

# *Teacher Placement Agencies*

## *Carney, Sandoe & Associates / Southern Teachers Agency*

***What are teacher placement agencies?*** These organizations are the “middle-man” between you and hiring schools. They show your resume and your qualifications to their school clients. If you are contacted and subsequently hired by a school, the placement agency receives a fee for referring you.

***Who do they represent?*** These agencies represent private (independent) schools, K-12<sup>th</sup> grade, and some international schools. They also place candidates in administrative fields such as Admissions, Coaching, Development, Alumni Relations or Student Affairs. You are able to specify which parts of the country you wish to consider. You are asked for extra-curricular areas which interest you such as coaching or advising the cheering team or yearbook. You are asked to consider whether you would be a boarding dorm proctor.

***What is the benefit to using a placement agency?*** Placement agencies are doing the legwork of gathering the best candidates, as schools are often too busy to devote the necessary time to interview and consider resumes. It is worth it to the school to use an agency to bring them the best resumes for consideration. Once a school has received a resume from the placement agency, they then contact the applicant directly to take the next step. It benefits the student because someone is assisting you by pairing your resume with the best positions available for your academic preparation and experience. They are keeping up with positions as they become available in your preferred field and area of the country.

***Do they try to place every applicant?*** NO. You first must apply and be approved by the placement agency before they agree to market you to their clients. There is no fee for you to apply. The reason they do not accept everyone is because they know which types of applicants are the most marketable to their client schools. Approximately 75% of student applicants are approved by placement agencies; those who are not chosen usually have a very obscure major or teaching interest which is not offered in many schools.

***Why do placement agencies come to campus?*** The agency recruiter will obtain better information from meeting with you personally than by just referring to your resume. You have the opportunity to present yourself professionally and demonstrate your communication and presentation skills. Just like in a job interview, the agency recruiter will write down impressions and add those to your file. Often you can enhance the information on your resume through dialogue and make a more favorable impression about your experiences or academic preparation.

***What else can placement agencies do for me?*** Many placement agencies hold regional hiring fairs; they invite student applicants and hiring schools, at which time interviews can take place on-site.

***Can I still apply to these agencies if I am unable to get an interview when they visit Sewanee?*** YES. In fact, all applicants must visit their website and fill out the online application. It is very thorough, so expect it to take a few days to finish. It will require uploading a transcript, a resume and two-three generic letters of recommendation (which are to be uploaded by your reference person). It is NOT necessary to have the online application complete before the recruiter comes to campus.