

**Title of Session:** Chat With Rick: Teacher Hiring Process

**Moderator:** Michael Guffy

**Guest Speaker:** Rick Rodriguez

**Title of File:** 20041207teacherhiring

**Date:** December 7, 2004

Room: On Tap Café

**NathanBP:** Are you participating in the TEACHER HIRING PROCESS chat?

**MichaelGu:** yes

**AllisonHu:** Yes

**MichaelGu:** we're waiting on Rick to arrive

**AllisonHu:** I noticed you're from Tennessee! Howdy from Texas

**AllisonHu:** Michael, Yvonne and I are all from Texas

**NathanBP:** So what are you guys up to in TX?

**MichaelGu:** we're waiting to graduate

**AllisonHu:** Yep, Michael and I graduate in May 2005

**MichaelGu:** and hoping to [find] a job

**YvonnePH:** And I will in December

**NathanBP:** Which schools?

**AllisonHu:** University of Houston

**YvonnePH:** All of us

**MichaelGu:** Houston has about 20 school districts

**NathanBP:** Are you guys participating in this chat for your own benefit or because it is mandatory for a class?

**MichaelGu:** for our own benefit

**AllisonHu:** We're a group called "TUT: Teachers Using Technology"

**AllisonHu:** we put this together (or should I say, Michael!)

**AllisonHu:** We're just doing this to help out others, as well as our group

**NathanBP:** that's nice!

**AllisonHu:** We had a chat last week also

**AllisonHu:** It went really well! We had a lot of people come.

**MichaelGu:** we're trying to help future teachers get information on getting hired

**NathanBP:** what is Rick's occupation?

**MichaelGu:** he is in the Human Resources dept for Katy ISD

**MichaelGu:** the ISD's in Houston have full time hiring staff

**RickGst14** joined the room.

**MichaelGu:** Hi Rick

**RickGst14:** Hello Michael

**AllisonHu** waves to Rick

**BJB2** cheers...Hi, Rick!

**NathanBP:** Hi Rick

**RickGst14:** Greetings to all

**MichaelGu:** greetings any trouble getting on today

**NathanBP:** No

**RickGst14:** No, no troubles today- hopefully none later.

**MichaelGu:** Nathan did you want to talk about the teacher hiring process  
**NathanBP:** Sure, I have curiosity about the process  
**MichaelGu:** we'll start in a few minutes  
**GayleT** joined the room.  
**MaryBethC** joined the room.  
**AllisonHu:** Hi Gayle, Hi MaryBeth!  
**GayleT:** Hi, Everyone.  
**MaryBethC:** Hi Allison!  
**MichaelGu:** hi guys just a couple more minutes  
**MaryBethC:** Okay, thanks Michael.  
**AlexJ** joined the room.  
**AllisonHu:** Hi Alex!  
**AlexJ:** Hello Everyone!  
**MichaelGu:** let's get started  
**YvonnePH:** Hello Alex  
**AllisonHu:** Take it away Michael!  
**MichaelGu:** Welcome from TUT (Teachers Using Technology) to our chat with Rick  
**MichaelGu:** Let me introduce him  
**MichaelGu:** This is Rick Rodriguez of Katy ISD  
**RickGst14:** Greetings to all  
**MichaelGu:** He is here to answer some of our questions about getting a teaching job  
**NathanBP:** What is Katy ISD  
**RickGst14:** Katy Independent School District  
**MichaelGu:** just a couple of quick reminders  
**MichaelGu:** the 10 steps to a successful chat and the detach function  
**YvonnePH:** thanks for the reminder Michael  
**YvonnePH:** this is much easier to read  
**MichaelGu:** Rick how many teachers does Katy hire a year  
**RickGst14:** It will vary with the number of schools we open  
**RickGst14:** or staffing we require  
**YvonnePH:** Does Katy open new schools every year?  
**RickGst14 -)** it seems that way- last year we opened 6!  
**MichaelGu:** how many did you hire for that  
**RickGst14:** 4 elem 1 junior high and 1 HS  
**NathanBP:** How many schools are in the Katy District?  
**RickGst14:** we hired ~400 teachers  
**YvonnePH:** That means that Katy is still a growing area ....correct?  
**RickGst14:** Yes, definitely growing and expected to continue  
**RickGst14:** The 400 figure includes replacing teachers that left or retired  
**MichaelGu:** do you have online hiring process  
**RickGst14:** we did not ADD 400 teachers.  
**RickGst14:** We have an online application that you can fill out and submit- everything else is done in person or at least on the phone  
**NathanBP:** Where is the Katy district located?  
**YvonnePH:** Nathan had asked how many schools are in the Katy district?  
**RickGst14:** Katy ISD is on the west side of Houston- I-10 splits us right in half.

