TEACHER ASSISTANT SAMPLE RESUME

TEACHER ASSISTANT SAMPLE RESUME EXAMPLES ARE ESSENTIAL TOOLS FOR JOB SEEKERS AIMING TO ENTER OR ADVANCE IN THE EDUCATION FIELD. A WELL-CRAFTED TEACHER ASSISTANT RESUME SHOWCASES RELEVANT SKILLS, EXPERIENCE, AND QUALIFICATIONS THAT MATCH THE DEMANDS OF SUPPORTING CLASSROOM TEACHERS AND ENHANCING STUDENT LEARNING. UNDERSTANDING HOW TO STRUCTURE AND OPTIMIZE A RESUME FOR TEACHER ASSISTANT POSITIONS CAN SIGNIFICANTLY IMPROVE THE CHANCES OF SECURING AN INTERVIEW. THIS ARTICLE EXPLORES THE CORE COMPONENTS OF AN EFFECTIVE TEACHER ASSISTANT SAMPLE RESUME, INCLUDING FORMATTING TIPS, KEY SKILLS TO HIGHLIGHT, AND STRATEGIES FOR TAILORING CONTENT TO SPECIFIC JOB DESCRIPTIONS. ADDITIONALLY, IT PROVIDES PRACTICAL ADVICE ON PRESENTING PROFESSIONAL EXPERIENCE AND EDUCATIONAL BACKGROUND TO CREATE A COMPELLING AND KEYWORD-RICH DOCUMENT. THE FOLLOWING SECTIONS WILL GUIDE APPLICANTS THROUGH THE PROCESS OF WRITING AN IMPACTFUL RESUME THAT ALIGNS WITH EMPLOYER EXPECTATIONS AND ATS (APPLICANT TRACKING SYSTEM) REQUIREMENTS.

- Understanding the Teacher Assistant Role
- ESSENTIAL COMPONENTS OF A TEACHER ASSISTANT SAMPLE RESUME
- FORMATTING TIPS FOR CLARITY AND PROFESSIONALISM
- HIGHLIGHTING SKILLS AND QUALIFICATIONS
- WRITING AN EFFECTIVE PROFESSIONAL EXPERIENCE SECTION
- FDUCATION AND CERTIFICATIONS TO INCLUDE
- SAMPLE TEACHER ASSISTANT RESUME OVERVIEW

UNDERSTANDING THE TEACHER ASSISTANT ROLE

To create an effective teacher assistant sample resume, it is crucial to understand the responsibilities and expectations associated with the role. Teacher assistants support lead teachers by helping manage classroom activities, preparing instructional materials, and providing individual or group support to students. They often assist with administrative tasks and help maintain a productive learning environment. The role requires strong communication skills, patience, and the ability to work collaboratively within an educational team. Employers value candidates who demonstrate a clear understanding of these duties and who can show evidence of relevant experience and skills on their resumes.

KEY RESPONSIBILITIES OF A TEACHER ASSISTANT

Teacher assistants perform a variety of tasks that contribute to the overall effectiveness of classroom instruction. These tasks typically include:

- SUPPORTING CLASSROOM MANAGEMENT AND STUDENT BEHAVIOR
- Assisting with lesson preparation and distribution of materials
- Providing one-on-one or small group instruction to reinforce learning
- MONITORING STUDENT PROGRESS AND REPORTING OBSERVATIONS TO THE LEAD TEACHER
- HELPING STUDENTS WITH SPECIAL NEEDS OR ACCOMMODATIONS

ESSENTIAL COMPONENTS OF A TEACHER ASSISTANT SAMPLE RESUME

A STRONG TEACHER ASSISTANT SAMPLE RESUME SHOULD INCLUDE SEVERAL ESSENTIAL SECTIONS THAT HIGHLIGHT THE CANDIDATE'S QUALIFICATIONS AND EXPERIENCE. THESE COMPONENTS ENSURE THE RESUME IS COMPREHENSIVE AND EASY TO READ, INCREASING THE LIKELIHOOD OF PASSING BOTH HUMAN REVIEW AND ATS SCANS. THE PRIMARY SECTIONS INCLUDE CONTACT INFORMATION, A PROFESSIONAL SUMMARY OR OBJECTIVE, SKILLS, WORK EXPERIENCE, EDUCATION, AND CERTIFICATIONS.

