

**SAEE is proud to have Mary C. Clement
keynote speaker in Carrollton, Georgia
March 15th 2011 at the University of West Georgia**

**Retention Begins with Hiring: How to Interview and Retain the Best
Teachers**

Mary C. Clement knows teaching, hiring, and what's going on in today's schools. Her research and writing have brought behavior-based interviewing from the business sector to the world of education, and she has trained thousands of administrators in practical methods for selecting the best new hires.

In tough economic times, employers are inundated with applications for each job opening, yet not all candidates are fully-qualified for the challenging job of teaching. The key to successful staffing is making the right match with each new hire. The creation of information-rich job interviews will prevent a new hire from leaving with the complaint of "this was not at all what I expected."

Of course, hiring is just the first step, as teachers need to be provided with strong teacher induction programs to support their early success in the profession. Clement's presentation will guide participants through a blueprint for improved hiring and induction, and her presentation style will leave the audience motivated to continue the important work of staffing today's schools. Attendees at former talks by Clement have commented that she is an excellent presenter — practical, fun, and passionate about all aspects of education.

Mary brings all of her talent and experience to SAE

Mary C. Clement is a professor of teacher education at Berry College, northwest of Atlanta, GA, where she teaches courses in curriculum, methods, instructional management, supervision, and hiring. After teaching high school Spanish and French, she received her

doctorate in curriculum and instruction from the University of Illinois at Urbana-Champaign, and then directed the Beginning Teacher Program at Eastern Illinois University, providing support seminars for k-12 teachers and teaching administrators' academies.

Her research centers on the hiring and induction of new teachers, resulting in seven books and numerous articles, including *Building the Best Faculty*, *Recruiting and Hiring Effective Teachers*, and *The Definitive Guide to Getting a Teaching Job*. Her articles have appeared in the *Kappan*, *The American School Board Journal*, *Principal*, *Principal Leadership*, and *Kappa Delta Pi's Educational Record and Forum*. She has presented at national ASCD, NAESP, Kappa Delta Pi, and Phi Delta Kappa conferences.