



HANDBOOK FOR HIRING INTERNATIONAL TEACHERS

Presented By :
Novlet Simmonette
Founder, CEO
Step By Step Consultancy (SBSC)

INTRODUCTION

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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

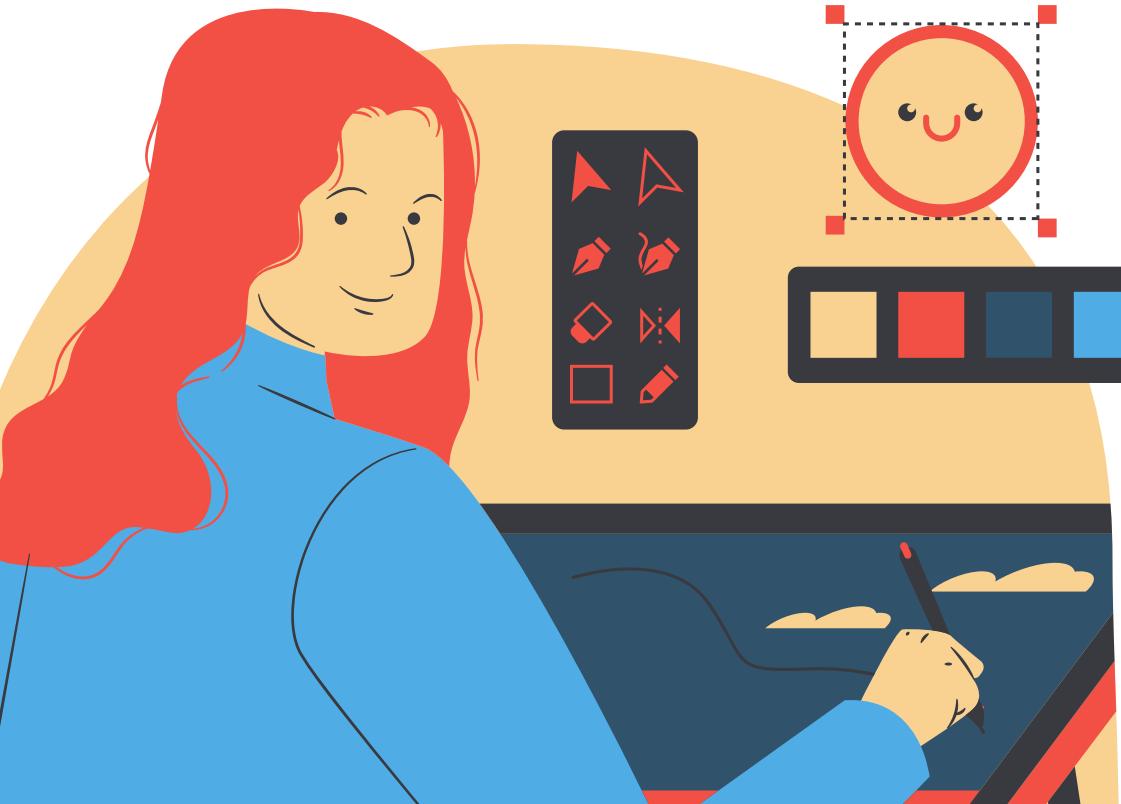
Many international teachers are on H-1B or J-1 visas, which often last up to 7 years for H1-B and 3-5 years for J-1, reducing annual turnover.

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).

