



# HANDBOOK FOR HIRING INTERNATIONAL TEACHERS

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# INTRODUCTION

Why International Teachers Could Be Your School's Greatest Asset

Teacher shortages are a nationwide challenge. Many schools face unfilled vacancies for months, leading to increased workloads for existing staff and lower student performance.

International teachers bring:

- Diverse cultural perspectives that enrich the classroom
- Specialized skills and subject expertise
- Long-term stability through visa-based contracts
- Passion and dedication to education

SBSC helps U.S. schools connect with fully trained, certified, and prepared international teachers—making hiring faster, smoother, and more cost-effective.





# THE BENEFITS OF HIRING INTERNATIONAL TEACHERS

## A. Access to Qualified, Trained Talent

- SBSC candidates complete specialized training before they even apply on classroom management, onboarding and culture to alleviate culture shock.
- All teachers earn a Step By Step Certification, proving readiness for U.S. classrooms.

## B. Stability and Commitment

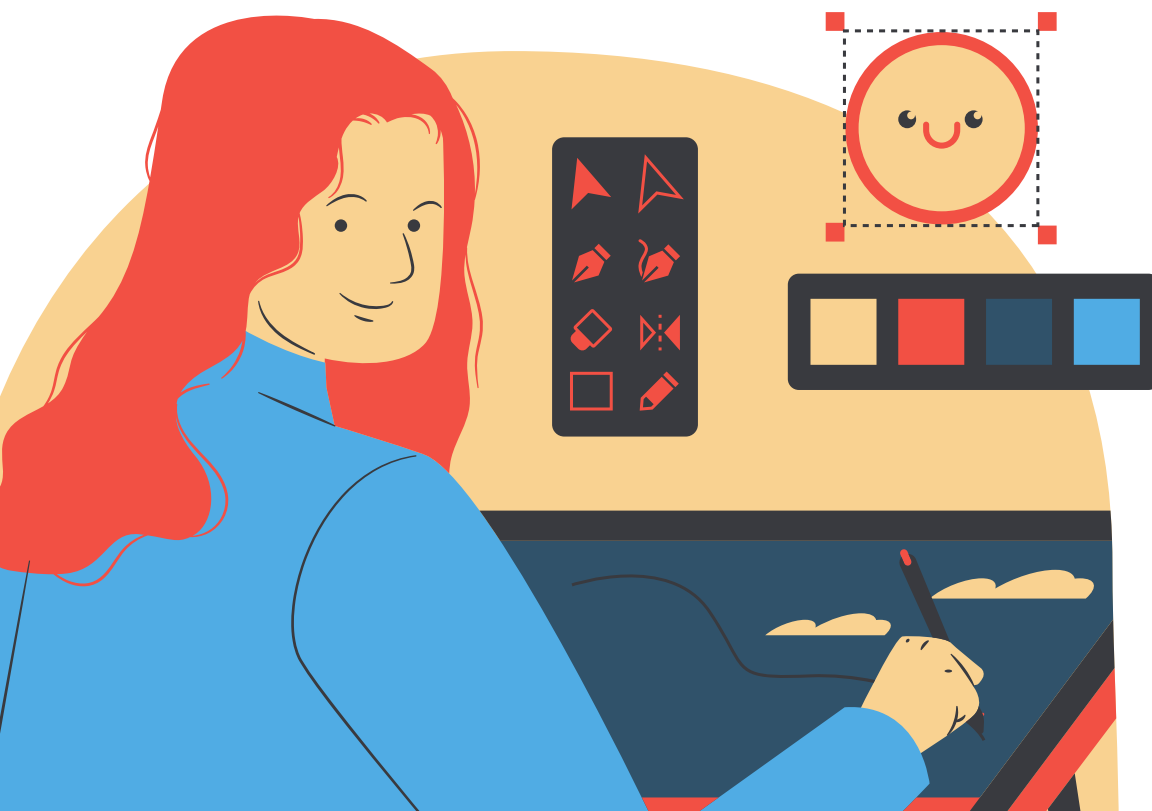
Many international teachers are on H-1B or J-1 visas, which often last up to 7 year for H1-B and 3–5 years for J-1, reducing annual turnover.

