| Table 2A-a. Common Limitations of HR Participation in Teacher Recruitment |
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| Limitation | In your own words, what is this limitation? | How, if at all, does this limitation matter to teacher quality and diversity? | What is an example from your experience that illustrates what this limitation is and how it matters to teacher quality and diversity? |
| Engagement in outreach too late to ensure timely and priority hires |  |  |  |
| A focus on candidates who meet basic minimum standards |  |  |  |
| Reliance on strategies that historically have yielded mostly White candidates |  |  |  |
| Weak signaling of commitments to teachers of color |  |  |  |
| Limited incentives to support recruitment to persistently hard-to-staff areas |  |  |  |