| Table 2A-b. The Common Limitations and Your District | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| To what extent do you agree that your HR unit operates in these ways? | Strongly Disagree | Disagree | Agree Somewhat | 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 |  |  |  |  |  |  |