

Scan to See Me Teach!

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Introduction/Need for Innovation or Idea

Effective teacher selection plays an important role in maximizing school quality (Seyfarth, 2005; Woodburn, 2012). Approximately 80% of a school district's budget is linked to human resources (Smith, 2005), thus emphasizing the importance of principals hiring well (Woodburn, 2012). Mason and Schroeder (2010) described the hiring process as an attempt to reduce uncertainty by ensuring that applicants possess the knowledge, skills, and abilities to perform their jobs effectively (Seyfarth, 2005). To reduce uncertainty, Wise, Darling-Hammond, and Berry (1987) indicated principals, or other hiring managers, use three categories of information, low-, medium-, and high-cost data to assist with the hiring process. Low-cost data includes transcripts, resumes, and application forms. Reference reviews, teacher tests, and formal interviews comprise medium-cost data with high-cost data including teacher observation. Teacher observations are considered highly reliable, but may be cost-prohibitive due to the hiring principal's lack of time availability (Wise, Darling-Hammond, & Berry, 1987).

A potential solution to the lack of high-cost data included in the teacher selection process may be found through the use of Quick Response codes (QR code) on resumes. Originally designed to track automobile parts, QR codes are now used as an electronic method for users to link interested parties to additional information regarding a specific topic or item (Doyle, 2019). QR codes have been used by job seekers in business since at least, 2011 (Babcock, 2011). Those including QR codes on their resumes do so to make available their online portfolios which can contain audio or visual content that is specifically related to the job (Wolfgang, 2012).

How it Works

To provide medium- and high-cost data to public school hiring managers (principals/superintendents) prior to the interview process, preservice teachers at Eastern New Mexico University include a QR code on their resumes. Preservice teachers are guided on an online QR code generator where they can download a code. Upon download, the QR code is linked to a preservice teacher's digital portfolio. Included in the portfolio are examples of the preservice teacher's lesson plans, presentations, evaluations, and additional teaching innovations including links to short (two minutes) teaching videos – from field experiences or student teaching – on their individual YouTube channel. Hiring managers are guided to the QR code on each resume by strategically placing the code in the upper right-hand corner of the resume which is highlighted – *Scan to See Me Teach*.

Results to Date

Results to date have been very positive. Anecdotal evidence provided by high school principals suggests that the innovation is viewed as beneficial to the preservice teachers and assists in the resume review process. Principals have indicated that the information included in the digital portfolios provides additional insight into the experiences and creativity of the interview candidates not readily found on traditional resumes. Furthermore, the links to the teaching videos have proven to be highly valuable as principals have noted that they provide an

opportunity to observe a candidate teach before the interview is scheduled. The QR codes have been included on preservice teacher resumes since the fall 2019 semester and have contributed to the 100% job placement rate thus far.

Future Plans/Advice to Others

The agricultural education program at Eastern New Mexico University will continue to promote the use of QR codes on resumes to preservice teachers. Additionally, a focus group of public school administrators has assembled to collect feedback in an attempt to further refine the information linked to the codes. Furthermore, a research project has been initiated to formally investigate the attitudes and perceptions of public school administrators on the inclusion of QR codes on preservice teacher resumes. It is anticipated that the data generated by the focus group and research project will yield additional opportunities to increase the awareness of QR codes among school administrators and improve the experience associated with the codes.

While the QR codes used on resumes at Eastern New Mexico University are linked to preservice teachers' digital portfolios, which provides access to teaching videos, faculty and students at other universities considering this option have a variety of options regarding this resume enhancement. It is advisable, prior to including QR codes on resumes to research online QR code generation programs. Furthermore, it is advisable that faculty review all content in digital portfolios or teaching videos to ensure their professional appearance prior to linking these to the code.

Costs/Resources Needed

No financial costs were associated with including QR codes on resumes. However, preservice teachers were required to create a free professional website to house their digital portfolios as well as a professional YouTube channel to host their teaching videos. The preservice teachers created their teaching videos using their personal cell phones or the departmental video camera. Videos made using the departmental video camera were uploaded to departmental computers and edited using Adobe Premier Pro, which was provided through the Eastern New Mexico University license. Those considering linking teaching videos to QR codes are encouraged to use a standalone video camera and edit using professional software.

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