

Schuyler R-1 School District

INTERVIEWING TEACHER CANDIDATES

These questions are non—discriminating and are acceptable for use with all teacher candidates. ANY QUESTIONS NOT ON THIS LIST MUST BE DISCUSSED AND APPROVED BY THE HIRING ADMINISTRATOR OR SUPERINTENDENT PRIOR TO USE. The responsibility to see that only suitable questions are asked during the interviewing process, except at the Superintendent level, rests with the hiring administrator. Advanced preparation for interviewing is essential to the successful screening of applicants for teaching positions. Further, all candidates being asked the same questions will assure that all candidates are treated equally. It also provides a common base upon which to evaluate applicants. Listed below are questions that may be asked when interviewing potential teachers. Obviously, it would be impossible to raise all questions in one interview. The list is designed to serve as a resource from which to draw. The interviewing team is encouraged to adjust questions to fit the vacancy and the interview, with the approval of the hiring administrator.

SAMPLE QUESTIONS

- 1) How would you describe yourself as a teacher?
- 2) What interests you in a position at Schuyler?
- 3) Describe a positive school culture.
- 4) What are your beliefs about elementary children and learning?
- 5) Describe your classroom management style?
- 6) Give an example of a time you would send a student to the office for disciplinary office?
- 7) Give an example of a time you would handle a student's behavior in the classroom.
- 8) Describe your experiences working with a collaborate team.
- 9) Have you ever been on a team where a member isn't pulling their own weight? How would you handle this situation?
- 10) How could the administrative team support you as a teacher?
- 11) How could the grade level team support you?
- 12) If you had a disagreement with a teacher or administrator, what action would you take?
- 13) What kind of student assessment data are you familiar with?
- 14) What do you know about the data teams process?
- 15) How have you used assessment to change instruction?
- 16) Give an effective instructional strategy you have implemented.
- 17) Give examples of how you would meet the needs of students of all instructional levels in your classroom.
- 18) What part would writing play in your classroom curriculum? Are you familiar with the 6 Trait Writing Program?

- 19) If a student is consistently receiving failing grades, what action would you take?
- 20) Give strategies you would use to motivate students.
- 21) How would you handle a student who refuses to work or doesn't do their homework?
- 22) In what ways would you communicate with parents and when?
- 23) How would you handle an angry parent who shows up at your classroom door?
- 24) Explain how you would incorporate technology into your instructional practice.
- 25) What is your greatest strength?
- 26) What is your greatest weakness?
- 27) Would you consider your organizational style a strength or weakness?
- 28) What are your professional goals?
- 29) Where do you see yourself in 3-4 years?
- 30) Is there anything else you would like for us to know about you?
- 31) Do you have any questions for us?
- 32) Have you had experience writing IEPs? If so, have you used a web based program in writing IEPs?
- 33) What training have you had in writing measurable goals and objectives?
- 34) What do you feel is the role of the paraprofessional in the special education process?
- 35) What role do you think parents play in an IEP meeting?
- 36) Are you willing to stay late and come early to attend IEP meetings and do paperwork?
- 37) What is your educational preparation? (Cite preparation in content area.)
- 38) What are your professional experiences?
- 39) What is the role of the teacher in the classroom?
- 40) How would you describe your last principal?
- 41) What was your favorite course in college and why?
- 42) Describe effective teaching techniques that result in intended learning.
- 43) State a behavioral objective you taught in your last class.
- 44) What is the most exciting thing happening in education today?
- 45) What is the most exciting thing happening today in your field of study?
- 46) What have you found to be the toughest aspect of discipline?
- 47) Describe the physical appearance of your classroom.
- 48) Describe an ideal curriculum in your field of study.
- 49) How do you implement career education concepts in your classes?
- 50) How do you individualize learning in your classes?
- 51) Define current curriculum trends in your area.
- 52) How much time do you devote to lecturing?
- 53) Describe independent study projects your students have completed.
- 54) If you could choose to teach any concept in your field, which would you select? Why?
- 55) What rules have you established for your classroom?
- 56) How have you encouraged inquiry?
- 57) Of what use are behavioral learning objectives in the teaching/learning process?
- 58) How do you structure your class to achieve maximum benefit from teacher/student contact?
- 59) Describe the format you use to develop a lesson.
- 60) What should schools do for students?
- 61) Is the teaching of content important? Why/Why not?
- 62) How have you emphasized the development of basic skills?
- 63) How do you handle the different ability levels of students in classes?
- 64) How do you account for the affective domain in your teaching?
- 65) How do your students describe you?