**RickGst14:** We have 26 elem, 10 JH, and 5 HS campuses

**GayleT:** Would you explain the format for teachers and lesson plans? I have heard that teachers are provided lesson plans to follow, and are pretty much expected to stick to those. Right?

**RickGst14:** We have implemented an automated curriculum that assists teachers with planning.

**NathanBP:** What was the purpose of implementing the system.....time saving device for teachers?

**RickGst14:** The curriculum is aligned with the State standards and therefore, must be followed. We do not tell teachers HOW to teach but what to teach when...

**RickGst14:** absolutely- time saver because they do not have to search for WHAT to teach- it is already lined out for them

**GayleT:** I do believe, from what I have heard, that that is a very effective way for schools to make certain all is being taught and teachers can have a schedule to follow.

**MichaelGu:** I will start student teaching in Jan. when should I start trying to apply

**RickGst14:** If you are seeking employment for the fall you should begin to apply around feb/march

**AllisonHu:** For people who graduate in the month of December, would you say it is difficult for them to find a position that starts in January?

**RickGst14:** Gayle- correct, it also allows for smooth transition from one campus to another.

**MichaelGu:** Is Katy represented at the U of H job fair

**GayleT:** How strong is your support for technology? Is there just a computer lab, or do the classrooms have access to several-if not total-computer access for all? DO the teachers have access to a SMARTBoard?

**RickGst14:** Dec. Grads do have a difficult time finding a slot, but can start subbing in districts to get a foot in the door.

**RickGst14:** Yes, we usually attend the U of H job fair.

**GayleT:** I mean, do the classrooms have a 1 to 1 access, or just a few.?

**RickGst14:** Gayle that depends- our campuses have wireless laptops that teachers can access in their classrooms

**RickGst14:** they must request them and then obviously know how to set them up.

**RickGst14:** we have staff dev. for those situations.

**RickGst14:** also, each teacher has at least 3 terminals in their classrooms to use.

**MichaelGu:** do the teachers purchase their own laptop

**RickGst14:** No- the laptop is simply checked out to the teacher-

**RickGst14:** Let me clarify- there is only one to three rolling labs in each of the schools- not each teacher gets one.

**AllisonHu:** What is the starting salary in Katy I.S.D.?

**RickGst14:** For the 2004-05 school year- \$36500 with only a Bach

**GayleT:** I understand. But, how does the opportunity for use work out? Are they usually tied up everyday or does a teacher have, say only 1 hour or day to use them each week? How are they rationed?

**NathanBP:** When do school administrators conduct interviews for job openings for the fall semester?

**RickGst14:** They are checked out to you for the day- now if you, as a teacher, work something out with your colleague that would be diff.

