

*What if students
were allowed to
hire teachers?*

School Hiring Committees

Description:

We believe students should have power in hiring staff. As of now, the principal and Human Resources (HR) usually make all of the school hiring decisions. The reason we call for students' power in hiring is that it would make students feel safer, more engaged, and more comfortable building a personal connection to the school staff.

Examples:

My peers and I always talk about how we feel about our teachers and understand (and feel frustrated) that the hiring process doesn't include our voice.

- At a high school in Virginia, a principal allowed students to join in on the hiring process, which made the students take it very seriously. Their students showed up well-dressed and ready to ask their future assistant principal some very important questions.



So this just makes us wonder: why not also give the students in Massachusetts a voice in hiring?



POLICY #2

School Hiring Committees (Continued)

Pros	Cons
Student power: Students get a say in who gets hired or not. If the student representative(s) on the hiring committee vote against an adult employee candidate, that employee will likely not be brought in to work for the school.	Student power: Students are only a few votes on a committee that may be mostly adult staff.
Inclusion: Students on the hiring committee are able to represent their entire student body and are more accessible to students at their school.	Inclusion: Only a few students have the opportunity to serve on a hiring committee.
Likelihood of passing: There have been examples in other states where schools bring in a few students to sit in on interviews of employee candidates or vote on who gets hired after reviewing all eligible candidates.	Likelihood of passing: We haven't seen examples of student representation in hiring committees in Massachusetts yet, and adults may be wary of giving students hiring power if students have never been through the hiring process themselves.

If we chose Hiring Committees, we would want to make sure that:

- The students serving on the hiring committee are representative of a diverse student body
- Students actually have voting power in hiring rather than just being there as a symbol