Hiring: Reading List

We use tools directly out of both of these books within our hiring process.

1. *Hiring Smart!: How to Predict Winners and Losers in the Incredibly Expensive People-Reading Game* by Pierre Mornell. This book has a series of 45 quick tips that can be used at different points in your hiring process.
2. *Who: The A Method for Hiring* by Geoff Smart and Randy Street. We use many of the interviewing approaches here. We have also adopted the scorecard system shown here across our entire organization. We have done away with job descriptions. The scorecard defines each role. In the Performance Evaluation section of this toolkit, there are a few example scorecards from our organization.

Onboarding: Reading List (Email from Principal to all returning and new staff)

A quick note to all. There will be a few texts I'm asking you all to dive into before we convene on July 11. I'd love you to familiarize yourselves with the following:

Books (these are being sent to all of you right now; if you haven't yet, please send your address. Also, let me know if you already have a copy).

1. *Difficult Conversations: How to Discuss what Matters Most* by Douglas Stone, Bruce Patton, Sheila Heen, Roger Fisher. When reading it, consider our team. Why must we be able to have difficult conversations with each other? How do we?
2. *With All Due Respect: Keys for Building Effective School Discipline* by Ronald G. Morrish. When reading it, consider the difference between discipline and management. What will we have to teach our scholars besides academic content?
3. *Teach Like a Champion* by Doug Lemov. I'm guessing many of you know (of) this already. During our opening weeks together, we'll be studying Uncommon Schools' Taxonomy of Teaching, a library of effective teaching practices put together by Doug Lemov, one of the most successful urban charter school leaders in the country. We've been working with this material for years, many of our teachers are featured in his videos (will this be you one day?), and we're really happy to have the material finally bound and glossy for us. Returning staff, it is a must that you actually reread this, as opposed to skimming. New things will pop out at you, and we can't afford to miss those development opportunities!
4. *Why Students Don't Like School* by Daniel Willingham. Simply one of the most important books on teaching ever written. Quiets a ton of dilemmas that plague
practice/planning and scientifically backs an array of teaching strategies on par with Lemov's. Returning staff, also a must you actually reread this for same reason as above.

Film:
1. The Wire (HBO Series): Season 4 only. What does it mean to be a teenager in a failing school? How do expectations/environment impact/transform that meaning? (Please rent/netflix, save receipts for reimbursement.)
2. Left Behind: The Story of New Orleans Public Schools. What are the moral imperatives of our work? (Not widely available–more on how we will get this to you soon.)