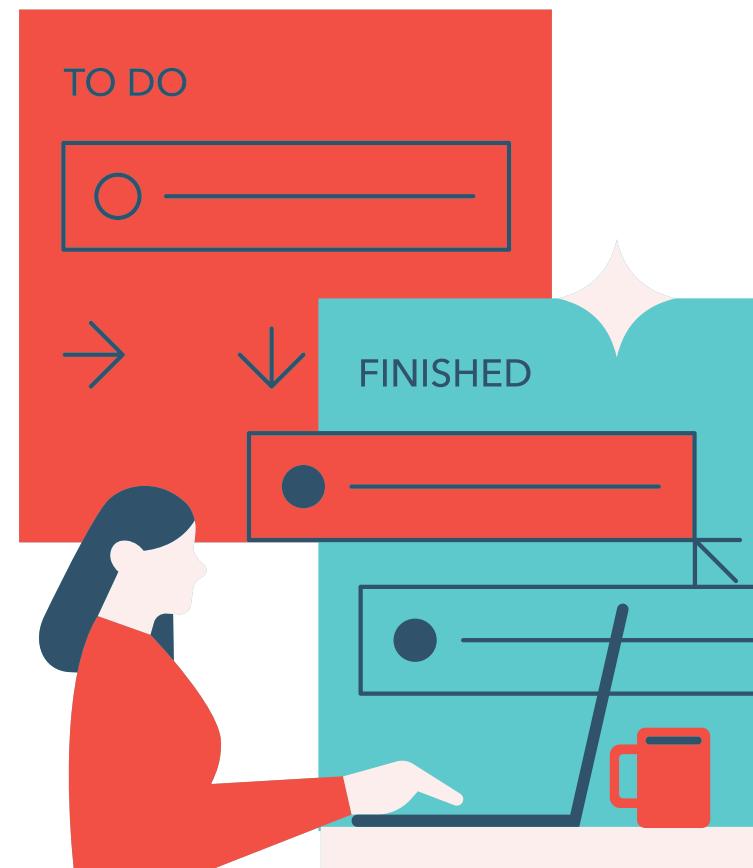


TAX AND FINANCIAL ADVANTAGES

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

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Step 1 – School Needs Assessment

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

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Step 2 – Candidate Matching

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



THE HIRING PROCESS WITH SBSC

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Step 3 – Interview & Selection

You interview top candidates via Zoom or in-person.

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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.