**RickGst14:** As for rationing- - we just try to make sure the use is spread out with those teachers that want them.

**RickGst14:** Admn conduct interviews all year long- we really hit the road in Feb thru May.

**MichaelGu:** do you have an estimate of how many teachers you will need for next fall

**RickGst14:** Katy ISD will have a job fair on April 24 (mark your calendars!!), 2005- we want teachers that already have a route to certification attending

**RickGst14:** Hard to say yet- number crunchers are still working on that-

**MichaelGu:** where is the job fair held

**YvonnePH:** do you have to have a formal invitation to attend

**RickGst14:** we are opening a new HS this year so we will need secondary teachers

**NathanBP:** Does Katy hire teachers to teach content areas that they are not certified in if they are indeed a certified teacher

**YvonnePH:** I know other districts require that

**RickGst14:** Job Fair will be at Cinco Ranch HS

**StephenieH:** what about a new middle school

**RickGst14:** I just gave you an invitation :-)-

**YvonnePH:** thanks

**MichaelGu:** cool

**YvonnePH:** Marking my calendar now

**RickGst14:** No formal invitation is done- the main thing to have a route to certification and then an app on file would be REALLY good

**AllisonHu:** Is a portfolio needed?

**AllisonHu:** teaching portfolio or even a technology portfolio?

**RickGst14:** No portfolio required.

**AllisonHu:** Do you guys accept many Alternative Certification applicants?

**RickGst14:** Many of the principals (p's) will be doing brief interviews there - not enough time to show ALL your stuff.

**YvonnePH:** If someone is certified to teach grades 4-8. Can they test to also be able to teach high school?

**RickGst14:** ACP candidates are certainly accepted

**MichaelGu:** I think Nathan's question is next

**NathanBP:** Good job mike.

**RickGst14:** Sorry Nathan- Katy tries to hire only certified teachers in their area

**AllisonHu:** I am full of questions....What about interns? Instead of student teaching, some people go into a school for a one year internship. Do you accept interns?

**RickGst14:** Mike- where are we on questions now.

**MichaelGu:** Allison's

**AllisonHu:** Actually, Yvonne's

**MichaelGu:** yes sorry

**AllisonHu** smiles

**RickGst14:** Yes, SBEC will allow teachers to add certification once certified

**YvonnePH:** Thank you

**RickGst14:** Yes, interns are accepted

**RickGst14:** Okay \*whew\* I think we are caught up?

**StephenieH:** after we graduate this May, can we teach summer school or do we have to wait until this fall to begin teaching

**YvonnePH:** That is good to know about the interns.....many people have asked about that in the past

**RickGst14:** No- you do not have to wait. If the summer school principal wants you and you have an application on file,

**RickGst14:** we can hire you.

**MichaelGu:** can some one add a certification during the summer after they graduate and get certified

**StephenieH:** that is cool

**StephenieH:** what kind of expectations do you have of first year teachers?

**RickGst14:** That depends on the timing of SBEC- the first cert must be in place before adding- summer may not be enough time for processing for SBEC

**NathanBP:** How does the Katy district rank among others in the state in standardized test scores

**MichaelGu:** thanks

**RickGst14:** Tough question in this environment...

**StephenieH:** sorry

**RickGst14:** We want you to love what you do- do your very best- and hang in there!

**MichaelGu:** good answer

**AllisonHu:** Nathan had a question

**RickGst14:** I know we are high, but I do not have the exact ranking- you can access some of through our new website - [www.katyisd.org](http://www.katyisd.org) - take a look- it has a lot of info

**NathanBP:** thanks

**RickGst14:** I feel comfortable in saying that we are in the top ten in districts our size

**MichaelGu:** is Katy HS still in the hunt for a state championship in football

**StephenieH:** since there are opening in different areas how can we make ourselves stand out on the computer since we submit to the internet first

**NathanBP:** Does the principal at each school have the "final say" as to which candidates get hired????

**RickGst14:** You will be asked to submit "followup" information - signature page, etc. I would include a copy of a resume - that is your first shot at showing your stuff.

**RickGst14:** NO!! ugh... we lost last week in double OT... devastating moment- but the kids did well and we are proud of them

**StephenieH:** I am a permanent sub at Hightower high school in the math department, should i get a letter of recommendation from the dept head or the principal

**RickGst14:** Nathan- not really- the principal makes a recommendation- Personnel makes the final decision as to whether that person goes forward.

