

Selecting the perfect candidate for a particular career is not only a difficult process, but one that is nearly impossible. Predicting one's future behavior can unfortunately not be accomplished. If this was the case, the field of psychology would be much easier. Doctors cannot take a test to determine how they will interact with patients and we will never know if a student fresh out of law school will be able to cope with the pressure of this career years after being in the field. Most importantly, measuring a potential teacher's ability in the classroom, the teacher that is preparing the next generation for the future, is an unachievable goal. Malcolm Gladwell describes the selection of teachers in depth within his article "Most Likely to Succeed." By comparing the selection of an all-star quarterback to choosing an adequate teacher, Gladwell reveals that success is not only based on cognitive abilities but on the characteristics and talents of an individual.

Throughout his article, Gladwell describes the way a quarterback is drafted for the N.F.L. The scouts must watch carefully and see how the player performs on the field; however, it is difficult to predict if their skills will be the same in the future. Each game has the same rules, but they are different. A senior in college playing his rival school might have more confidence than a newly drafted player to a major football team. It is the same for the teaching profession. Gladwell states "test scores, graduate degrees, and certifications" will not display how teachers will affect their students' intelligence. It depends on what the teacher is able to bring to the classroom. I completely agree with this statement because many people are extremely intelligent and can obtain high test scores, but their ability to transfer information to others could be lacking. Intellectual ability is not the deciding factor when trying to figure out if someone will make a good

potential teacher. "Value-added analysis" is later discussed, which can be used to determine a student's ranking at the beginning and end of the school year. However, this can only be used accurately after a teacher has been through a few years of having a class. So the ability to find out the strengths and weakness of a teacher early is impossible.

Gladwell gives a vivid description of different classroom settings. The test scores and certifications are not discussed because that information is not a priority. What is important is the way a teacher handles himself in a classroom and what abilities he brings. Gladwell shared research from Bob Planta and his group within the article. The research revealed that a teacher who allows the children to be "flexible," that is allow young children to move around and interact, will have more success. This behavior allows the students to obtain a hands-on learning experience. This particular teacher also responded to each student when they made a comment, allowing them to be individuals. The one-on-one relationship allows the students to relate what they have learned to their lives.

Gladwell reveals that choosing teachers needs more effort. He describes a financial advisor that spent extra time and money just to find a few good candidates for the job. I agree with Gladwell when he says that more effort should be put into choosing teachers if we want to secure a successful future for our children. The profession that prepares others for life is the teaching profession. If we do not have good teachers, how do we expect future generations to be successful? Learning starts early and it is fact that without teachers dedicated to making their students learn, those students will have a difficult time being successful. As stated, "the difference between good teachers and poor

teachers turns out to be vast.” So the future of the children and young adults in this country will depend on luck? If your child is lucky enough they will be in a classroom with an excellent teacher; however, we should assure every child has the chance to learn from the best teachers. Furthermore, there is the issue of keeping good teachers around. Gladwell exposit a satisfying solution: increase their salaries. Teachers do not enter the profession for the money, they do so because of an avocation to help others learn. Unfortunately, we are not all meant to be teachers. Some do not have the patience or the skills, but those that have it all should be rewarded.

Just like the scout for the football quarterback, when hiring teachers principals do not know how they will perform in the classroom. In depth research could be done and various interviews could take place, but sometimes there is not that much time. When a school is rushing to find a teacher after one had to leave, performance in the classroom might not be a priority. As long as the candidate’s resume looks good and they had high test scores, they may be offered a job. However, the abilities of teacher’s in classrooms should be analyzed after they enter the profession to assure the job is being done. If many students’ rankings fall within a year, something must be done. We have to assure all children are placed in an environment where they can develop their skills and become successful.

