

Teacher Interview

The Interview Format

1. **Establish a rapport.** The site of the interview should be conducive to good communication. The most important aspect is the emotional climate established by the interviewer. He/she should be a warm host.
2. **Explain the purpose of the meeting and the agenda.** This will put the interviewer in charge of the meeting.
3. **Describe the position and the organization.** This will eliminate any confusion regarding the exact specifications of the position.
4. **Allow the candidate to do the talking.** The interviewer should speak only about 25% of the time.
5. **Ask open-ended questions.** Summarize, periodically, what the applicant has said.
6. **Answer questions the candidate asks.**
7. **Conclude the interview.** Thank the candidate for coming. Explain the salary schedule and offer information regarding benefits. Give a timeline for the selection process indicating when he/she will be hearing from the district.
8. **Record your thoughts.** Record evaluation responses immediately, including specific annotations concerning the candidate.
 - a. Look for an attitude of professional caring and a positive attitude toward students.
 - b. Make an objective judgment about the candidate's ability to express himself/herself in a convincing manner.
 - c. Try to sense the candidate's willingness to work.
 - d. Look for a "we" person rather than an "I" person.
 - e. Record how the candidate described previous employers.
 - f. Look for personalities, which include a genuine liking of people, a pleasing personality, and a sense of humor.

Teacher Interview Questions

Parentheses are the Danielson Framework domain

1. What was most influential in your decision to become a teacher?
2. Describe your educational background.
3. What were the high points of your student teaching experience?
4. Describe how you use the Illinois Learning Standards to develop lesson plans and assessments. (Domain 1a)
5. Describe one of your lesson plans that you feel went extremely well. (Domain 1e)
6. What are the goals that you feel are necessary for your students to accomplish? (Domain 1c)
7. Describe your philosophy of discipline and class rules. (Domain 2d)
8. Describe how you want to organize your classroom space. (Domain 2e)
9. How do you display enthusiasm about your subject? (Domain 2b)
10. How do you plan to evaluate your students? (Domain 3d)
11. What do you feel your strengths as a teacher are? (Domain 3a)
12. How do you plan to engage students of different ability levels? (Domain 3e)
13. What are your goals as a professional educator? (Domain 4e)
14. Describe a situation that you feel that you mishandled. What would you do differently in the same situation today? (Domain 4a)
15. Describe a time when you helped someone achieve success. (Domain 4a)
16. What would you like to know about our school system?