

Austin ISD 2023 – 2024 **Teacher / Teacher Assistant** Pool Posting Information

The purpose of the **teacher/teacher assistant** applicant “pool postings” is to gather applications early from qualified candidates for the 2023-2024 school year in anticipation of filling multiple vacancies. Pool postings also assist in improving the efficiency and effectiveness of the hiring process. Pool postings are not posted for specific locations at this time, but applicants are encouraged to apply for the pool posting(s) for which they are qualified and interested in now.

Specific school sites and grade levels may or may not be known at this time, as principals may have different nuances, such as grade level changes, promotions, separations, etc. A pool posting allows applicants to apply with AISD and notify campus(es) of their interest in a specific campus(es)/position(s) as early as possible. Applicants do not need to wait for one particular campus/assignment to be posted to express their interest. In addition, applicants will not be required to apply for multiple positions at multiple campuses.

By using a pool posting process, hiring administrators can keep track of existing groups of applicants readily available to review. With this new process, the hope is to avoid losing the time it takes to request a posting, post a position, allow applicants to apply. Applications for pool postings are being reviewed by Human Capital staff, sourced for pre-hires on a frequent basis. Campus administrators who know of an anticipated change at the campus can also start early sourcing applicants for consideration.

For unique and specialized positions, e.g., CTE, a foreign language, a position which requires a specialized license/certification, those positions may be posted individually & campus specific once a vacancy has been confirmed.

As vacancies are confirmed and solidified, applications will be reviewed by campus administrators for consideration.

Within each of the pool posting applications, applicants can specifically:

- indicate their choice for a specific campus(es),
- locations within the AISD school boundaries (North, Central, South); and
- indicate their certification(s).

It is our sincere hope that streamlining the process for posting “pool postings” will allow:

- campuses access to applicants in real time,
- principals to source applicants for anticipated vacancies early,
- allow applicants to express their interest in a particular campus/grade-level early during the hiring season.
- applicants to apply for one general posting instead of waiting on a particular campus/grade level posting and/or having to apply for multiple postings.