

Example Interview Questions for Educators

General

- Tell us about yourself.
- What is your educational and professional preparation?
- What strengths do you have that would enhance our school/district/teaching staff?
- What would your worst critic say about you?
- What is a unique quality specific to you?
- What are your interests outside of teaching?

Relationships with Students

- Describe a successful experience working with a diverse student population.
- What kind of students do you like to work with?
- What sort of students could you teach most effectively?
- How do you help students experience success?
- How do you work with struggling learners?
- How would you challenge a slow learner and an advanced learner in the same classroom?
- How do you approach student motivation?
- What do you think is the best approach to empower students, apposed to enabling them?
- How will you establish and foster relationships with students, particularly those with challenging behaviors?

Relationships with Colleagues

- Can you describe an example of a project where you worked collaboratively? What were the goals, challenges, and outcomes?
- What experiences do you have working in PLCs (Professional Learning Communities) in your common content courses? What are the benefits of collaborating with colleagues in other content areas?
- What kind of assistance would you like from other staff members?
- Describe your feelings about working in a team environment in which some items, such as curriculum, are agreed u[pon] as a team, department, school, etc.

Relationships with Parents

- What do you believe is the most effective way to communicate with parents? How have you used these techniques?
- What would you include in your Open House presentation to parents?
- Discuss when and why you would contact a parent.

Teaching Techniques and Pedagogy

- Briefly describe your philosophy of education.
- Describe how you would make your content culturally relevant for your students.
- List and describe three teaching strategies that you feel most competent using.
- How will you make your classroom a safe learning environment?
- How are you prepared to address the racial achievement gap?
- What are the most significant challenges in teaching and learning in current classrooms?
- How will you approach accessibility and accommodate students with special needs?
- What is the most unique lesson you have taught in a classroom?
- How would you integrate technology into the curriculum you would teach?
- Give an example of a lesson that went well and an example of a lesson that did not go as planned. What did you learn from these experiences?
- What is your philosophy of classroom management?
- What would we see if we observed your work in the classroom?
- What do you believe is the best strategy or method for coaching students?
- What methods do you use to evaluate student progress besides tests?
- Are you comfortable with using online grading software?
- What kind of student data do you use to inform your planning and instruction?

Content Knowledge

- Describe the three most important concepts in your subject matter that students need to understand to become successful.
- What are the current trends in curriculum in your teaching area?
- Why did you choose to study your subject area?
- What areas of your subject are you uncomfortable teaching?

Professionalism and Motivation

- Why did you choose to become a teacher?

- What does it mean to be an educator?
- Describe the characteristics of the best and worst teachers you have known.
- What is the correct professional dress and demeanor for a classroom teacher?
- What are your goals for the next five years?
- What has been your most positive teaching experience? Your most negative?
- Describe three people who have most influenced your own education and your career.

School/Community/Position

- What activities would you like to be involved with at our school?
- What community activities would you want to be associated with? Why?
- How do you expect working at this school will be different from your previous experience?
- What needs or expectations do you have for the school administration?
- How do you deal with fast-paced, high intensity, high expectation job settings? What experiences will help in preparing you for a demanding situation?
- Describe the ideal teaching situation for you. What type of students are you teaching, what course, what resources are available to you, what level of students, etc?
- What teaching situations do you do your best work in?
- Please identify one of our school's building principles of missing that catches your attention. How would you bring that idea to life?
- If you were hired for this position, what would you do first to prepare?
- If you accepted the position here, what changes would you make immediately and what would you want to change down the road?

Behavioral-based/situational questions

- You end your lesson and give students 15-20 minutes to do their homework. A student has put his head down on the desk. What would you do or say?
- You have a special needs student with ADHD in your classroom. She is repeatedly disruptive - talking to those around her, getting up multiple times during the class period to sharpen her pencil, and making comments such as, "This is stupid. When will I ever use this in the real world?" What would you do?
- A paper was due at the end of a two-week unit. A student of yours didn't meet the deadline. He tells his parents that he did not have enough time to finish it. His mother is a school board member. What would you say or do?
- A parent comes to you and complains that what you are teaching their child is irrelevant to the child's needs. How would you respond?

- How would you initiate a discussion with a student who has not completed their work for several days in a row?

Additional Questions

- What attributes do you possess that enable you to be a positive role model for students?
- “The fundamental purpose of school is learning, not teaching.” Do you agree or disagree with this statement? Why?
- What current trends in public education are positive to you? Negative?

Questions to Ask at the Interview

- What would staff, students, and parents say are the strengths of the school?
- How does the school support professional development?
- How are parents involved with the school?
- What is the school policy or philosophy on inclusion?
- What technology resources are available for myself to use and for the (grad level/subject area)?
- Are there duties outside of the classroom that are expected of teachers?
- How receptive are you of changes in the curriculum? What is the process?

Adapted and borrowed from [University of Minnesota](#) online resource