

BELA Teacher Hiring Process

Competencies and Indicators*



BELA Teacher Competencies + Indicators	Phase I	Phase II	Phase III	Phase IV
	Application Review	Phone Interview	Campus Visit	Reference Check
Demonstrates ability to assess the impact of assumptions, judgments, and/or biases related to one's own and other cultures		✓		
Coveys reasonable understanding of BELA's target student population and their inherent potential			✓	
Demonstrates a comfort working in and ability to thrive in an ever-changing environment where projects may change over time and sometimes abruptly (entrepreneurial spirit)			✓	
Shows evidence of being able to contribute to BELA's effectiveness by working collaboratively with others			✓	✓
Demonstrates ability to be clear and concise when communicating ideas and information both orally and written	✓		✓	
Effectively navigates scenarios or experiences with challenging interpersonal situations, with appropriate norms of interaction			✓	
Demonstrates ability to build trusting relationships with young people and their families; Understands the importance of developing positive relationship		✓	✓	
Able to apply content theory and best practice knowledge to create engaging units and lessons that are culturally responsive ; Makes content meaningful for students both orally and written.			✓	
Incorporates a variety of resources, including digital tools, to address the multiple and varied needs of students			✓	
Demonstrates intellectual curiosity in approach to instruction			✓	
Provides reasonable examples of effective student assessments			✓	
Has a realistic picture of potential challenges and has the ability to persist through despite the challenges	✓	✓	✓	
Analyzes situations thoroughly; Willingness to try multiple strategies or something new when things change or when confronted with challenges			✓	✓
Takes ownership of failures; Identifies lessons from past failures			✓	✓
Holds self accountable for student learning; Assumes responsibility for classroom environment and culture			✓	✓
Demonstrates a willingness to learn from and understand the perspectives of others		✓	✓	✓
Believes in the mission and core values of the school and commits to upholding	✓	✓	✓	

*Based on BELA's Core Values

- Sisterhood: Committed to working collaboratively with community members – students, families, peers, and community partners
- Scholarship: Demonstrates an appropriate knowledge of content and pedagogy
- Strength Ability to think critically and creatively in complex situations and be reflective
- Service: Accepts their personal responsibility and is committed to the success of each student and the school community as a whole
- School Fit: Accepts their personal responsibility and is committed to the success of each student and the school community as a whole