

Recruiting High School Computer Science Teachers

QUESTION

Where do I look to recruit teachers prepared to teach high school computer science?

TOOL DESCRIPTION

This tool identifies starting points for finding applicants for high school computer science teaching positions.

WHY DO YOU NEED TO KNOW THIS?

Finding good teachers is always a challenge, and for computer science in particular, the challenges is especially acute. Computer science is a new K-12 discipline, relatively few teachers have the expertise to teach computer science, and computer science teacher preparation programs are in their infancy. Nonetheless, if school leaders are going to bring computer science to their students, they need to find teachers.

HOW DOES THIS TOOL HELP?

There are many different ways to recruit high school teachers of core subjects, but finding computer science teachers may require looking in unfamiliar places. This tool identifies four ways to seek out high school computer science teachers. If you want to learn about training and supporting teachers to teach computer science, see the **Identifying Professional Development Needs and Resources** tool.

TOOL CONTENT

PROFESSIONAL ASSOCIATIONS

The best places to begin your search are the professional associations for computer science teachers, the Computer Science Teachers Association (CSTA) and the International Society for Technology in Education (ISTE).

1. **Computer Science Teacher's Association (CSTA) Job Page**

The Computer Science Teachers Association (CSTA) is a membership organization that supports and promotes the teaching of computer science and other computing disciplines. The CSTA provides opportunities for K-12 teachers to better understand the computing disciplines and to more successfully prepare themselves to teach and learn. The CSTA website provides a [job board](#) for both job seekers and employers. CSTA also has a presence on [social media](#) and a members-only email discussion list called [CSTA-MEMBERS](#). These CSTA resources are a good starting point for connecting with computer science teachers nationally.

2. Your Local CSTA Chapter

Closer to home, CSTA has [local chapters](#) in most US states. Chapter members are generally active computer science teachers and affiliates—such as industry representatives and university faculty. Local members engage in discussions about computer science content, opportunities for students, and often, local job opportunities.

3. International Society for Technology in Education (ISTE) Job Page

The International Society for Technology in Education is a professional organization that supports educators and education leaders in using technology. While ISTE focuses more on technology as an educational tool than on the broad discipline of computer science, the [ISTE job board](#) allows employers to search resumes of potential candidates, and post for computer science teacher positions.

RECOMMENDATIONS FROM OTHER SCHOOLS

Leaders and teachers at other schools that already offer computer science are also a resource for finding computer science teachers. Find out directly from a principal how she connected with a teacher to teach computer science, and ask her computer science teacher where she would recommend you look to find a qualified teacher for your school. Additionally, principals of schools with established computer science programs often attract interest from candidates. Soliciting references from other schools can be a particularly effective way of finding potential candidates. These individuals will know, first hand, the steps you need to take to find qualified computer science teachers. The CS education community is also relatively small, and many computer science teachers have colleagues who are looking to switch schools or to transition from industry to teaching.

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