

Solution: EPI

Schools and districts are learning to identify star teachers using powerful predictive analytics

Finding quality educators during a teacher shortage may seem like a tall order. But often what schools and districts really need is the ability to quickly identify which candidates in their available applicant pool are most likely to contribute to student growth.

"It can be challenging to identify teacher candidates who will positively impact student achievement, especially early in the hiring process," said **Dave Schuler**, superintendent of High School District 214 in Arlington Heights, Illinois, and past president of the American School Superintendents Association.

Using the power of predictive analytics, District 214 has overcome that challenge.

District 214 isn't alone. Thousands of schools and districts across the U.S. and Canada use PeopleAdmin's the Educators Professional Inventory (EPI)[®] to objectively assess the effectiveness of teacher candidates — from applicant pools large or small — before they ever set foot in a classroom.

"The EPI offers predictive data to support and improve hiring decisions," Dave said. "The platform is easy to use, and it integrates with most HR platforms."

Here's how it works: After applying for a position, applicants receive an email asking them to complete a 100-question online assessment. Then, the EPI compares each applicant's answers to thousands of data points — all related to qualifications, teaching skills, cognitive ability and attitudinal factors — to measure that applicant's likely impact on student growth.

The scores are instantly available, sorted and rank-ordered with other applicants so it's easy to see who is most likely to have the best impact on student outcomes.

"We have found the EPI assessment to be incredibly insightful and essential to making informed decisions as part of our hiring process," Dave said.

Here's what other EPI users have to say...

"The EPI allows me to have an objective measure to help not only in the screening process, but also in making final decisions about which candidate has the best chance to grow students throughout the academic year."

— **Robb Gonda**, principal of Upper Arlington School District in Upper Arlington, Ohio

"We recently hired a fourth-grade teacher using the EPI and have been getting really positive feedback on her performance. The parents and students love her. She's very engaging, involved and knowledgeable."

— **Michelle Holland**, principal at Leadership Prep School in Frisco, Texas

"The EPI tool will enable us to better vet our candidates and put the best candidates where they're needed to provide our students with the best possible education."

— **Rick Morton**, systems analyst at Brevard County Schools in Viera, Florida

"Using EPI, we were able to streamline our recruitment and applicant process ... Data matters because it allows you to improve."

— **Victoria Frye**, director of employment and systems at Columbus City Schools in Columbus, Ohio