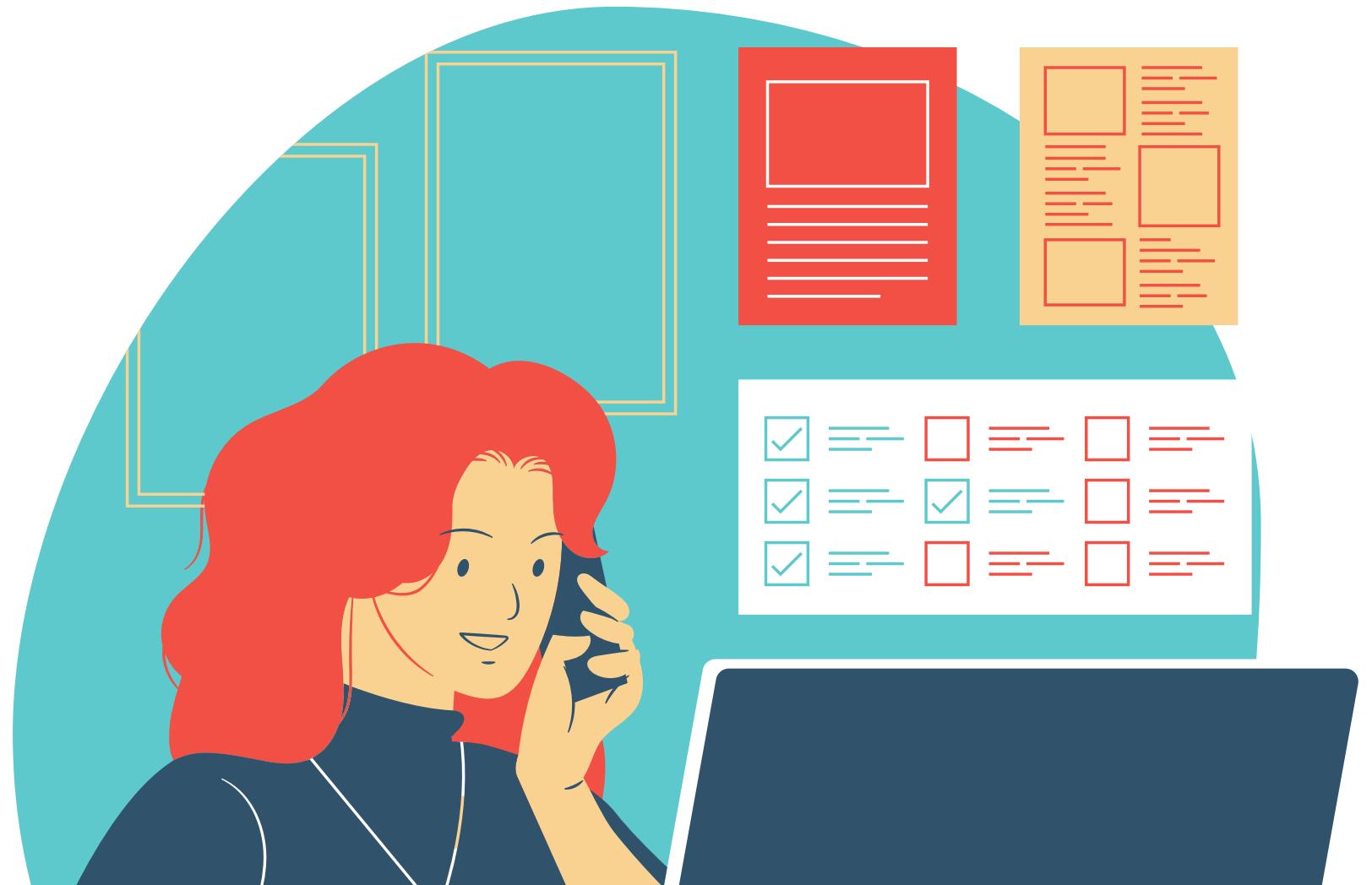
WHY PARTNER WITH SBSC

- **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.

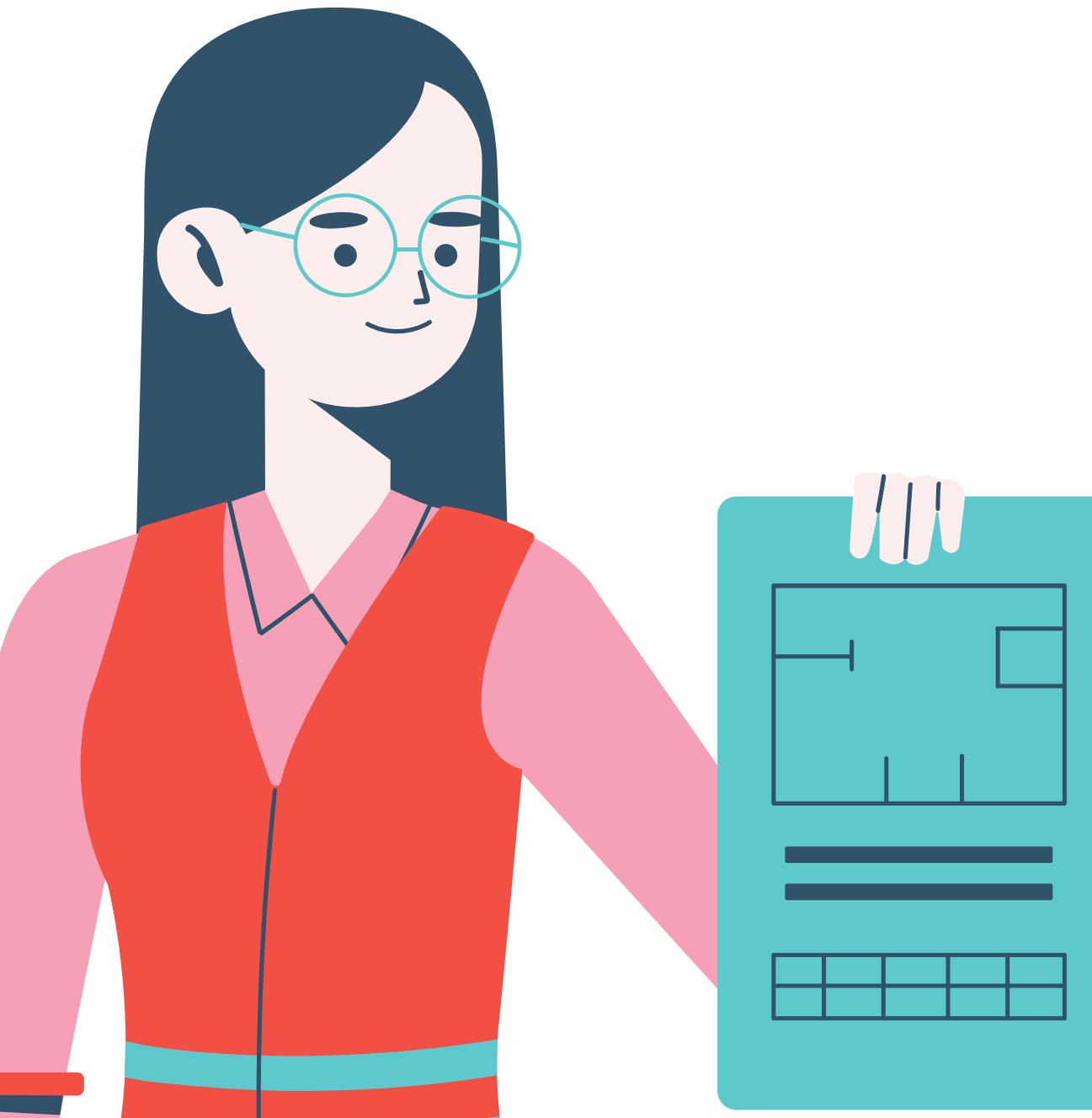
Myth 2: "They won't understand U.S. curriculum."

