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"Most Likely to Succeed," written by Malcolm Gladwell, is a piece that not only describes a new process for hiring teachers, but shows us a real-life example of exactly why we need to test out our teachers before hiring them. Gladwell does an extraordinary job explaining a new process to try out and explains the pro's and con's of the process. The comparison of hiring teachers to observing college quarterbacks making the transition to professional football is an idealistic, but often confusing example in Gladwell's work. However, it's easy to agree with his ideas of figuring a way to test out our teachers before hiring them. We all know how frustrating it can be when one has a teacher that they consider "bad" or "horrible". But how do we decide which teachers will be great and extraordinary ones, and which ones will just be average? Gladwell suggests some type of training program that we can implement to find better teachers for our students (Malcom 11). One can believe putting soon-to-be-teachers through some type of testing could be beneficial and make those who want to teach stick out among the crowd and give us dedicated teachers who would be able to teach and give their students more than what the average teacher could. It would be what all parents desired for their children's mentors. We don't know, however, if this could be a waste of time and money, or just an unsuccessful process altogether, so arranging it to take place can be quite a challenge. But looking into a training program for teachers could benefit our students in the long run. Therefore, Gladwell's new proposal is an idea that everyone should look over and consider, and school boards should have their attention brought to.

After teachers receive their credentials and are ready to apply for jobs, Gladwell comes up with a genius idea of putting them through some type of training camp. This would allow not only the school board administration to see who they could hire, but it would also put teachers into perspective and make those who really want to teach stick out, and those who won't fall back into the field. The candidates of the system would have to go through some type of "apprenticeship" (Malcom 12). We need teachers who will push themselves to become great teachers to help this country's future, not ones who will settle for so-so work. Also, new teaching techniques could be observed by the soon-to-be teachers in the program. They may see something that one is doing and decide to put their own twist on it and use it in

the classroom. In fact, a training camp where all different styles of teaching are shown, explained, and observed seems like something that good teachers should be willing to go through to make themselves the best teacher they can possibly become.

And not only would creating a testing system for new teachers be beneficial to finding teachers who want to dedicate themselves to becoming extraordinary teachers, it would also be a helpful way to already have kids at an advantage. If you know the teachers you hired are the best ones in the area, the kids are already at an advantage. They should be able to learn more information throughout the school year, learn it easier, and have fun and different ways of learning. Another way to have an effective teaching style would be to cut the average class size in half, which would spend more money (Malcom 4). Wouldn't you rather put the teachers through a test to know they are the best to be teaching these students? What school board superintendent wouldn't love to know that his/her administration had hired the best teachers around and it was a proven fact that no one was better than them? This would almost guarantee a larger amount of information consumed throughout the school year, but also higher scores on standardize tests and better learning and study skills to be applied for years to come.

Now, as stated by Gladwell, some people may not be up for this whole "let's test out our teachers before we hire them" type of thing. Yes, it would definitely cost more money to test out a few teachers and then hire one, versus just hiring one from the beginning (Malcolm 12). It could easily become a waste of time year after year, and may even require the route to getting a teacher's certification altered (Malcom 13). Why wouldn't we, as citizens of our towns and cities, want our children to be the best prepared they can be for their future education and career? Testing our teachers could be a waste of time and money, and yes, the taxpayers might have to pay more initially. That doesn't mean it wouldn't pay off in the end, however. By being able to find the best teachers, children will learn more and have the opportunity to score higher on standardize tests from elementary school years through high school. These tests include the ACT and SAT, which colleges use to award scholarships to to their incoming students. Parents could end up paying a lot less on their child's college tuition, therefore saving themselves money.

Nothing like this has ever taken off before. One can only hope that a program is eventually established and there are many more "good" teachers in schools. Everyone can name a few teachers

that simply stood out to them because they were so amazing. Now think if all of your teachers were like that. You would no longer feel like you were getting the shaft because you knew your teachers were the best of the best. Therefore, Gladwell's proposal seems like it should be one that is considered and put into action. After all, wouldn't we all like to know that we are being taught by some of the best teachers in the country, and that it was a proven fact?

Gladwell, Malcom. "Most Likely to Succeed: How do we hire when we can't tell who's right for the job."

The New Yorker. 15 Dec 2008. ,http://www.newyorker.com/reporting/2008/12/15/081215fa_fact_gladwell>