## C. Cultural Enrichment

- Students learn global perspectives, increasing cultural awareness and preparing them for a diverse world.

## D. Potential Cost Savings

- Hiring international teachers can reduce the cost of constant recruitment and onboarding.
- Some visa programs, such as the J-1 Exchange Visitor Program, may have lower benefits costs compared to permanent hires (depending on district policies).



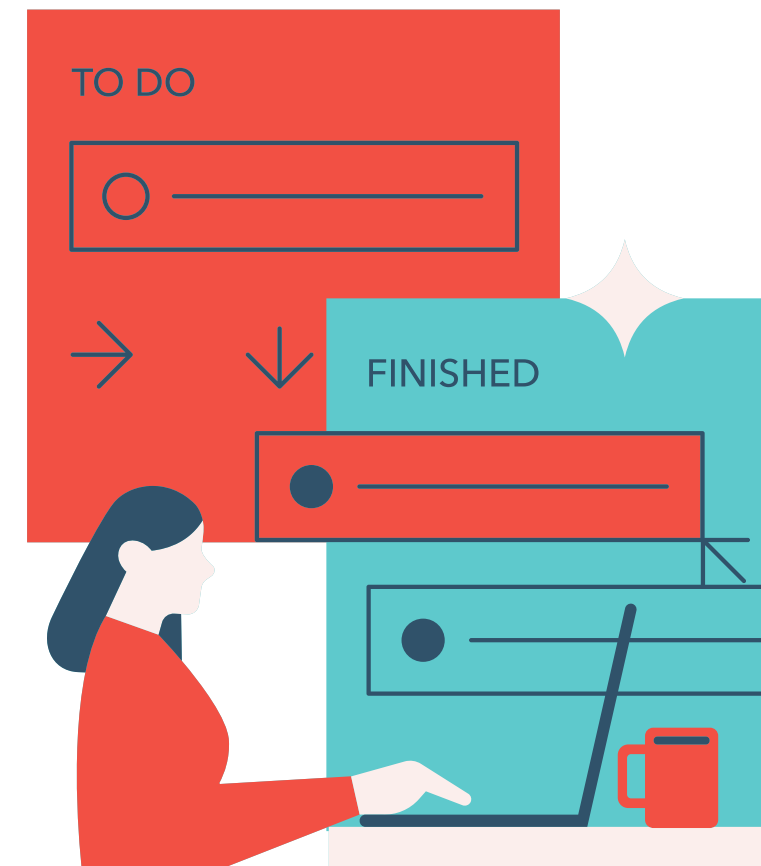


# TAX AND FINANCIAL ADVANTAGES

No payroll taxes for certain J-1 teachers (depending on agreements and IRS regulations).

Possible exemptions on Social Security and Medicare taxes for J-1 visa holders during their first 2 years in the U.S. (IRS Publication 519).

Recruitment cost savings compared to repeated hiring cycles for local teachers.





# THE HIRING PROCESS WITH SBSC

1

## Step 1 – School Needs Assessment

We learn about your subject shortages, contract requirements, and desired start date.

2

## Step 2 – Candidate Matching

SBSC presents pre-screened, certified international teachers that meet your needs.





# THE HIRING PROCESS WITH SBSC

3

## Step 3 – Interview & Selection

You interview top candidates via Zoom or in-person.

4

## Step 4 – Visa Sponsorship & Documentation

We guide both the school and the teacher through all visa paperwork (H-1B, J-1).

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## Step 5 – Arrival & Onboarding

Teachers arrive trained, prepared, and ready to teach on day one.

