University Research Consortium

NWEA
Northwest Evaluation Association

PSYCHO ANALYTIX

TEACHERMATCH

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University of Utah
Professor of Educational Psychology

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University of Utah
Chair of the Learning Sciences Program

Education Analytics Inc.

The University of Chicago
Our Nationwide Research

Sample varied by location, school type, size, and demographics.
The Factors that Validate High-Performing Teachers

Teaching Skills
The professional knowledge and understanding of teaching practices: planning for successful outcomes, creating a learning environment, instructing, analyzing and adjusting.

Qualifications
Relevant teaching profession experience including educational background, academic credentials, teaching positions, professional fieldwork, and career accomplishments.

Cognitive Ability
Competencies related to awareness, perception, quantitative and analytical reasoning, problem-solving, and judgment — along with higher levels of verbal fluency.

Attitudinal Factors
Addresses a range of attitudinal qualities including ... motivation to succeed, maintaining a positive attitude, persistence in the face of adversity, etc.
Built by educators and university partners, the results of the EPI are one powerful data point that can be used (among many) for helping to make a hiring decision.

_EPI measures the candidate’s understanding of strong instructional practices and validates a candidate’s future impact in the classroom._
Multiple measures approach to help inform the hiring process

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Attitudinal</th>
<th>Cognitive Ability</th>
<th>Teaching Skills</th>
<th>Composite Score</th>
<th>Status</th>
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<tbody>
<tr>
<td>Linnea Garrett</td>
<td>90%</td>
<td>88%</td>
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<td>Mary Rogers</td>
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<td>Rachelle Ashford</td>
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<tr>
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<tr>
<td>Edward Kilfoy</td>
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<tr>
<td>Mary Stafford</td>
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<tr>
<td>Alexia Wilson</td>
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<td>63%</td>
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<td>Courtney Tomaino</td>
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</table>

**Means**

<table>
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<tr>
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<tr>
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<td>67%</td>
<td>68%</td>
<td>70%</td>
</tr>
</tbody>
</table>
Professional Development Profile (PDP)
Uses evidence-based EPI results to customize PD
Fully configurable to how your district works!

Screening → Interview → Vetting → Hiring

- Applied
- EPI/PD/Resume Review
- Phone Interview
- In-Person Interview(s)
- Group Interview
- Interview 1
- Interview 2
- Interview 3
- References Checked
- Mock Class Sessions
- PD Review/Feedback
- Formal Offer Made

- Hired
- Declined
- Removed
- Rejected
- Withdrawn by Applicant
Rita, please look at his cover letter. He has lots of progressive ideas. Have spoken with him and would like him to come in for a mock class.
Melinda

Spoke to Adam for 30 minutes. Quite an impressive candidate. Details notes are attached here. We need to get him in.
Melinda

Hi Tim,
We are reaching out to schedule a phone conversation with you. Are you available on August 12 at 10 am Central?
Heather
All the information and analytics to help recruit high potential candidates!

**Action Feed**
- My Default Feed
- Candidates Only in Feed
- Jobs Only in Feed
- Select All Candidates
- Select All Jobs
- Search Feed

**Job Order Status**
- All Job Orders
  - By Certification
  - By # of Openings
  - By Schools
  - Search

**Hiring Velocity**
- By Certification
  - By # of Openings
  - By District
  - By Schools
  - Search

**Pool Quality**
- By EPI
- By Certification
- By Education
- By Geography
- Search

**Candidate Stats**
- All Applicants
  - By Geography
  - By EPI
  - By EEOC
  - Search
TeacherMatch Mosaic Delivers One Glance Actionable Insights

- High EPI Candidates which need to be addressed quickly
- Job Orders that are not getting any quality candidates
Let’s Team Up —
and Get It Right the First Time

Streamline the Hiring Process
- Save valuable time and money
- Minimize the risk of ineffective, costly to resolve hires

Make Smarter, More Confident Hires
- Use analytics provided by the TeacherMatch EPI

Provide Customized PD Feedback
- Available for all new teachers
- Delivered in the TeacherMatch PDP

Measurably Increase Student Growth
- Advance school performance
- And improve reputation