



Memorandum *VSB*

Vancouver Board of Education

February 22, 2017

ITEM 2

TO: Committee IV

FROM: Murray Doucette – Associate Superintendent, Employee Services

RE: Educators Professional Inventory (TeacherMatch)

INTRODUCTION:

The district is piloting an on-line assessment to help shortlist On-Call teachers called the Educators Professional Inventory (EPI). The EPI is part of our application process on Make a Future.

The assessment has 3 domains: Teaching Skills, Attitudinal Dispositions and Cognitive Ability. The multi-choice questions are based on the substantial body of research on teacher effectiveness, which has identified certain teacher qualities and skills with greater student learning.

It takes about an hour to answer the 100 questions and each question has a time limit. There are 750 questions in the bank and candidates will get different questions depending on their previous answers.

Only external candidates complete the assessment, the data is stored in Canada and we do not share scores with anyone, including the candidates.

BACKGROUND:

The recruitment team uses a variety of tools to shortlist candidates including recent teaching evaluations and/or final practicum reports, education and references. We are piloting the on-line assessment to add an additional, more objective tool to shortlist candidates.

Many other sectors utilize prehire assessments and a number of school districts in the U.S. and several in Canada use the EPI as an additional shortlisting tool.

We are currently analyzing whether the scores are aligning with our hiring decisions.

This report is provided for information.