NCDPI
- School Spring (Job search engine for educators)

Cohort II

- Teacher Match is being phased out across the state
- PowerSchool product (Applicant Tracking)
- Montgomery County Schools opted to be in the second cohort
- HR started the foundation of the system in October 2021

Applicant Tracking

- MCS was approved to go live on August 31, 2022
- Glad we waited!
- Principals and directors received logins on September 6, 2022
- Principal and director training on September 14, 2022
- Applicant Tracking tabs are located on our website
- Easy Access for principals
- Streamlines the process

New Hire Process

- Screen applications on Applicant Tracker
- Select candidates for interview
- Once the candidate is selected the system prompts for reference checks
- Sends a **Staff Action** form to HR
- Background checks and pre-employment paperwork
- Finally, the candidate is cleared pending board approval

Applicant Tracking

- Allows the process to go paperless
- Helps principals and directors follow the hiring rubric
- Expedites the process
- Ultimately helping hire staff seamlessly
- So far, the only disadvantage is behind the scenes between systems
  - Modernization of Finance Software & HRMS