| Table 4A-a. Common Limitations of HR Participation in Teacher Placement |
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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? |
| A focus on basic fit to immediate individual vacancies, not work context or teams |  |  |  |
| Reliance on in-service professional development rather than placement to foster teacher growth |  |  |  |
| Placement of newer teachers and teachers of color in schools with challenging working conditions |  |  |  |