



## **Intermountain Hiring Policy for Out-of-Region Education Staff**

### **Initial Requirements**

- Candidates must have completed a minimum of 3 years as active Ed Staff in another Region.
- Candidate must be currently active and up to date in training at home Region
- Request to attend IM Fall Training at least 3 weeks in advance.

### **Letter of Intent**

- Submit a letter of intent and CV
- CV should detail Ed staff work in previous regions

### **Next Steps**

- Become an IM Member (required for all staff, Dual membership is fine)
- Attend Fall Training
- Receive feedback in regards to moving forward towards the Dev Team process or attending the regional tryout process.

### **Development Plan**

- Discipline Manager will work with candidate to create a personal development plan
- Plan will include shadowing targeted events
- Plan will include requirements and timeline to promote

### **DECL Promotion Criteria**

- Development plan completed with DM sign-off in 1 year, or move to Dev Team
- Background Check, sign off on the Staff manual and COI statement and onboarding paperwork required.

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