* **Recruit: BBS Leadership Team Member(s)** will participate in recruiting activities (i.e. attend SBISD student teacher receptions; attend SBISD Meet & Greets; etc.).
* **Screen: BBS Leadership Team Member(s)** will screen potential candidates by reviewing information from Winocular and narrow into a pool of candidates for consideration.
* **Face to Face Interview: BBS Leadership Team Members & Triad Partner** conduct screening interviews and candidate completes writing sample (i.e. 30 minutes before/after interview, candidate completes writing sample: given a student profile, candidate will write report card comments). Note: these can be scheduled after 2:00. Candidates will be told that those moving on to the next step will get a call by (date) to schedule them doing a read aloud activity on our campus. BBS Leadership Team Members & Triad Partner will narrow pool to the top 3-4 candidates.
* **Lesson Observation & Decision: BBS Leadership Team Members & Triad Partner** observe candidates engaging students in a read aloud activity in the Triad class (about 15 minutes) and then provide feedback and additional probing questions. Note: these need to be scheduled between 9:00 and 1:00. BBS Leadership Team Members & Triad Partner will recommend a candidate for hire; or will continue searching for new applicants on Winocular. (Hammer will make final decision and contact candidates accordingly.)