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Building a Successful Teaching Team

by Verda Rubottom

Recruiting Your Team

Building a teaching team involves thoughtful and prayerful consideration. If decisions are made in haste, and people are mismatched or pressured into teaching, the results will be sadly evident. Better to wait for the right person to fill the gap than to make a hasty decision.

We should also avoid trying to convince people they must teach. It's best to present the need and the opportunity to serve, and then pray for the right decision to be made. Allow the person you're asking adequate time to make a decision.

It's also helpful to have potential workers visit the class. Assisting in a class for two or three weeks can help recruits determine which age group they are best suited for.

Share the Vision

A key element in recruiting is to share with your congregation the vision you have for children's ministries. When recruiting individuals, explain your goals and vision, as well as the responsibilities in the classroom. Teacher guidelines and job descriptions are a good idea—even for small churches. Organization and planning speak well of your ministry and your church's commitment to children.

Choose Role Models

When recruiting, look for people who will be good role models for the children—those who have character, enjoy children, and will be good team players.

Some churches have adopted a policy of requiring anyone who wants to work with children to be



involved in some kind of other church ministry for at least six months before serving in the children's department. This allows time for the leadership to observe the level of Christian commitment, faithfulness in ministry, and suitability of the individual to work with children. It also allows time to check references for those who are new to the community or to your church.

Every church should have safeguards in place to protect the children in its care.

Meet the Need

When considering a new person for your team, be specific about the need you have when recruiting. Do you need a lead teacher? A support person to work with small groups of children? Or someone to plan and prepare craft activities?

If you are recruiting for a lead teacher position, you will need to evaluate a person's readiness to lead a class. Putting new recruits with an excellent, experienced teacher provides a perfect opportunity for growth and in-service training. This method of teacher training gives new teachers the opportunities they need to develop their teaching skills.

When building your class or children's church team, designate one person to serve as the lead teacher. The lead teacher serves as a coordinator, making sure that all team members understand their assignments and the classroom is set up and ready to go.

Communicate

Good communication is important on a team and should take place as often as the need arises. Teachers can keep in touch

with phone calls or fellowship times before or after church in addition to the monthly or quarterly planning meetings.

Monthly planning meetings provide time for workers to receive training and to pray, plan, and fellowship together. This is essential for developing a cohesive teaching unit and for identifying lesson aims, planning

the lesson and application, and dividing up the various responsibilities. Many lasting friendships have grown out of such meetings where people plan and minister together. Giving your teachers the support and resources they need will encourage them to keep growing and developing their teaching gifts.

Consider using team teaching

in your children's department. The concept is biblical and practical. And it's an excellent way to build your Sunday School and to provide some of the workers you've been praying for. Most importantly, it will lead to the spiritual growth and development of the children of your church.

Questions for Further Study—

1. Why is it better to wait for the right person than to fill a position hastily?
2. What is a key element in recruiting?
3. Why should you choose children's workers who have already worked in the church for at least six months?
4. How can you evaluate whether someone is ready to lead a class?



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