



Clovis Unified School District

Doc Buchanan
Leadership Academy

5 Minute Activity

Hiring is the Most Important thing We Do

You can pay someone to do a job...

Former Superintendent, Dr. Janet Young, used to tell us “You can pay someone to do a job, but you can’t pay them to care”. As a leader responsible for hiring, how do you know the person you are recommending the district hire can not only do the job, but also cares about children?

Read the selection of hiring quotes and sayings that align with Dr. Young’s values:

“Do not hire a man who does your work for money, but him who does it for the love of it.” - Henry David Thoreau

“Hiring the right people takes time, the right questions, and a healthy dose of curiosity. What do you think is the most important factor when building your team? For us, it’s personality.” - Richard Branson

“You can have the best strategy and the best building in the world, but if you don’t have the hearts and minds of the people who work with you, none of it comes to life.” - Renee West

“People are not your most important asset. The right people are.” - Jim Collins

“I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies.” - Lawrence Bossidy

“Hiring people is an art, not a science, and resumes can’t tell you whether someone will fit into a company’s culture.” - Howard Schulz

Discussion Prompts:

Emerging Leaders (101): Think about Dr. Young’s quote then choose one of the hiring quotes on the list that you believe aligns. Discuss how it aligns with Dr. Young’s value statement and how you apply it to the hiring process.

Established Leaders (201): As a leader, what interview questions are you asking to determine if a candidate cares about children? Make a list of those you already ask. Now, make a list of additional questions or things to “look for” during the interview process? Discuss the lists with your leadership team to determine questions that anyone responsible for hiring should use.

Tenured Leaders (301): A favorite quote from the list above is, “Hiring people is an art, not a science, and resumes can’t tell you whether someone will fit into a company’s culture”. As an experienced leader what steps do you take in hiring beyond reading the resume? Ask your team what steps they take in the hiring process. As a leadership team, come to a decision on your hiring protocol. Make sure you review the steps already put in place by the district.