

Questions a School District May Ask

Source: *A Nationwide Study of Teacher Employment Policies and Practices* by Merle Leshner and Frank Grispino, Northwest Missouri State University, Maryville, 1997. Compiled by Education Career Services, College of Education, University of Missouri.

Teaching

What is it about teaching that attracts you?
What do you like and dislike most about teaching? When did you first want to be a teacher?
What do you expect from your students and what can your students expect from you?
What is the most important thing you can teach your students?
What's the difference between objectives and goals?
What are the characteristics of the best teacher you've had?
What are the characteristics of the worst teacher you've had?
How would you help students develop a positive attitude about school?
What is the role of the teacher in the classroom?
How do you excite children to learn?

Area/School/District Choice

Why are you interested in this position in this district?
Do you wish to teach in this school district for a long time?
Why do you enjoy rural/urban communities?

Classroom Management/Discipline

How would you handle irate parents?
What is your preferred style of classroom management?
How will you maintain classroom control?

Character/Qualities/Self-Analysis

Do you like children?
How might you see yourself as a participant in the "whole school family" concept?
What qualities do you possess that will make you successful with children?
What personal qualities do you exhibit to students that indicate the importance of learning?
Tell me about yourself.
How do you feel about children and learning?
Why should we hire you over all of the other candidates?
What are your strengths and weaknesses?
Give some examples of how you have gone out of your way to help students out.
How do you want to be treated as a student?
What creates good faculty/student relations?
If your last principal, teacher trainer, etc., were to rate you on a scale of 1-10, how would they rate you and why?
Is it important for kids to like you?
What do you want your students to become?
Can you accept being assigned noon-afternoon playground duty?

Teaching Methods

Do you have the ability to use several methods of instruction?
Do you have the ability to use technology?
What are some of the strategies you would use in your classroom to motivate the reluctant learner?
How can a teacher show he/she truly cares about students?
How would you prepare for delivery of a teaching unit/lesson?
Tell us about your very first day of class.
Describe a typical class period/lesson in your room.
What teaching strategies would I see in your classroom?
How would you teach in a class with several different learning styles?
What will you do to show you "LOVE" kids?
What factors do you consider as you develop an instructional lesson?
How do you measure success?

Goals/Philosophy

What do you hope to accomplish in your first year?
What is your philosophy of teaching?
What are your long term and short term goals?
What are your future plans for professional growth?
What are strengths/characteristics of effective classroom teachers?
What kinds of support do you feel that you need in order to effectively work with our student population to ensure that they are well prepared for life in the 21st century?
What is the most important thing you want your students to learn from being in your class?
If you (candidate) were able to hire all of the teachers in a new school, what would you look for?
What do you believe are the main ingredients in having an overall positive school climate? Who is the most important person in a school?
How would you spend \$10,000 to set up your room - excluding books, desks, chalkboards?

Qualifications/Certification/Potential

Are you certified for this position?
Tell me about your computer literacy.
What is your most important strength as a professional educator that will make you a valuable asset to our system?
Content (specific question) like who is Mao Tse Tung?
What are the key elements in your training or background that have prepared you for this position?
What volunteer experience do you relate to teaching or working with K-12 students?
What skills and abilities do you possess that will assist you in dealing with our diverse student population?
What is the latest book you have read?



Questions that Applicants May Ask

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General Questions

What opportunities for professional growth development does your district offer?

What has the district done to keep current with new teaching programs?

What kind of staff development program do you have to keep teachers updated?

What processes are in place to support and promote success for the new teacher?

If I am selected for this position, what can I expect from the other teachers in the building and the principal?

(If candidate believes they have something of value to offer) Does the school object to a "new" teacher offering ideas and perhaps taking a leadership role in staff development?

What are the staff working relationships?

How can I best contribute to the educational program of the district?

What are some things I can do to increase my value to the district?

How can I assist the school outside of what is expected of me in the classroom?

How will I be evaluated or assessed?

What professional qualities for teachers are important to the administration?

What kinds of mentoring programs do you offer newly hired staff?

What are the chances of long-term employment here?

What is the average tenure of teachers in the district?

Specific Job Information

How did this vacancy occur?

Describe my specific job in relation to children.

To whom will I be directly responsible?

What is the teacher/pupil ratio in my classes?

What's the average class size?

Can I have access to the building on weekends for my preparation?

Do you have any objections to students coming to school early and staying late for help with class understanding?

What should I know about the position that I have not yet asked?

Do you have any job descriptions?

What curriculum materials are available?

What possible problem areas can you see in this position?

Is there anything extra available for me to do? (coaching, clubs, etc.)

What is the composition of the students in (a) educational level, (b) socioeconomic and achievement level?

Mission and Goals of the School/District

What does the school hope to accomplish over the next three to five years and how would I fit into that plan?

What is the Mission Statement for the school?

What is the district's educational philosophy?

Why do you believe I should come to work for this school?

Is there any teacher dissatisfaction on any issue and how you may be able to delete this problem?

What are the expectations of the district and parents?

What are your school's major goals?

What are the successes of the program and what will be the focus of the applicant that is selected?

What are you doing to help the slow learners?

Describe the district's philosophy and direction in terms of curriculum implementation.

What instructional techniques/strategies are important in your district?

What needs do you anticipate for your school?

What are the strengths and weaknesses of the curriculum?

What are some of the programs that indicate the school's concern for all children?

How important are academics vs. extra-curricular activities?

Is risk taking (in the educational sense) an accepted practice?

Is your school open to new innovative ideas?

What makes this district "special"?

What are the school district's/school's greatest challenges it is currently facing?

What are the technological goals of the district?

Community Support/Parents

Does the community support education?

What after school activities are available?

How are parents involved in the school program?

What is the community like?

What community resources would be available for incorporation in the classroom?

Classroom Management/Discipline

What type of opportunities are open to a teacher to do creative and innovative things regarding discipline in and out of the classroom?

What latitude is a teacher given to make decisions in the classroom?

What resources are available to achieve student success?

How has the district addressed problems with student management?

What is the district's discipline policy? Is it written?

Who does the discipline in the school?

What discipline techniques do you support?

Process

Is there any other information I can provide?

What are the next stages in the interview process? What can I improve for future interviews?

Do you know when a decision will be made?