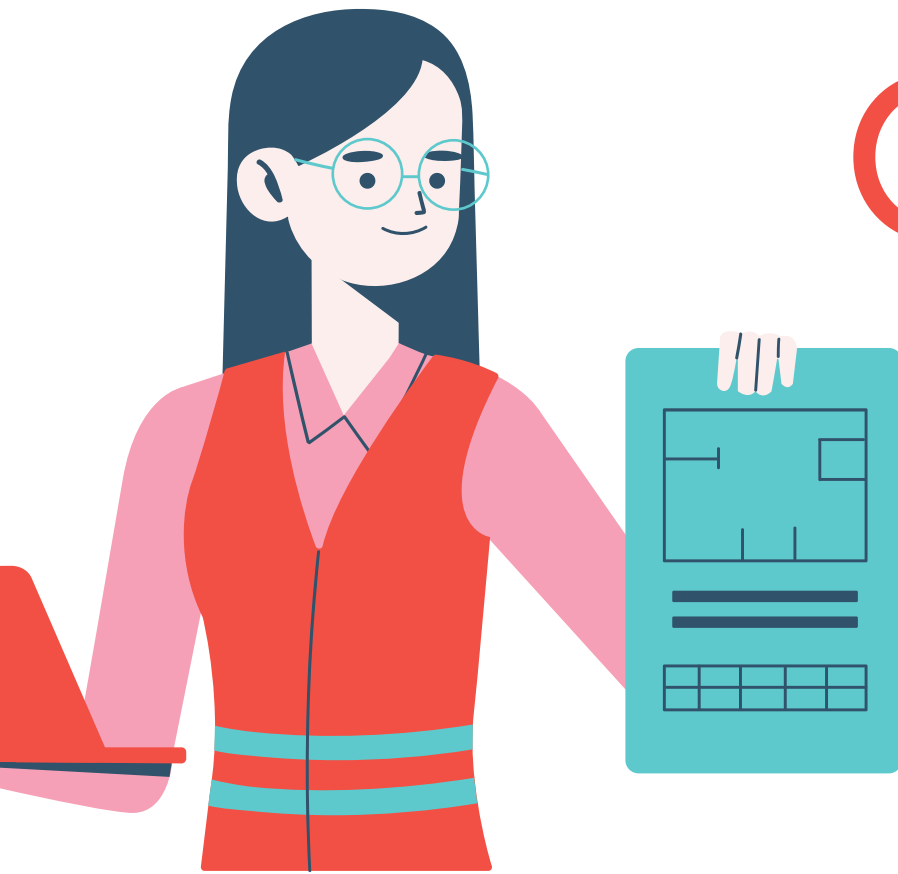




# WHY PARTNER WITH SBSC

- **Pre-Training for Teachers** – All candidates complete U.S.-specific classroom readiness training.
- **Certification Provided** – Our certificates confirm candidates are ready for U.S. standards.
- **Dedicated Support** – We help with interviews, onboarding, and ongoing integration.
- **Proven Process** – We've built a smooth, reliable pipeline for international talent.