PROFESSIONAL SUMMARY OR OBJECTIVE

THIS BRIEF STATEMENT AT THE TOP OF THE RESUME SUMMARIZES THE CANDIDATE'S KEY QUALIFICATIONS AND CAREER GOALS. IT SHOULD BE TAILORED TO EMPHASIZE RELEVANT TEACHING SUPPORT SKILLS AND EXPERIENCES, DEMONSTRATING THE CANDIDATE'S FIT FOR THE SPECIFIC POSITION.

SKILLS SECTION

LISTING RELEVANT SKILLS USING KEYWORDS FROM THE JOB DESCRIPTION HELPS THE RESUME RANK HIGHER IN ATS AND DRAWS ATTENTION TO THE CANDIDATE'S CAPABILITIES. SKILLS MAY INCLUDE CLASSROOM MANAGEMENT, COMMUNICATION, ORGANIZATION, AND PROFICIENCY WITH EDUCATIONAL TECHNOLOGY OR SOFTWARE.

WORK EXPERIENCE

THE WORK EXPERIENCE SECTION DETAILS PREVIOUS EMPLOYMENT HISTORY, FOCUSING ON ROLES RELATED TO EDUCATION AND CHILD SUPPORT. DESCRIPTIONS SHOULD BE RESULTS-ORIENTED AND QUANTIFY ACCOMPLISHMENTS WHEN POSSIBLE TO SHOW IMPACT.

EDUCATION AND CERTIFICATIONS

EDUCATIONAL BACKGROUND AND ANY RELEVANT CERTIFICATIONS (SUCH AS CPR, FIRST AID, OR TEACHING ASSISTANT CREDENTIALS) SHOULD BE INCLUDED TO DEMONSTRATE THE CANDIDATE'S PREPAREDNESS AND QUALIFICATIONS FOR THE ROLE.

FORMATTING TIPS FOR CLARITY AND PROFESSIONALISM

Proper formatting is key to making a teacher assistant sample resume both visually appealing and easy to navigate. Clear headings, consistent fonts, and strategic use of white space contribute to a professional appearance. Additionally, formatting choices can improve readability for ATS software, which often parses resumes based on layout and keyword placement.

FONT AND LAYOUT RECOMMENDATIONS

Using standard, easy-to-read fonts such as Arial, Calibri, or Times New Roman in sizes 10 to 12 points is advisable. Margins should be set uniformly to maintain balance, and bullet points should be used to organize information efficiently. Avoiding excessive graphics or tables ensures ATS compatibility.

LENGTH AND CONCISENESS

RESUMES FOR TEACHER ASSISTANTS TYPICALLY SHOULD NOT EXCEED ONE TO TWO PAGES. CONCISENESS IS CRUCIAL; EVERY WORD SHOULD ADD VALUE AND DEMONSTRATE RELEVANCE TO THE JOB. PRIORITIZE RECENT AND RELATED EXPERIENCE AND OMIT UNRELATED OR OUTDATED ROLES UNLESS THEY ADD SIGNIFICANT VALUE.

HIGHLIGHTING SKILLS AND QUALIFICATIONS

DENTIFYING AND EMPHASIZING THE RIGHT SKILLS ON A TEACHER ASSISTANT SAMPLE RESUME CAN SET A CANDIDATE APART FROM THE COMPETITION. EMPLOYERS SEEK CANDIDATES WITH A BLEND OF INTERPERSONAL, ORGANIZATIONAL, AND INSTRUCTIONAL SKILLS.

TOP SKILLS FOR TEACHER ASSISTANTS

- CLASSROOM MANAGEMENT AND DISCIPLINE SUPPORT
- EFFECTIVE COMMUNICATION WITH STUDENTS AND STAFF
- INSTRUCTIONAL SUPPORT AND LESSON REINFORCEMENT
- ADAPTABILITY TO DIVERSE LEARNING NEEDS
- TIME MANAGEMENT AND ORGANIZATIONAL ABILITIES
- PROFICIENCY WITH EDUCATIONAL SOFTWARE AND TECHNOLOGY
- COLLABORATION WITHIN MULTIDISCIPLINARY TEAMS

SOFT SKILLS TO INCLUDE

In addition to technical skills, soft skills such as patience, empathy, teamwork, and problem-solving are critical for success in a teacher assistant role. These should be woven into the professional summary and experience descriptions.