- 66) In what professional organizations do you hold membership?
- 67) How would your colleagues describe you?
- 68) Why did you choose the teaching profession?
- 69) How have you recently improved your professional skills?
- 70) What are your plans for future improvement of professional skills?
- 71) What is the toughest aspect of teaching today?
- 72) What is the role of homework?
- 73) What has been your most positive teaching experience? Negative?
- 74) How have you contributed toward the development of the total school program in your current position?
- 75) What activities will you sponsor if you are hired for this position?
- 76) Could a student of low academic ability receive a high grade in your classes?
- 77) What is your system for evaluating student work?
- 78) What would be the ideal philosophy of a school for you?
- 79) What is your philosophy of education?
- 80) Why is your field important for a student to study?
- 81) How would you handle a student who is a consistent behavioral problem in your class?
- 82) How would your last principal describe you?
- 83) What five words would you use to describe yourself?
- 84) What is your position on teacher—advisement programs? Behavior modification? Tracking? Special education?
- 85) If you found nonstandard usage in student writing or class discussion, how would you respond to it?
- 86) In what areas do you feel you need improvement?
- 87) How would you handle a student's sleeping in your class?
- 88) What would you do if a student has been absent from your class for several days?
- 89) What provisions have you made for the gifted?
- 90) What would a visitor in your class see?
- 91) How have you communicated student progress to parents?
- 92) What are your recreational activities, hobbies, interests?
- 93) How have you stressed the development of cognitive skills in your classes?
- 94) Define a superior teacher.
- 95) What is your opinion of detention?
- 96) Do you like laughter in your classroom?
- 97) What units would you include in teaching (name of course)?
- 98) How do you assist in preventing the destruction of school property in your classroom?
- 99) What is the role of the student within your classroom?
- 100) Describe an assignment that you recently gave to your students.
- 101) Cite the criteria you would use to evaluate a textbook for possible adoption?
- 102) What field trips have you arranged for your classes during this past year?
- 103) Have you supervised student teachers, interns or practicum students?
Why/why not?
- 104) Describe a lesson plan that you have developed? What were the objectives, the format of the lesson and how did you evaluate whether or not the objectives were achieved?
- 105) A student tells you he/she has been experimenting with marijuana. What would you do?
- 106) Give an example of directions you have given for class or homework.

- 107) What are your practices in dealing with controversial subjects?
- 108) How have your classes made use of the library during the last nine weeks?
- 109) What should your students have gained from having taken your course?
- 110) What curricular materials have you developed?
- 111) How would you change the public schools if you could make any changes you wished?
- 112) What is your position on competency—based instruction?
- 113) What do you like most about being a teacher?
- 114) Which aspects of teaching do you like least?
- 115) Is it more important to have students like you or respect you?
- 116) What time management principles do you follow?
- 117) How do you cope with stress?
- 118) What motivates you?
- 119) Why do you want to leave your present position?
- 120) How have you involved parents in the learning process?
- 121) Describe your last workday?
- 122) If you could, what would you change about your present position?
- 123) What books have you have read lately?
- 124) What two or three books, concepts or experiences have influenced you the most in your professional development?
- 125) Can a school be too student—oriented? Explain.
- 126) Why should you be hired?
- 127) What questions have I not asked that you wished I would have raised.
- 128) If you are selected for this position, what can we do to help you be successful?