

FAQs

Frontline Recruiting & Hiring: Frequently Asked Questions

What applications are included as part of Frontline Recruiting & Hiring?

The full Frontline Recruiting & Hiring solution includes several applications designed to help K-12 administrators move exceptional candidates through the hiring process with ease. They include:

- **Applicant Tracking**
Streamline the recruiting and hiring process from start to finish
- **Screening Assessments**
Identify the candidates most likely to succeed in your district with research-based assessments
- **Onboarding & Safety Training Course Library**
Get new employees, including substitutes, up to speed and ready to work
- **Teachers-Teachers**
Proactively recruit to the largest active database of K-12 job-seeking educators

What are the benefits of using the full Frontline Recruiting & Hiring solution?

Having an integrated solution for managing both recruiting and hiring saves you time and helps you bring the best candidates into the district. Frontline Recruiting & Hiring manages the entire process online so you can focus on higher priorities: attracting and identifying the best candidates, and quickly bringing them on board.

How many school districts currently use Frontline Recruiting & Hiring?

Currently more than 2,700 clients use Frontline Recruiting & Hiring.

How does Frontline Recruiting & Hiring help me find more applicants?

With Frontline's solution, jobs can be automatically posted to job boards like Teachers-Teachers and K12 JobSpot, your district's website and social media pages. This helps job seekers easily find and apply to positions in your district online. Frontline Recruiting & Hiring can also help you track applicant interest at job fairs and identify the recruiting channels that consistently produce the most applicants.

And if you would like to proactively reach out to qualified educators, you can run automated recruiting campaigns on Teachers-Teachers to invite new registrants to apply to your district.



Interested in Frontline Recruiting & Hiring but still have questions about it? Here are some of the questions that come up a lot! If you're wondering about something you don't see here, please contact your Education Solutions Executive who will be glad to assist you.

How can Frontline Recruiting & Hiring save my district money?

You can save money by refining the hiring process to ensure the candidates with the best possible fit are hired. Typically, 80% of the K-12 budget goes to personnel, so hiring employees who are likely to stay in the district and reducing turnover is crucial. In addition, filing and storing paper applications can take a lot of time and storage space, so moving to an online system can result in savings there as well.

How can Frontline Recruiting & Hiring improve efficiencies for my district?

With fully automated processes, you'll reduce the amount of clerical support you need and the amount of paper you need to process applications, minimizing errors and freeing up staff for more strategic work. You can easily find the right candidates and improve communication with principals and hiring managers across the district — so you're saving time in the central office and your schools.

How can Frontline Recruiting & Hiring help me maintain compliance?

Our solution supports compliant, fair hiring throughout the entire process — and the visibility you need to make sure that district policies are followed. Our Screening Assessments are EEOC-compliant and are proven to pass the EEOC's 4/5ths rule. And our built-in library of over 1,400 interview questions designed just for K-12 gives you peace of mind that interviewers are asking the right questions. Finally, by standardizing hiring across the district, you can help defend your district against unfair hiring claims — and you'll have the documentation to back you up.

How do the screening assessments work?

Our prescreening assessments are based on research conducted by John Arnold, Ph.D. of Wayne State University and Neal Schmitt, Ph.D. of Michigan State University. The assessments work within Frontline Absence & Time to give you additional insight into each applicant's suitability, weed out poor candidates and highlight top performers with the most potential to succeed in your district.

In addition, you can validate the assessments' results by gauging teacher success with post-hire evaluation forms to assess employees after six and twelve months. These forms enable you or your administrators to gauge how well employees are meeting the criteria scored in their initial assessment, and allows you to track each employee's pre- and post-hire performance.

What is included as part of the screening assessments?

We know each position requires something different from candidates, and applicant screening tests aren't "one size fits all." The prescreening assessments within Frontline Recruiting & Hiring include specific tests to help you find the right candidate for every job type.

- TeacherFit: Identify outstanding teachers
- TeacherFit SE: Identify qualified special education teachers
- TeacherFit Urban: Identify great teachers for urban schools
- JobFit: Identify the best candidates for your support staff
- AdminFit: Identify winning administrators

Do applicants have to pay to take the assessments?

No. Some other vendors require applicants to pay in order to see the results of their assessment. But with our prescreening assessments, applicants are never asked to purchase anything or make any payment after completing the test.

What are the benefits of the Onboarding & Safety Training Course Library?

Frontline's Onboarding & Safety Course Library makes it easy to keep your district and employees safe and compliant. Our online trainings provide interactive, high-quality learning experiences that new hires can complete on their own time, laying the groundwork for success in their new role. And you can be sure that new hires have completed the required trainings by tracking each learner's progress through the courses.

What are the benefits of Teachers-Teachers?

With Teachers-Teachers, you gain access to the largest database of job-seeking candidates, giving you the ability to grow your applicant pool by reaching interested candidates across the country. Active jobs are automatically cross-posted to job board aggregators like Simply Hired and Indeed, increasing your exposure to job seekers. Finally, you can unlock two-way recruitment strategies and proactively reach out to qualified candidates—a crucial need with the national teacher shortage.

Does Frontline Recruiting & Hiring integrate with my other software systems?

Yes. Frontline Recruiting & Hiring integrates with other systems via an sFTP process. Frontline provides a list of current integrations on our partners page.

What hardware or software do I need to install?

None! Frontline Recruiting & Hiring is a web-based solution — an Internet connection is all that's required.