WRITING AN EFFECTIVE PROFESSIONAL EXPERIENCE SECTION

THE PROFESSIONAL EXPERIENCE SECTION IS THE CORE OF ANY TEACHER ASSISTANT SAMPLE RESUME. IT SHOULD CLEARLY ILLUSTRATE THE CANDIDATE'S CONTRIBUTIONS AND ACHIEVEMENTS IN PREVIOUS ROLES, WITH A FOCUS ON RESPONSIBILITIES THAT ALIGN WITH THE JOB APPLIED FOR.

USING ACTION VERBS AND METRICS

START BULLET POINTS WITH STRONG ACTION VERBS SUCH AS "ASSISTED," "IMPLEMENTED," "ORGANIZED," OR "MONITORED" TO CONVEY ACTIVE INVOLVEMENT. WHENEVER POSSIBLE, INCLUDE QUANTIFIABLE RESULTS OR SPECIFIC EXAMPLES, SUCH AS THE NUMBER OF STUDENTS SUPPORTED OR IMPROVEMENTS IN STUDENT ENGAGEMENT.

TAILORING DESCRIPTIONS TO JOB REQUIREMENTS

ALIGNING THE EXPERIENCE SECTION WITH THE JOB POSTING'S KEYWORDS AND REQUIREMENTS ENHANCES THE RESUME'S RELEVANCE. HIGHLIGHT EXPERIENCES THAT DEMONSTRATE THE ABILITY TO MEET THE EMPLOYER'S NEEDS, SUCH AS SPECIAL EDUCATION SUPPORT OR CLASSROOM TECHNOLOGY USE.

EDUCATION AND CERTIFICATIONS TO INCLUDE

EDUCATIONAL QUALIFICATIONS AND CERTIFICATIONS OFTEN INFLUENCE HIRING DECISIONS FOR TEACHER ASSISTANTS. CLEARLY LISTING THESE CREDENTIALS SUPPORTS THE CANDIDATE'S ELIGIBILITY AND READINESS FOR THE ROLE.

RELEVANT DEGREES AND COURSEWORK

INCLUDE DEGREES IN EDUCATION, CHILD DEVELOPMENT, OR RELATED FIELDS. RELEVANT COURSEWORK OR TRAINING IN INSTRUCTIONAL METHODS, BEHAVIOR MANAGEMENT, OR SPECIAL EDUCATION CAN ALSO BE BENEFICIAL TO LIST.

CERTIFICATIONS AND LICENSES

CERTIFICATIONS SUCH AS A TEACHING ASSISTANT CERTIFICATE, CPR AND FIRST AID, OR PARAPROFESSIONAL CREDENTIALS SHOULD BE PROMINENTLY DISPLAYED. THESE DEMONSTRATE COMMITMENT TO SAFETY AND PROFESSIONAL STANDARDS.

SAMPLE TEACHER ASSISTANT RESUME OVERVIEW

A WELL-STRUCTURED TEACHER ASSISTANT SAMPLE RESUME TYPICALLY BEGINS WITH A FOCUSED PROFESSIONAL SUMMARY, FOLLOWED BY A CONCISE SKILLS LIST EMPHASIZING BOTH TECHNICAL AND SOFT SKILLS. THE EXPERIENCE SECTION HIGHLIGHTS RELEVANT ROLES WITH DETAILED ACCOMPLISHMENTS, WHILE THE EDUCATION AND CERTIFICATIONS SECTIONS CONFIRM QUALIFICATIONS. THIS FORMAT ENSURES CLARITY, RELEVANCE, AND KEYWORD OPTIMIZATION, INCREASING THE LIKELIHOOD OF SUCCESSFUL JOB APPLICATIONS. INCORPORATING THESE ELEMENTS THOUGHTFULLY CAN HELP CANDIDATES PRESENT THEMSELVES AS CAPABLE, RELIABLE, AND PROFESSIONAL EDUCATION SUPPORT PERSONNEL.

FREQUENTLY ASKED QUESTIONS

WHAT ARE THE KEY SECTIONS TO INCLUDE IN A TEACHER ASSISTANT SAMPLE RESUME?

A TEACHER ASSISTANT SAMPLE RESUME SHOULD INCLUDE SECTIONS SUCH AS CONTACT INFORMATION, OBJECTIVE OR SUMMARY, SKILLS, WORK EXPERIENCE, EDUCATION, CERTIFICATIONS, AND SOMETIMES VOLUNTEER EXPERIENCE.

HOW CAN I HIGHLIGHT MY SKILLS IN A TEACHER ASSISTANT RESUME?

