

What School Leaders Say About HCI

The comments of principals and headmasters about the importance of early hiring and mutual consent to their ability, with their school hiring teams, to create a teaching team best suited to serve the needs of their students are worth noting.

“The hiring initiative makes all the difference in the world. I have discussed the initiative with my colleagues, and every single principal agrees that mutual consent is critical, worth the money the School Department contributes to it. No school can realize its vision for its students without the ability to select its own staff. Our school is full inclusion and we absolutely must have every teacher 100% committed to the work.”

Ethan d’Ablemont-Burnes, Principal
Joseph P. Manning Elementary School

“The hiring initiative equalized the hiring conditions among schools allowing us to compete on the same terms with schools with autonomy and with suburban schools. Perhaps even more significantly, it transformed the hiring process because now we can start early and do a thorough job rather than scrambling in August to fill vacancies that we’d hidden to protect ourselves from a disruptive placement of a teacher. We also have time to find good teachers within the BPS.”

Stephanie Sibley, Headmaster
Excel High

“This initiative has leveled the playing field and put us in a more equitable position with autonomous and charter schools in being able to achieve what we want for our students. The new system enables me to be more strategic in my hiring. I can build a team which is good for the students who will have a faculty who wants to be there and work with students who need great teachers who will put their all into teaching everyday. This initiative is also good for teachers because unhappy teachers, who are placed in schools not of their choosing, negatively affect the whole school and its morale.”

Will Thomas, Headmaster
Charlestown High School

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