| Table 2A-b. The Common Limitations and Your District |
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| To what extent do you agree that your HR unit operates in these ways? | Strongly Disagree | Disagree | AgreeSomewhat | Agree | Strongly Agree | Rationale |
| Engagement in outreach too late to ensure timely hires and hiring of priority candidates  | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |  |
| 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 | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |  |