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**Hiring Your Rockstar
Preschool Dance Faculty**



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Get clarity when it comes to identifying what it is you want and more importantly *need* in a preschool dance teacher.

THE CHALLENGE... FINDING THE RIGHT PEOPLE:

By having the right process in place, hiring will become easier and much more effective, efficient and productive.

WHAT ARE YOU LOOKING FOR IN A PRESCHOOL DANCE TEACHER?

Every dance studio has their own list of values and as a studio owner you have your own expectations of what you expect from a preschool dance teacher.

3 CORE CATEGORIES:

There are three core categories you want to explore when identifying what it is you really need and want in a preschool dance teacher.

1. Experience: Ideally teaching experience is important but if they haven't had much and they're hungry and you have time to mentor

them and monitor their classes, give them a go.

2. Aspirations: Ensure you have a very open door policy with your teachers to ensure when they do change that you're the first to know not the last.

3. It's Not About Age: If you identify what you want and need from the three main categories of experience, attributes and aspirations then age is irrelevant.

5 MAIN ATTRIBUTES:

Within these 5 main attributes there are many qualities that lie in between including, honesty, the ability to communicate effectively, loyalty, support, nurture, inspire, build relationships and many more.

1. **Energy:** Being energetic is a great quality for a teacher to have.
2. **Patience:** Young children need nurturing in order to feel safe and loved.
3. **Investment:** The teacher is there to simply serve the needs of the students in the class.
4. **Consistency:** Students will get the most from their class when there is routine and consistency, especially from the teacher that is taking them.
5. **Is a great role-model:** Having a bunch of terrific role models in your studio will certainly increase your numbers, increase retention but, more importantly, produce outstanding human beings on all levels.

Do A Teacher Audit: It is important to give feedback to your teachers so that they can grow within your studio, and gain feedback from your teachers so that you and your studio can grow!



The 3 step preschool teacher interview process

[The top 6 preschool teacher interview questions you need to ask.](#)

3 STEP INTERVIEW PROCESS:

1. Telephone interview
2. Face-to-face interview
3. Have them conduct a minimum of two trial classes

WHY YOU?

- Give them an overall picture of yourself and your studio.

WHY US?

You want to find out why are they applying to your studio. The main reason is to understand truly why they want to work for you and the next is to gauge how you're perceived in the market. Listen closely to see if the picture of your studio is actually how it operates.

WHAT NEXT?

There are two things that can happen next:

- If you're not interested in going any further with the candidate you can either - thank them for their time and say that you'll be leaving their resume on file for when a suitable teaching position becomes available, or be honest with them and let them know why you're not moving forward with the process.
- If you are interested in moving to the next step, then lock in the date and time with them right there on the phone and send a follow-up email confirming the details including the structure of the trial class.

THE INTERVIEW PROCESS:

This is really just an extension of the phone interview but here you can get down the facts.

1. The Questions: [CLICK HERE](#) for a version of these questions that you can edit.
2. The Trial Process: The most effective structure of a 1 hour trial class.
3. 5 Minutes: Introduce the teacher and have them tell a bit of their dance story to date.

4. Prep them on your class structure: 5 minutes get to know you, 10 minutes warm-up, 15 - 20 minutes basic technical combos and instructional dance songs, 10 minutes on creative movement or free dance and 5 minutes to end class.
5. Tell the teacher to take a 5 minute break outside and sit with the students to get their feedback.
6. Feedback Time: At the end of the trials sit down with the teacher for 5 minutes and give them feedback on their class.
7. Be Thankful! Send them a hand written card in the mail to say thank you. This is coming from a place of being grateful and also gives them a sense of how you treat your teachers.
8. Follow-Up: Follow up with the teacher within 7 days at the most to let them know how you want to move forward or not. Your teachers are your backbone to the business.





Your Offer to Your Rockstar Preschool Dance Teacher

WHAT TO PAY YOUR TEACHERS:

Once you decide to hire a teacher the next thing you want to do is send them a contract outlining how the relationship will work along with clearly outlining expectations.

Here is where you would outline their pay rate as well as when they will be paid.

- How much experience does the teacher have?
- How much of an impact will this teacher have on my bottom line?
- What profit are these classes currently making for the business and what's the opportunity to increase the profit per class?

POSITION:

Outline exactly what they'll be engaged to do as a

teacher at your studio along with any benefits they'll receive, insurances they must hold and who owns the copyright to the work they produce for you.

SCHEDULE:

Spell this out very clearly.

ETHICS & VALUES

Let them know your mission & core values as well as the culture that you stand behind and expect your teachers to live by.

NON-COMPETE

This section is really about what you feel comfortable with.