# COMMON MYTHS ABOUT HIRING INTERNATIONAL TEACHERS

**Myth 1:** "It's too complicated to sponsor visas."  
-SBSC handles the process for you.

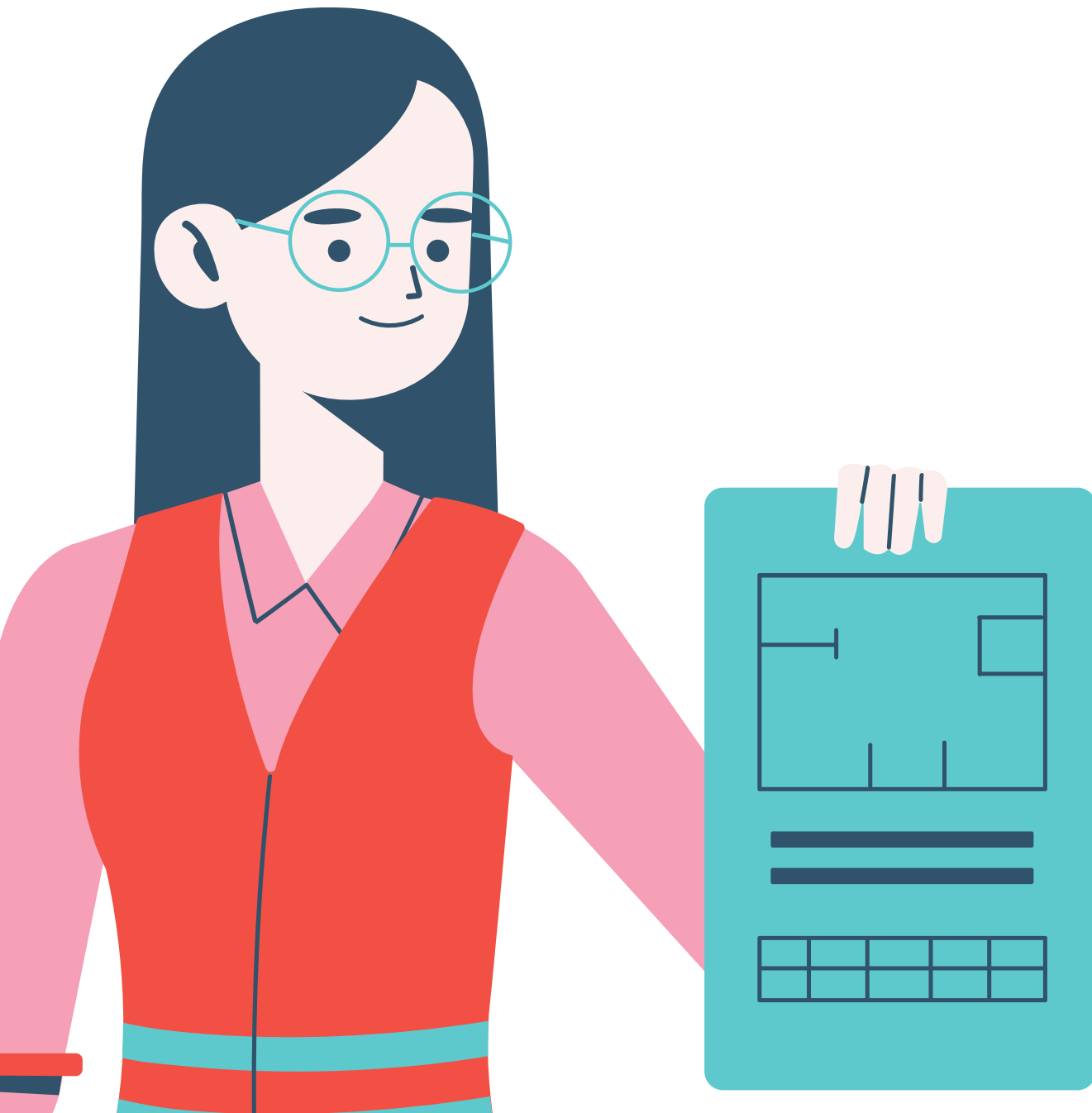
**Myth 2:** "They won't understand U.S. curriculum."  
-Our training includes U.S. educational standards, classroom management, and cultural adaptation.

**Myth 3:** "It's more expensive than hiring locally."  
-In many cases, it's less costly when considering retention and reduced recruitment needs.





# COMPLIANCE AND LEGAL CONSIDERATIONS



SBSC ensures all teachers:

- Hold valid teaching licenses and degrees.
- Meet state-specific requirements.
- Have background checks and references verified.
- Enter the U.S. under fully compliant visa categories.