**RickGst14:** Steph- that would be a good idea. In the app you are asked for references- you may want to use them.

**StephenieH:** ok

**StephenieH:** I am not a very good person on paper, but I do great in person what can I do to over come this

**RickGst14:** Hmm... not sure what you mean-

**StephenieH:** I just think that if you meet me in person you are more likely to like me.

**MichaelGu:** I think she means how can she insure she can get to a live interview

**StephenieH:** have a lot of jobs and stuff and not a lot of experience I guess

**RickGst14:** once you submit your app- you can contact us to request an interview- we try to accommodate everyone that requests one.

**StephenieH:** oooooo that is good to know

**RickGst14:** the main thing is make sure everything is complete. Once complete - all info in- we can interview.

**RickGst14:** \*puff- puff\* hehehe

**StephenieH:** ok I am just nervous that I will not get a job in the fall

**MichaelGu:** for middle school what kind of teachers do you need the most of Math Science social studies

**StephenieH:** say math

**RickGst14:** MATH!! hehehe

**AllisonHu:** say English!

**RickGst14:** English!!

**StephenieH:** lol

**AllisonHu:** yay! haha

**RickGst14:** Actually we really need both- now in JH we are those two are hard to find as well as Science-

**StephenieH:** well you have 3 middle schoolers right here

**RickGst14:** so Eng, Math and ???

**MichaelGu:** what about SS

**RickGst14:** Social Studies we have enough- let me tell you why-

**StephenieH:** sorry Mike

**AllisonHu:** U of H has a lot of middle school science people too

**RickGst14:** they are all coaches- it is a very common combination.

**MichaelGu:** I am not a coach

**RickGst14:** That is ok- it is not an absolute, but a very common combination

**AllisonHu:** Do coaches get priority?

**MichaelGu:** I am going to try to get certified in science in the summer

**RickGst14:** you should sell yourself that way

**StephenieH:** thank you for your time I have to go back to work now

**MichaelGu:** I will thanks

**RickGst14:** coaches do not get priority

**RickGst14:** Bye Stephanie, thanks for coming!

**MichaelGu:** do middle schools need golf coaches

**RickGst14:** yes, there are golf teams at the JHs

**AllisonHu:** Rick, do your schools require teachers to take on extra curricular activities? Such as being a leader of the chess club, or honor society?

**MichaelGu:** I did not know that

**YvonnePH:** Wow, I did not realize that

**RickGst14:** No, teachers are not required to do extracurricular activities.

**MaryBethC:** Thank you for all the great information!

**RickGst14:** You bet MB

**MichaelGu:** how much extra do you pay for summer school

**RickGst14:** Summer school is a flat pay- it is determined every year- it has not been determined for the 2005 summer

**MichaelGu:** what about 2004

**RickGst14:** The year I was prin it was 1700 for JH

**RickGst14:** I am not sure about 2004- my year was 2001- it probably has not changed much

**MichaelGu:** that's good

**RickGst14:** the school day is from 7:30 to 11:30- not bad for that kind of pay

**MichaelGu:** no its not

**MichaelGu:** any more questions

**YvonnePH:** I don't have any more question, but thank you so much for taking the time tonight to meet with us!

**RickGst14:** You all have been great hosts. Thanks for your time and great questions! If I can be of any assistance, do not hesitate to contact me.

**MichaelGu:** Well TUT wants to thank you for all your help and answering all our questions

**GayleT:** Thanks, Rick.

**RickGst14:** [ricardorodriguez@katyisd.org](mailto:ricardorodriguez@katyisd.org)

**AllisonHu:** Yes, you're awesome Rick!!

**RickGst14:** Rick is \*blushing\*

**YvonnePH** smiles

**MichaelGu:** Rick I will send you a transcript of our chat

**RickGst14:** Michael- thanks for the invitation!

**MichaelGu:** thank you I will see at the job fair

**MichaelGu:** good by all and thanks for asking such great questions

**AllisonHu:** goodbye everyone!

**AllisonHu:** Thanks for coming

**RickGst14:** Thanks and good night