TO HIGHLIGHT YOUR SKILLS, INCLUDE A DEDICATED 'SKILLS' SECTION FEATURING RELEVANT ABILITIES LIKE CLASSROOM MANAGEMENT, COMMUNICATION, LESSON SUPPORT, PATIENCE, AND PROFICIENCY WITH EDUCATIONAL SOFTWARE.

WHAT IS A GOOD OBJECTIVE STATEMENT FOR A TEACHER ASSISTANT RESUME?

A good objective statement might be: 'Dedicated and compassionate teacher assistant with 3+ years of experience supporting classroom activities and fostering a positive learning environment seeking to contribute to ABC School's educational team.'

SHOULD I INCLUDE CERTIFICATIONS IN MY TEACHER ASSISTANT SAMPLE RESUME?

YES, INCLUDING CERTIFICATIONS SUCH AS CPR/FIRST AID, CHILD DEVELOPMENT ASSOCIATE (CDA), OR ANY STATE-SPECIFIC TEACHING ASSISTANT CREDENTIALS CAN STRENGTHEN YOUR RESUME.

HOW DO I FORMAT WORK EXPERIENCE ON A TEACHER ASSISTANT RESUME?

LIST YOUR WORK EXPERIENCE IN REVERSE CHRONOLOGICAL ORDER, INCLUDING JOB TITLE, EMPLOYER, LOCATION, AND DATES. USE BULLET POINTS TO DESCRIBE YOUR RESPONSIBILITIES AND ACHIEVEMENTS, FOCUSING ON QUANTIFIABLE RESULTS AND RELEVANT DUTIES.

CAN I USE A TEACHER ASSISTANT RESUME SAMPLE IF I HAVE NO PRIOR EXPERIENCE?

YES, YOU CAN USE A SAMPLE RESUME TO GUIDE YOU. EMPHASIZE TRANSFERABLE SKILLS, RELEVANT COURSEWORK, VOLUNTEER WORK, INTERNSHIPS, AND ANY EDUCATIONAL ACHIEVEMENTS TO COMPENSATE FOR LACK OF FORMAL EXPERIENCE.

WHAT KEYWORDS SHOULD I USE IN A TEACHER ASSISTANT RESUME TO PASS APPLICANT TRACKING SYSTEMS (ATS)?

Use keywords such as 'classroom support,' 'lesson planning,' 'student engagement,' 'behavior management,' 'educational software,' and specific certifications to improve ATS compatibility.

HOW LONG SHOULD A TEACHER ASSISTANT RESUME BE?

A TEACHER ASSISTANT RESUME SHOULD TYPICALLY BE ONE PAGE, ESPECIALLY IF YOU HAVE LESS THAN 10 YEARS OF EXPERIENCE. KEEP IT CONCISE AND FOCUSED ON RELEVANT INFORMATION.

IS IT IMPORTANT TO CUSTOMIZE A TEACHER ASSISTANT RESUME FOR EACH JOB APPLICATION?

YES, CUSTOMIZING YOUR RESUME FOR EACH JOB APPLICATION BY ALIGNING YOUR SKILLS AND EXPERIENCES WITH THE SPECIFIC JOB DESCRIPTION INCREASES YOUR CHANCES OF GETTING NOTICED BY EMPLOYERS.

WHAT ARE SOME COMMON MISTAKES TO AVOID IN A TEACHER ASSISTANT SAMPLE RESUME?

COMMON MISTAKES INCLUDE SPELLING AND GRAMMATICAL ERRORS, USING GENERIC OBJECTIVE STATEMENTS, OMITTING RELEVANT SKILLS OR CERTIFICATIONS, INCLUDING IRRELEVANT INFORMATION, AND POOR FORMATTING THAT MAKES THE RESUME HARD TO READ.

ADDITIONAL RESOURCES

- 1. CRAFTING THE PERFECT TEACHER ASSISTANT RESUME: A STEP-BY-STEP GUIDE
- This book offers a comprehensive approach to building an effective teacher assistant resume. It covers essential sections such as skills, experience, and education while providing examples tailored specifically for educational support roles. Readers will find tips on highlighting relevant qualifications and achievements to stand out in a competitive job market.
- 2. Teacher Assistant Resume Workbook: Templates and Tips for Success
 A practical workbook designed to help aspiring teacher assistants create polished resumes. It includes multiple customizable templates, exercises to identify key strengths, and advice on how to tailor resumes to different school settings. The interactive format makes it easy to apply lessons immediately.

