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Introduction

- Effective teacher selection plays an important role in maximizing school quality (Seyfarth, 2005; Woodburn, 2012).
- 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.
- 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.
- QR codes are 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

- Preservice teachers at Eastern New Mexico University include a QR code on their resumes and is linked to their digital portfolio.
- Included in the portfolio are examples of the preservice teacher's:
 - Lesson plans
 - Presentations
 - Evaluations
 - Links to short (two minutes) teaching videos
- 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

- Anecdotal evidence has suggested the innovation is viewed as beneficial to the preservice teachers and assists in the resume review process.
- Principals have indicated 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.
- Principals have noted videos 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.
- A focus group of public school administrators has assembled to collect feedback in an attempt to further refine the information linked to the codes.
- 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 advisable, prior to including QR codes on resumes to research online QR code generation programs.
- It is recommended 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.
- 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.
- 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.

References

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