# HOW TO GET STARTED



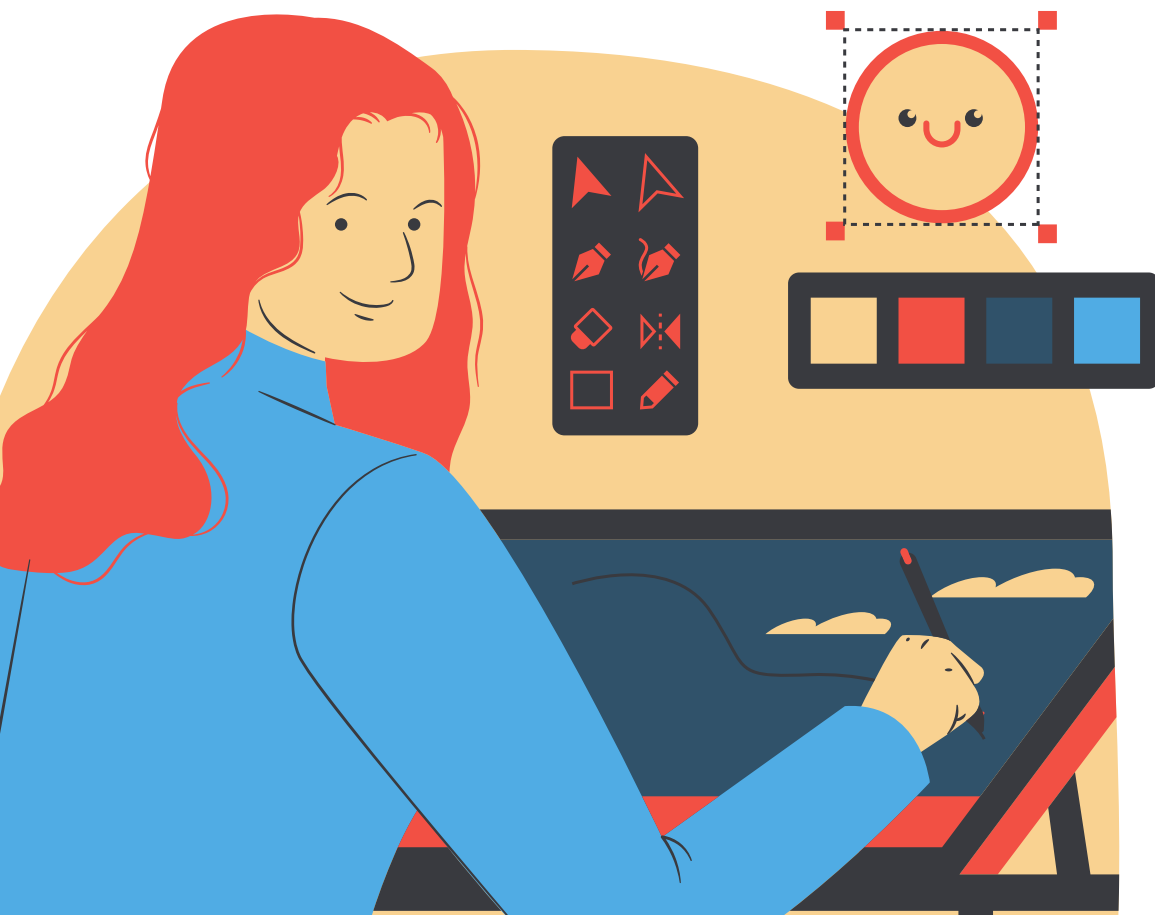
**Step 1:** Contact SBSC to discuss your hiring needs.

**Step 2:** Receive candidate profiles within 2 weeks.

**Step 3:** Start your new school year with confident, qualified teachers in place.

## About Step By Step Consultancy

SBSC is dedicated to solving teacher shortages by connecting U.S. schools with highly skilled international educators. Our rigorous pre-application training and certification ensure teachers are ready for success from day one.



# CONTACT

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