3. RESUME STRATEGIES FOR TEACHER ASSISTANTS: LANDING YOUR DREAM JOB

This guide focuses on strategic resume writing for teacher assistants, emphasizing how to showcase classroom support skills effectively. It discusses how to quantify accomplishments and presents methods to align resumes with job descriptions. The book also covers cover letter writing and interview preparation.

4. THE TEACHER ASSISTANT'S RESUME BIBLE: EXAMPLES AND EXPERT ADVICE

A COMPREHENSIVE RESOURCE PACKED WITH SAMPLE RESUMES FOR VARIOUS TEACHER ASSISTANT ROLES, INCLUDING SPECIAL EDUCATION AND PRESCHOOL SETTINGS. IT OFFERS EXPERT ADVICE ON FORMATTING, WORDING, AND ADDRESSING EMPLOYMENT GAPS. THE BOOK ALSO INCLUDES TIPS ON PROFESSIONAL DEVELOPMENT AND CONTINUING EDUCATION RELEVANT TO THE FIELD.

5. EFFECTIVE RESUMES FOR EDUCATIONAL SUPPORT PROFESSIONALS

TARGETED AT ALL EDUCATIONAL SUPPORT ROLES, THIS BOOK EMPHASIZES TRANSFERABLE SKILLS AND EXPERIENCE FOR TEACHER ASSISTANTS. IT GUIDES READERS THROUGH THE RESUME-BUILDING PROCESS WITH CLEAR EXAMPLES AND EXPLAINS HOW TO USE KEYWORDS TO PASS APPLICANT TRACKING SYSTEMS. ADDITIONAL SECTIONS COVER RESUME ETIQUETTE AND FOLLOW-UP STRATEGIES.

6. TEACHER ASSISTANT CAREER GUIDE: RESUME AND BEYOND

BEYOND RESUME WRITING, THIS CAREER GUIDE PROVIDES INSIGHTS INTO THE TEACHER ASSISTANT PROFESSION, INCLUDING JOB RESPONSIBILITIES AND GROWTH OPPORTUNITIES. IT FEATURES DEDICATED CHAPTERS ON RESUME CREATION, COVER LETTERS, AND INTERVIEW TECHNIQUES. THE HOLISTIC APPROACH HELPS CANDIDATES PREPARE FOR SUCCESSFUL JOB APPLICATIONS AND CAREER ADVANCEMENT.

7. Winning Resumes for Teacher Assistants and Paraprofessionals

This book focuses on creating winning resumes that highlight the unique contributions of teacher assistants and paraprofessionals. It offers advice on how to articulate classroom management skills, communication abilities, and collaboration with teachers. Readers will find checklists and sample documents to streamline their job search.

8. TEACHER ASSISTANT RESUME ESSENTIALS: KEY PHRASES AND SKILLS TO INCLUDE

A FOCUSED GUIDE THAT LISTS ESSENTIAL PHRASES, ACTION VERBS, AND SKILLS TO INCORPORATE INTO TEACHER ASSISTANT RESUMES. IT HELPS CANDIDATES AVOID COMMON PITFALLS AND EMPHASIZES CLARITY AND IMPACT. THE BOOK ALSO DISCUSSES TAILORING RESUMES FOR DIFFERENT EDUCATIONAL LEVELS AND SPECIAL NEEDS ENVIRONMENTS.

9. STEP-BY-STEP TEACHER ASSISTANT RESUME BUILDER

IDEAL FOR FIRST-TIME JOB SEEKERS, THIS BOOK BREAKS DOWN THE RESUME-BUILDING PROCESS INTO MANAGEABLE STEPS. IT PROVIDES CLEAR INSTRUCTIONS ON GATHERING RELEVANT INFORMATION, ORGANIZING CONTENT, AND FORMATTING FOR MAXIMUM READABILITY. SAMPLE RESUMES AND TROUBLESHOOTING TIPS MAKE IT A VALUABLE TOOL FOR CREATING A PROFESSIONAL AND EFFECTIVE RESUME.

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provides practical, research-based, field-tested strategies that student teachers can immediately apply as they encounter school concerns, solve classroom challenges, negotiate social conflicts, and, new to this edition, navigate the job search and interview process. Concluding chapters challenge readers to view student teaching as a process and to use reflection as a tool for professional growth. Thoroughly updated throughout, the Second Edition includes expanded coverage of workplace professionalism, an introduction to accreditation and the Common Core standards, and more.

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teacher assistant sample resume: Real-resumes for Students Anne McKinney, 2000 Instructs college students on presenting their work experiences, from part-time summer jobs to internships, in a professional manner designed to display strengths to future employers.

