

## Peer Recruiter Program

A centrally funded per-session program through the Office of Teacher Recruitment & Quality

### What is a Peer Recruiter?

A **Peer Recruiter** is a per session teacher role for someone who can speak passionately about their school community and has a “candidate experience lens.” **They serve as ambassadors for their school, engage candidates throughout the hiring process, and are excited about hiring and onboarding a diverse and inclusive pool of teachers to support students in their community.** Peer Recruiters are reflective and collaborative educators with a mission to positively impact student learning by fostering a strong NYCPS teacher community.

In 2026, **up to 300 Peer Recruiter spots will be available** for schools in **Districts 7-12, 16, 17, 19, 23, 27, 32, 75, and select ACCESS and District 79 schools within the previously listed geographical districts.** Please note that the eligible districts are subject to change annually.

Each Peer Recruiter may receive up to **40 per session hours funded and administered by the Office of Teacher Recruitment and Quality (TRQ).** The program runs from March through June, with the possibility for additional hours to support their school during the summer (budget dependent) and upon approval from TRQ.

### The 2026 Selection Process

This role is for a **NYCPS licensed teacher with a minimum of two years of classroom experience.** It is highly recommended that schools select a teacher who is at least two years into their teaching career and **understands the candidate's job search experience.** It is also preferable that schools select a teacher certified in a high-need subject area (such as Special Education, ENL, Math, Science, or bilingual subjects) and who best represents the school community.


They must have **strong verbal and written communication skills** and be comfortable using Excel, Google Classroom, and a quick learner when encountering new technology platforms.

Teachers must apply according to the per session posting. Teachers applying for the position will need to affirm that they have spoken to their principal about their application and their school’s commitment to participate in the program and engage with TRQ hiring supports.

### Why is starting the teacher recruitment process early important?

Starting early gives schools access to the best candidates when the candidate pool is at its peak and frees up capacity for curriculum development and new teacher onboarding throughout the summer. Schools participating in the Peer Recruiter program have early access to NYC Teaching Fellows and Ed Prep NYC candidates. Schools are prepared to “hit the ground running” with hiring when budgets are released. Research in NYC has shown that schools that engage in three or more hiring support activities with TRQ:

- Have fewer (or no) vacancies on the first day of school
- Hire better quality teachers
- Hire teachers that are more likely to be retained over five years and are a better fit for the school community



In 2024, schools with a Peer Recruiter were **twice as likely to...**

- 1) Attend an in-person or virtual networking event**
- 2) Secure an Early Commitment hire**

... than those schools without a Peer Recruiter.

## The Peer Recruiter's Role

Peer Recruiters must commit to working 10 hours/month, 2.5 hours/week. Responsibilities and supports to schools include:

- Participating in online orientation and training sessions with TRQ, and collaborating with fellow Peer Recruiters
- Attending virtual and in person networking events on behalf of their school - cultivating a pool of candidates
- Completing assignments and participating in online discussions through the Google Classroom
- Working closely with school's principal and TRQ to determine school hiring needs and create a structured plan for teacher recruitment, hiring, and onboarding
- Supporting school principal with management of school hiring team and selection process
- Staying in close communication with TRQ around support needed, questions, and feedback
- Creating and/or revising school marketing materials (e.g., one-pagers, videos, social media pages, etc.)
- Screening and interviewing candidates, keeping them "warm" and engaged throughout the hiring process and introducing them to their school's culture
- Scheduling and running school tours for potential candidates
- Serve as an ITRHI ambassador by implementing the [Inclusive Teacher Recruitment and Hiring Initiative \(ITRHI\)](#) resources and further promoting diversity and inclusivity in their school's existing hiring process

## The Principal's Role

Principals take an active role in the Peer Recruiter's work. Principals **MUST** commit to:

- Identifying a teacher(s) that would best serve their school community as a new teacher recruitment ambassador
- Informing the identified teacher(s) that they have been selected and confirming this teacher's interest
- Completing the Peer Recruiter Nomination Survey
- Holding an initial meeting with their school's Peer Recruiter to review the school's focus areas, priorities and Peer Recruiter responsibilities
- Scheduling regular meetings and check-ins with the Peer Recruiter to discuss hiring updates, provide next steps and direction for tasks, and ensure alignment in work being completed
- Reviewing and implementing the [Inclusive Teacher Recruitment and Hiring Initiative \(ITRHI\)](#) resources



If you have any questions about the Peer Recruiter Program, please [contact the Peer Recruiter Team here](#) with the subject line "Peer Recruiter Information."

