

**INTERVIEW QUESTION BANK:**

**NEW TEACHER/ AC CANDIDATE QUESTIONS:**

1. Do you think all students should be held to the same expectations?
2. What does it mean to be a teacher?
3. What motivates you to achieve goals and be successful?
4. What could you bring to a school environment to make a difference?
5. What challenges do you anticipate facing this year?
6. Improving the quality of teachers' instruction is a primary goal of mine. What measures will you take to ensure your instruction is continually improving?
7. How will you decide what material to teach?
8. How do you keep yourself motivated when you have a challenging day?
9. What goals will you set for your students this year?
10. Describe how you will be an asset to my campus.

**VETERAN TEACHER QUESTIONS:**

1. Student achievement is our number one priority. Describe the steps you will take to help your students succeed.
2. What interventions do you put into place when students aren't successful?
3. Describe how you use data to drive your instruction.
4. How do you engage students to keep them from becoming bored?
5. How can you increase your effectiveness in the classroom?
6. What type of support do you need from a principal?
7. What classroom management strategies do you utilize?
8. Describe your strengths and weaknesses as a teacher.
9. Tell me about a lesson that you taught that did not go well. What went wrong and how could you improve the lesson if you taught it again?
10. Imagine a student who is struggling both academically and behaviorally in your class. What steps would you take to help that child succeed?

## SCENARIO-BASED QUESTIONS:

- 1. Aligned to Core Belief #1: Our main purpose is to improve student academic achievement.**

After analyzing your students' benchmark data, you realize that your students are not on track to meet their end-of-year goals. Describe the steps you would take to accelerate student learning to help your students attain their goals.
- 2. Aligned to Core Belief #2: Effective instruction makes the most difference in student academic performance.**

You recognize that differentiating instruction is not your biggest strength as a teacher. You know you need assistance in this area, but you are afraid to admit to your administrators that you need additional support. What steps would you take to improve your ability to differentiate? Who would you involve in this process?
- 3. Aligned to Core Belief #3: There is no excuse for poor quality instruction.**

Your first few weeks in a new classroom have proven to be extremely challenging. Although you attempted to establish a classroom management system, many students are not abiding by your classroom rules. Much of your instructional time is now consumed with addressing these behavior issues. Your assistant principal has come by several times to help you regain control of your classroom. He provided extensive feedback during his visit. Describe your action plan for the month ahead.
- 4. Aligned to Core Belief #4: With our help, at-risk students will achieve at the same rate as non-at-risk students.**

While analyzing your students' performance data in your class, you identify a trend that shows some of your students are not performing as well as their more affluent peers. How would you address this issue?
- 5. Aligned to Core Belief #5: Staff members must have a commitment to children and a commitment to the pursuit of excellence.**

You have been using the same lesson plans to teach one particular unit for the last several years. Your students seem to really enjoy this unit of study, although student mastery was low on some objectives covered in the unit last year. You recently attended a professional development session that challenged your thinking around some of your instructional techniques. How would this impact your instruction moving forward?

As you approach the end of your second unit of study, you notice that one of your students is consistently failing to turn in homework and has poor attendance. How would you address this situation?

During the planning week before school starts, you receive information regarding your students' performance data from the previous year. Nearly 40 percent of the students were categorized as low performing and below proficient. How would you use this data to plan your instruction for the year?

After your first six months of teaching, you are suddenly noticing student's lack of engagement during class time. There are very few behavior issues, but student performance has remained stagnant. What are your next steps?

Within the first couple of months, your principal has provided positive feedback on your performance. However, your department chair approaches you and expresses that they have been disappointed with your lesson plan design and lack of collaboration. They have asked that you submit an action plan to address these concerns. What would be your next steps?

You have been asked by your administrator to co-present at parent night with another grade-level teacher. In the past, you have co-led a class with this teacher and struggled to collaborate as they provided no input on lessons. What would be your next step?

TOTAL: \_\_\_\_\_

# Special Education Teacher Interview Questions and Answers

## ► Why did you choose a career in special education? Why do you want to work with children with special needs?

Be honest. What indeed did motivate you? Perhaps it was a need to work with those that have the biggest need. Maybe the impact you could have, watching transformations of personality and ability. Or was there someone in your life who benefitted from a S.E. teacher, which inspired you? Express yourself enthusiastically.

## ► Challenges

You will be asked about the variety of challenges in your experience. Specify the disabilities and disorders that you've been working with, such as: physical handicaps, speech disorders, language and processing difficulties, autism and Aspergers spectrum, ADD and ADHD, behavioral disorders and others.

## ► What is your philosophy?

How do you set your teaching goals for special education? How have you monitored the progress of each child? How would you define success in special education teaching? Tell us about success/failures stories. Speak about articles you have read, and techniques you have observed. Of course, include your own – especially the more fascinating examples.

## ► What is your greatest achievement?

Prepare your presentation of this matter. Review it with a colleague and even some friends to ensure a lucid, clear and to the point delivery.

## ► Teamwork

Tell us about your past professional team work in programs such as support colleges: education teachers, special education administration, speech teachers and social workers. How did you take the assistance and support of these staff to enhance student achievements, meet their special needs and to reach your students potential? If you have many such examples to share, list them and consult with a colleague to select just a couple which present you in the best light. You want to bring out your strengths as will be shown through your description of your dealings.

## ► Individuals

How would you ensure that each individual child receive the maximum support he needs? How would you utilize and adapt class lessons and educational material to meet the learning abilities of each individual child? Use your experience, and utilize techniques you have observed or studied.

## ► Professional Meetings

Have you conducted (or participated) in CSE, Committee on Special Education meetings? Describe your role in these meeting. Mention note taking, comments you responded to, thoughts it generated, what you gained from the meetings.

▶ **Education Plan**

Have you written IEP or participated in meeting for writing Individualized Education Plan? If you have, bring an example or two with you and show the interviewer.

▶ **Regular Education Programs**

Should students with disability participate in the regular education programs if possible? Use your experience as well as current approaches to formulate a direction. Clarify that you can go either way, according to the director and associates.

▶ **Special Qualities**

What particular skills and qualities can you bring for us? What are your strengths? How would you contribute to our workforce and to the teachers' teamwork and our team effort? Use professional words, and include whatever applies to you: dedication, perseverance, creativity, enthusiasm, diligence, firmness, determination, passion, zeal, etc.

**Teamwork:**

Tell me about a time when you worked as a member of a team and how you were specifically able to contribute to a project's success? What was your role? Was the team project successful?

**Initiative:**

Describe a time when you took initiative in a classroom setting. What did you do? How did you do it?

**Communication:**

We all have to work with students, teachers, administrators who are difficult. Would you describe for me one of the most difficult people or situations? you've had to deal with and specifically, how you handled that person or situation.

**Problem solving:**

Describe a time when you took action to solve a problem in the classroom. How did you go about it?

**Goal setting:**

Describe a time when you set a goal or standard for yourself that was clearly going to be a challenge. How will this experience impact your work as a teacher?

**Planning and implementing:**

Tell me about a time when it was challenging for you to convey important information to students. What steps did you take to ensure that the students understood the concept taught?