



Congratulations, you have the interview! Now what?

Interviewers are looking to hire the best candidate for their students, parents, staff, and community. You will be interviewing against other candidates with the same degree and/or licensure credentials, so you must effectively prepare to make a great first impression. Below you will find important tips and sample questions that have been asked in teacher interviews. Don't forget to follow up with the interview team after your interview (i.e. thank you email/note)!

- (1) **Be prepared.** Dress professional. Check your social media (they will be searching for you). If virtual, make sure your background is appropriate. If in person, what do you bring? Bring enough copies of your resume, as well as work samples that make you stand out (i.e., clean data, technology, lesson plans, etc.).
- (2) **Have knowledge of the school and community.** Research the school and district. Familiarize yourself with their student demographics, academic ratings, specific initiatives or programs, instructional core, and community. Be able to answer why you are interested in the school specifically.
- (3) **Speak about your teaching experience.** Keep it short and simple, and stick to your own schooling and teaching experiences. Be positive and own your strengths. If something in the school or district aligns with your strengths, highlight it. In addition, do not be afraid to admit that you need support with improving upon a particular skill—improvement comes with time and experience. Where do you see yourself in 5 years? Why did you decide to become a teacher? What is your favorite part of teaching? What frustrates you the most about a classroom? What aspects of teaching do you find most challenging? What professional development, continuing education, workshops, etc. have you participated in?
- (4) **Speak about your classroom management.** Interviewers want to know how you keep your students engaged and motivated. How do you build rapport with your students? How do you handle a student who is consistently disruptive or defiant? Describe a difficult time you had with a student who was behaviorally and academically challenged. Speak about the plan you developed and the outcome. What type of classroom management structure would you implement if you were hired?
- (5) **Use the STAR method in answering questions.** Interviewers want to see how you react/respond to specific situations. Prepare to be asked about times in the past when you used a specific skill and use the STAR method to **tell stories with a clear Situation, Task, Action and Result**. For example: Describe a professional situation either in a classroom or in a different setting that did not go as planned. What would you have done differently? When teaching a lesson, how do you explain or demonstrate concepts in a way that actively involves students in the learning process? How do you include parents and guardians in your students' education? What would you say to an angry parent about a student's grade? How have you (or will you) use technology in your classroom?
- (6) **Know and support your teaching theories.** Be able to describe your teaching philosophy and how will it be evidenced in your classroom. Avoid using buzzwords, especially if you do not believe in or execute the strategies. Prepare to share your understanding of rigor and relevance, and how you infuse these ideas into your planning. How do you support literacy for all students, including English Language Learners?
- (7) **Tie your answers back to your skills and accomplishments.** How often do you use Formative Assessment in your instruction? What types of formative assessment do you practice? How do you use data to differentiate instruction? How have you used data to track student growth and performance?
- (8) **Practice your answers to common licensure-specific questions.** For example, Special Education: prepare to share what your process for developing a meaningful IEP looks like. How do you involve other stakeholders in this process? Please provide a brief overview of your daily plan to assist students who need additional support with foundational skills.
- (9) **Prepare smart questions for your interviewers.** Always have questions ready for the end of the interview. Employers want to know that you're thinking seriously about what it would be like to work in their district. Make questions specific to the school/district (culture, expectations, interactions, what teachers like best and what they find most challenging). With regard to your school community, what first-year expectations do you have for the person hired for this position? How do you measure teacher success?