



Sample Licensed Interview Questions

All Interview forms should always indicate position, location, date, and who is taking notes and for whom:

Position: _____ Location: _____

Date: _____

Name of Interviewee: _____

Name of Staff Person: _____

As you create your list of interview questions, think about what you are trying to find out related to the person's ability to do the job. Ask a question in each of the key areas. After your candidate has initially answered, ask additional questions to further develop his or her response.

Sample PLC questions:

1. Tell us your personal philosophy about student learning.
2. We have all run into a student who simply does not want to work, but is not a behavior problem and is not interfering with the learning of others. How have you responded to that student?
3. One of your colleagues states that there is little a teacher can do to help a student who is just not interested in learning. How would you respond?
4. Please briefly share a time when you were part of a group or team that led to better results for its members and a more satisfying professional experience and think of another time when you were part of a group or team and it was a negative experience. What factors contributed to the difference?
5. What is your understanding of the terms "formative and summative assessment"? Please tell us of some and how you have used both forms of assessment in your teaching experience?
6. What role does professional collaboration play in student learning?
7. To insure a meeting that contributed to student learning, what items should be included on an agenda for an effective team meeting of teachers?
8. Give examples of how you might collect and utilize data to enhance student learning.

Sample District Improvement Plan questions:

1. One of our district priorities is Total Instructional Alignment. How would you incorporate this into your teaching?
2. What assessment systems or tools would you use to know if your students are learning and to make decisions about what to teach?
3. How have you assessed the reading skills of individual students in your class?
4. How have you accommodated students with different learning styles and skill levels in your classroom?

Sample questions about curriculum and instruction:

1. What are some of the basic skills in mathematics that students learn in your classroom? Describe how you have taught one of them.
2. What methodologies are you trained in and would you use to teach (_____)?
3. Describe how you have integrated technology into your classroom instruction.
4. Describe a social studies unit you have taught.
5. Describe your classroom.
6. Describe how you would start a typical science lesson.

7. Describe how you have included both skills-based and whole language instruction in your reading lessons.
8. Describe experiences you have had team teaching or working with a grade level team.
9. How would you motivate a student not interested in learning (_____)?
10. What methodologies are you trained in and would you use to teach (_____)?

Sample questions about lesson planning and longer-range planning:

1. Tell me about your approach to planning units for your class.
2. How did you divide large amounts of material to be covered?
3. How did you decide how much is appropriate for a class? A week?
4. Tell me about a specific topic you taught last year. How did you organize this topic?
5. Tell me about your lesson planning style. How do you write a lesson plan, and what does it include?

Sample questions about classroom organization and management:

1. Tell me about classroom management plans that you have used.
2. Tell me how you establish rules of behavior in your classroom at the beginning of the year.
3. What rewards and consequences worked well for the students you taught? Why?
4. Tell me about a time when your classroom management plan worked well for you.
5. Tell me about a time when your management plan did not work and students misbehaved or were not motivated.
6. Tell me about how you reacted when a child used profanity.
7. Describe how your classroom is set up.

Sample questions about homework and grading:

1. What amounts and types of homework did you assign in the grade you taught last year?
2. What have you done in the past if students did not do the assigned homework?
3. Explain your grading system to me, assuming I am a student.
4. How did you communicate your grading system to parents?

Sample questions about meeting individual needs:

1. How will you meet the range of student abilities in your class? For example, how will you challenge an advanced and slow learner in the same lesson?
2. Tell me about a classroom in which you have worked with students from diverse backgrounds. What steps did you take to create an inclusive learning environment?
3. Tell me about a time when you worked with students who were not native speakers of English.
4. Tell me about your work with special needs students.
5. Describe the problems and stressors of students with whom you have worked. What can (or should) you do about these problems as a teacher?
6. Tell me about how you have promoted cultural competency in your classroom.
7. What are some of the instructional approaches you have used to help all children in your classroom succeed?

Sample questions about communicating with parents and colleagues.

1. When and how have you communicated with families? What strategies were successful? Which didn't work as well?
2. Describe how you have conducted conferences.
3. Tell me about how you have worked with volunteers in your classroom.

4. Share an example of communication with a parent that enabled you to better help a child in your class.
5. Tell me about a communication or meeting with a parent that did not go as you expected, and how you responded
6. Describe a time when you co-taught, planned, or collaborated with another teacher.
7. Describe how you have resolved a difference of opinion with a colleague.

Sample questions about professional growth:

1. What do you read to keep current in your field?
2. What conferences or workshops have you attended outside of school?
3. What aspect of your teacher education program do you feel best prepared you for teaching?
4. In what areas are you interested in developing yourself professionally? Who do you consider a mentor?
5. If you have a stressful day, what might you do to combat your “teacher stress”?

**PLC sample interview questions from Is This Candidate a Good Fit for a PLC by Rick Dufour. May 2009*

**Some of these questions from Essentials for Principals: How to Interview, Hire, and Retain High-Quality New Teachers. NAESP. 2000*