

COMPETITIVE PERSONNEL SYSTEM EXAMPLE FOR TEACHERS

Managing Classrooms	Total Points: 20
<p>Sample questions (select and assign point value to each):</p> <ul style="list-style-type: none"> • Describe day-to-day procedures and activities you use to help structure your classroom. • Describe how you would handle the following: <ul style="list-style-type: none"> ○ A group of students who are insubordinate ○ A parent who wants to observe your classroom ○ A student who persistently disrupts your classroom ○ Bullying • Describe your ideal classroom environment. What steps do you take to create this environment? • Do your students consider you to be lenient or strict? Why? • How do you command the respect of your students? • How would you rate yourself as a classroom manager? Why? • What are your academic expectations for your students? How do you convey these expectations to them? • What are your behavioral expectations for your students? How to do you convey these expectations to them? • What strategies do you use to work with and manage paraprofessionals and/or volunteers in your classroom? • What is it like to be in your class? 	Score:

Organizing for Instruction	Total Points: 20
<p>Sample questions (select and assign point value to each):</p> <ul style="list-style-type: none"> • Describe how you develop a lesson plan from start to finish. • Describe how you use your preparation period. • Describe strategies you use for short and long-term instructional planning. • Describe your experience collaborating with others. How has involvement on the team impacted your planning and instruction? • Describe time management strategies you use to ensure you successfully complete all your responsibilities as a teacher. • How do state standards guide your lesson planning? Tell me about a lesson you use that integrates one or more standards. • How do you decide what should be taught in your class? • How do you ensure that you cover all the necessary content in your classroom each school year? • How do you incorporate technology into your lesson plan? • What is differentiated instruction and how is incorporated into your lesson plans? 	Score:

Implementing Instruction	Total Points: 30
<p>Sample questions (select and assign point value to each):</p> <ul style="list-style-type: none"> • Describe how you make content relevant to students. • Describe one of your assignments or projects, the outcome of which surprised you. Explain why. 	Score:

Implementing Instruction	Total Points: 30
<ul style="list-style-type: none"> • Describe the best lesson that you taught. Why did it work so well? • Describe the worst lesson that you taught. Why didn't it work and what did you learn from it? • Describe three teaching strategies you feel most competent using. • Describe your teaching style. • How do you encourage class participation? • How do you individualize instruction? • How much time do you devote to lecturing? • If your students do not understand a concept, how do you adjust your instructional techniques to respond? • What is cooperative learning, and how have you used it in your classroom? • What was the best question(s) you asked your students during a lesson taught? What was their response? • What would we see if overserving you at work in your classroom? • What would your students say they remember most about your class? • Would you rather try new teaching strategies or try to perfect the approaches which work best for you? Explain. 	

Monitoring Student Progress	Total Points: 10
<p>Sample questions (select and assign point value to each):</p> <ul style="list-style-type: none"> • Describe your experience and/or training in interpreting state assessment data. • Discuss your philosophies related to grading, assignments, assessments, and extra credit. • Does assessment improve student learning? If so, how? • How do you communicate student progress or lack of progress to students? To parents? • How do you define student success, and how do you know when a student has succeeded? • How have you used student data to inform planning or assessment? • If most of the students in your class failed an assignment, test, or project, how would you respond? • What is the role of homework in your classroom? • What procedures do you use to evaluate student progress besides tests? • What strategies do you use to help students self-assess their progress? • When should a student be considered for remediation? 	<p>Score:</p>

Aptitude	Total Points: 10
<p>Sample questions (select and assign point value to each):</p> <ul style="list-style-type: none"> • Describe characteristics of the best/worst teacher you have known. • How do you handle a conflict with: <ul style="list-style-type: none"> ○ A student? ○ Parent? ○ Co-worker? ○ Supervisor? • How would your previous principal describe you? • What are your goals in terms of professional growth? 	<p>Score:</p>

Aptitude	Total Points: 10
<ul style="list-style-type: none"> • What does it mean to be a professional and ethical educator? • What does it mean to be a student advocate? • What kinds of experiences have you had interacting with people whose backgrounds are different than your own? • When is it appropriate for teachers to use social media to interact with students? • Who do you believe to be most responsible for student learning: the student, the teacher, or the parent? • Why did you choose to become a teacher? 	

Adaptability	Total Points: 10
<ul style="list-style-type: none"> • Are you highly qualified to teach in any other areas? • At which grade levels have you previously taught? • Do you hold any specialty credentials? • Do you have an administrator's credential? • Do you have experience advising or coaching student activities? 	Score:

Interview total:

Extra points	
Applicant is eligible for Veteran's Preference and is not disabled: Assign five points	
Applicant is eligible for Veteran's Preference and is disabled: Assign 10 points	
Applicants is highly qualified to teach in one or more hard-to-fill area(s) as defined by the Educational Standards and Practices Board: Assign [#] points for each area	

Total score:

End of Jamestown Public School District Exhibit DBAC-E1