Recruiting for IOT & LTI

1. Communicate the purpose of TCE, IOT and hence LTI.
2. A clear presentation of the Purpose is found in the IOT Course Syllabus.

B. Communicate the purpose during TCE.

 1. When recruiting for TCE.

 2. During the Intro to TCE

 3. Throughout TCE

 4. At the end of TCE, when you are telling them about their outside practicums

II. Conduct a quality TCE program. Characteristics of a quality program are…

A. Effective advertising and recruiting

 B. Dynamic teaching

 C. Careful feedback

 D. Purposeful follow-up

III. Contact potential candidates personally.

A. Know the Prerequisites. They are in your IOT manual under the syllabus info.

B. Explain what you are inviting them to do and why.

C. Inspire by sharing the benefits.

1. Look in the Orientation for IOT for some ideas. Know the person you are approaching and choose 1 or 2 of these benefits that might resonate with them the most.

 2. Share personal stories.

D. Ask for feedback.

 - Does this sound like something you would be interested in?

 - What kind of scheduling would make this possible for you?

 - What are the reasons you don’t think you could take this?

IV. Help IOT candidates get certified.

 A. Be alert to problems and ready to help throughout the course.

 B. When finished with the classes, plan a TCE in which they could participate.

 C. Help them with lesson plans.

 D. Give clear, encouraging feedback after their teaching.

V. Keep IOTs engaged.

 A. In TCE

1. Keep them in mind when planning TCEs.

2. Assign them lessons for which they are most qualified – instructional or inspirational. (Unless they are staff and need to be able to teach all kinds.)

 3. Have a system for keeping all IOTs “fresh.”

 a. Evaluate each other.

 b. Ask, “What worked well? What will you change for next time?”

 B. In GNC ministry

 1. Ask them to help start new GNCs.

 2. Ask them to mentor a new team.

 3. Ask them to help with other CEF trainings.