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“Good morning. Could I just have an idea how many people are involved in staff recruitment in some way most people. These decisions that we make we only spend maybe 30 seconds, they have a huge impact on, people's lives. Not only the lives of our students in the school, but also the lives of the teachers. And I wanna tell you very briefly about three colleagues in our school and then a little bit about me. So everyone's given me permission by the way, to use their names. These are real people like Martins eight levels and associate whose degree was third class on paper.

He doesn't have the academic background to succeed in our school. I met him at a math teacher's conference where he was paying himself during the holiday too. Previous teaching one job since then and he has redefined our curriculum written and textbooks, organize cross school math, cross school music and being voted the best teacher in China. Next one is uh, Kelsey. So Kelsey joined us as an intern, very, very keen as all the interns are. And before she even finished our teacher training program, she'd already applied for a fairly senior position of responsibility. So the assistant head of VA for our incoming class on paper, he just didn't have the experience. He didn't know what she'd let us all input and you know, it was hardly even with having the interview. But she demonstrated over those two years a commitment and a passion for the students. And we thought, yeah, we can support her with this. We gave her the position that year the group really thrived on the students engage so much better with the unit. We lost Martin, Kelsey, um, final person that is Basel. So also Kenny, all of his education was in Kenya. All of his experiences in Kenya. We had no experience of working cross-culturally, no experience working internationally. Again on paper. He just wasn't, wasn't a good fit at all.

The happiness curves through for a long time and good references and in his interview he said to me if you give me this job, I will make psychology the most popular course within five years. So this is giving me a commitment, right? At that time 20 students psychology now has a hundred shoes. It's good. That's pretty impressive, right? Why, did these decisions get made like this? Actually, it all comes back to me a little bit. So, I'd worked



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as a qualified kindergarten teacher and then John Burchill trusted me, I could go straight into high school, voted last as [inaudible] and still supporting me as well. Cara Moffett like pushed me forward to apply for the job that I got now.

Literally pushed me. Again, no training in educational leadership whatsoever. No experience education in years yet again. Why did Sean say yes. I was speaking with Karen and reflecting, cause she's a PTC graduate herself. Was there in August. And also, because she's the PTC graduate, she shared a little, a little Pearl. This experience skills, our knowledge, if you got the right climates, you can develop those really, really quickly. However, attitude is much more difficult to develop, to change to correct. So therefore, in recruitment decisions, basically it's 85% on attitudes, 50% as far as other stuff like you."