-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

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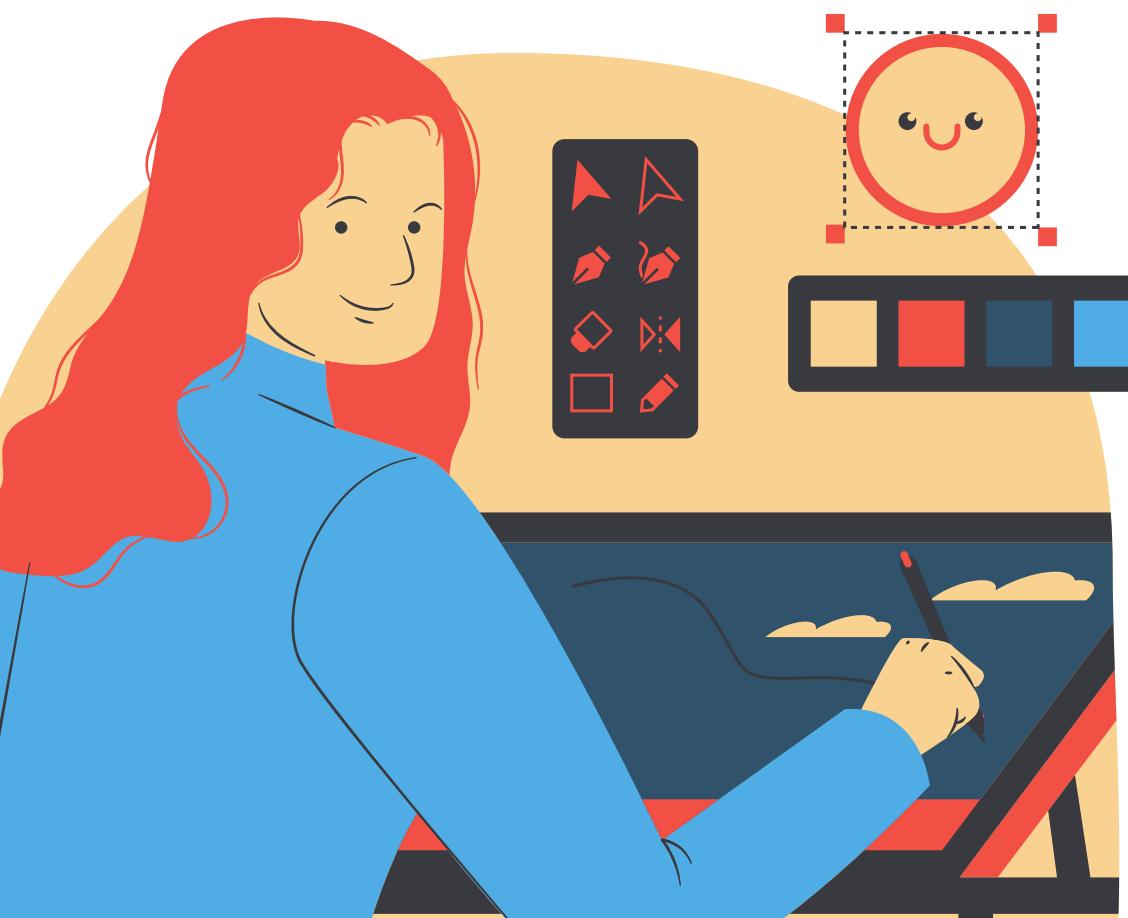
Step 1: Contact SBSC to discuss your hiring needs.

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

EMAIL

info@stepbystepconsultancy.org

PHONE

+1 (601) 630-7735

WEBSITE

www.stepbystepconsultancy.org

ADDRESS

Phoenix, AZ, USA

