



J. Renee Gordon brings 20+ years of experience in the recruiting industry, building dynamic teams at companies large and small. She has spent the last 5+ years in the K-12 space.

- Experience as an IT headhunter building dynamic teams.
- Member of a group that build the data warehousing and logistics teams which brought Amazon to profitability.
- Awarded “*Tennessee Volunteer of the Year*” based on my involvement in my sons’ schools.
- Understanding the components of recruiting took a healthy parent engagement program in a school of 325 students, 60% who qualified for free/reduced breakfast/lunch and put it on steroids. Resulted on average of between 10-12k volunteer hours a year.
- As a critical component of recruiting is identifying patterns allowed me to understand the primary reason schools succeed or fail
- 10 years of experience working with K-12 charter and public schools training and recruiting.
- Over two years speaking with hundreds of teachers was able to identify those who should be in education, resulting in our 3 question prescreen.
- Developed a 4-point algorithm to help determine who qualifies for a specific position, a specific school, a specific population beyond education and certification.
- Uses an interview style that invites a conversation as opposed to merely answering questions.
- Reference checks conducted with someone who has been over, under and beside the candidate to determine how they are as an employee. Aware that a background check will tell you if someone has done something wrong a reference check will tell you if there is a likelihood that they may do something wrong