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teacher assistant sample resume: Gallery of Best Resumes David Franklin Noble, 1994 Written by professional resume writers, this book includes resumes for a variety of occupations grouped by category. Sixteen of the resumes are printed on high-quality paper stock and bound right into the book. Contains over 200 resumes, 25 cover letter samples, 101 tips for effective resume writing, and 30 tips for polishing cover letters.

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teacher assistant sample resume: The Complete Idiot's Guide to the Perfect Resume Susan Ireland, 2006 An updated and revised edition of one of Alpha Books' top career guides helps readers put together an attention-grabbing resume that will help land them their dream jobs. The book

includes dozens of sample resume styles, an action plan for a successful job search, and professional advice on creating cover letters, finessing the toughest interview, and writing thank-you and follow-up letters. More concise step-by-step information for creating a resume for a variety of commonly faced situations, including career change, employment gaps, age discrimination, and layoffs. An increased emphasis on the combination resume (the chronological format with skill headings within each job title section), which has become one of the most widely accepted formats by employers. Arms job seekers with a clear understanding of the principles of creating a great resume, allowing them to adapt and apply those principles to their own personal situation, no matter how difficult that situation may be.

teacher assistant sample resume: 10 Things Employers Want You to Learn in College, Revised Bill Coplin, 2012-07-31 A handy, straightforward guide that teaches students how to acquire marketable job skills and real-world know-how before they graduate—revised and updated for today's economic and academic landscapes. Award-winning college professor and adviser Bill Coplin lays down the essential skills students need to survive and succeed in today's job market, based on his extensive interviews with employers, recruiters, HR specialists, and employed college grads. Going beyond test scores and GPAs, Coplin teaches students how to maximize their college experience by focusing on ten crucial skill groups: Work Ethic, Physical Performance, Speaking, Writing, Teamwork, Influencing People, Research, Number Crunching, Critical Thinking, and Problem Solving. 10 Things Employers Want You to Learn in College gives students the tools they need to prepare during their undergraduate years to impress potential employers, land a higher-paying job, and start on the road to career security and satisfaction.

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teacher assistant sample resume: Get a Teaching Job NOW Mary C. Clement, 2013-03-11 There ARE jobs for teachers, and this step-by-step guide will help college students and career changers find those jobs and get them. Whether you seek a job as a substitute teacher or full-time pre-school, elementary, middle, or high school teacher, the strategies needed to win a job are here. The job market has changed, and teachers no longer get jobs just by just student teaching in a school. Today's candidates need to use online search engines to find openings, and then produce a cover letter, resume, and portfolio that showcases their training. Interviewing is much more than answering the question, "Tell me about yourself." Teacher candidates must master the art of the behavior-based interview to sell their experience and expertise to employers. When a candidate's Facebook page can make or break hiring, everything a potential new teacher does is important.

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teacher assistant sample resume: Teacher Selection and Interview Portfolios Ronald K. Theel, 2002-04-27 The major research questions for this study were: (a) What forms do teacher interview portfolios take? (b) What meaning do school principals make of these portfolios? (c) How, if at all, are teacher portfolios being used by principals in deciding whom to hire? This was a case study using qualitative research procedures. The study was situated in the hiring policies and practices of Central City School District from 1995 to 1999. Semi-structured interviews of 18 k-12 principals and 4 key informants were primary means of data gathering. Document analyses supplemented interview data. Interview portfolios typically consisted of lesson plans; photographs of projects, activities, and teacher-student interactions; and supporting examples of classroom practice. Statements of educational philosophy, credentials, letters of reference, transcripts, and other background information were also included. Most principals viewed portfolios as a way for candidates to express their educational beliefs, illustrate skills and methods, and supplement the interview with examples from applicants' experience. Principals expressed a desire for more evidence of having used the portfolio development process as a means of reflection and introspection. Overall, interview portfolios were not key contributors to principals' hiring decisions. The reasons for this varied. Some principals mentioned time constraints during interviews. Others expressed skepticism that portfolios provided meaningful evidence of candidates' teaching ability and people skills. Propositions and implications for future research center on portfolio format and assessment criteria, authenticity and self-knowledge, selection interview procedures, teacher preparation, teacher recruitment and hiring, and information management in Central City School District. Perhaps one of the most valuable benefits of the portfolio process lies in the development of a new norm for the profession: placing discussion and debate about what constitutes good teaching into a public forum.

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