

Interview Question Bank

Teacher Questions

Source: Adapted from Hodges, 2012.

Achievement Drive

1. What are your teaching goals?
2. How do you measure your success as a teacher?
3. What motivates you to achieve goals or be successful?
4. How do you keep yourself motivated when you have challenging days in the classroom?
5. In your past work experience, what have you done that you consider truly creative?
6. What is the last book you read? What did you learn from it?
7. Describe a time you were given feedback. What was the feedback and how did you respond?

Student and Parent Relationships

8. What are the most important things a teacher must accomplish during the first few days of school?
9. What do you think will provide you the greatest satisfaction in teaching?
10. If you could require one characteristic, quality, or attribute of all teachers, what would it be?
11. How important are student and parent relationships to teaching?
12. How do you create student and parent relationships?

Classroom Structure and Planning

13. What teaching approaches, techniques, or methods are most effective for you?
14. How can you get students excited about learning?
15. What do you do when students don't do well on a test?
16. What do you do when a lesson or strategy doesn't appear to be working?
17. How will you specifically differentiate instruction for all students?
18. Give us an overview and needs assessment (academic, athletic, public perception, and so on) of our school.

Staff Relationships

19. How important is it for coworkers to be your friends?
20. What kind of support do you need from your principal?

21. What are your expectations of your principal?
22. Explain what collaboration looks like to you.

Digging Deeper

23. What is your specialty as a teacher?
24. What do you do really well?
25. What type of students do you like to work with?
26. Tell me what type of students you believe you can teach most effectively?
27. If you were to teach here, what could you bring to our school to really make a difference?
28. What are your thoughts on the difference between being equitable and being fair?
29. What are the most important characteristics of a successful teacher?
30. Explain your grading philosophy.
31. When should a student fail a class or a school year?
32. If you have a student who would not do your assignment, how would you deal with the situation?
33. What do you want to see from students?
34. Why would you choose to teach in this school as opposed to another?
35. What would you most like to accomplish as a teacher?

Counselor Questions

Source: Adapted from American School Counselor Association, n.d., and schoolcounselor.com, 2019

Role of the School Counselor

1. What do you see as the main role of a school counselor?
2. What do you think is the most important characteristic of a school counselor?
3. What can you provide that is different from a social worker, school psychologist, or mental health counselor?

Strengths and Interests

4. What influenced you to be a school counselor?
5. What practical experiences have you had that make you feel capable as a school counselor?
6. What is your strongest asset?
7. How would you deal with cultural differences in a school setting?
8. What is something new you would bring to our program?

Foundation of Comprehensive School Counseling Program

9. How does a comprehensive school counseling program support the school's academic mission?
10. What is your school counseling and education philosophy?
11. What counseling theory or approach do you most closely follow? Why?

Delivery of Comprehensive School Counseling Program

12. What is your experience with implementation of a school counseling core curriculum?
13. How would you approach individual student planning?
14. How do you develop a positive relationship with students in individual counseling? Small-group counseling?
15. How would you handle a large group of students having attendance problems?
16. What experiences have you had with developing transition plans?
17. Describe how you would implement small-group counseling and classroom lessons.

Management of Comprehensive School Counseling Program

18. What type of school counseling activities would you institute to help close the achievement gap at our school?
19. What innovative and new ideas would you like to employ as a school counselor?

Advocacy

20. How have you advocated for students?

What Would You Do If . . .

21. One of your students tells you she is pregnant.
22. You suspect one of your students is being abused.
23. One of your students talks to you about wanting to kill himself or herself.
24. One of your students tells you he or she is being abused.
25. A student requests a teacher change because he or she doesn't like the teacher.
26. A parent requests you to switch his or her child's teacher.
27. A student requests to be in the same lunch period as his or her friend.
28. You suspect one of your students is abusing drugs or alcohol.
29. One of your students admits to being sexually active.
30. One of your students tells you he or she is gay.
31. One of your student's parents is terminally ill.

32. One of your students does not get into his or her first college choice.
33. One of your students wants to drop out of school.
34. One of your seniors is not going to graduate.
35. One of your students continues to fail mathematics (or any subject) each quarter.

Academic Coaches

Source: Adapted from Warren, 2018.

1. What makes you want to be an instructional coach?
2. Describe a time you led impactful professional learning.
3. Describe your education philosophy and how it helps you be an impactful coach.
4. Describe a time when you experienced pushback from a fellow teacher. How did you handle it?
5. How will you build a strong partnership with your principal to ensure teacher learning is effectively facilitated and leads to increased student achievement?
6. One of the primary areas of work for an instructional coach is to help teachers build their capacity and increase their ability to meet student needs. To accomplish this, an instructional coach must identify the essential components of quality instruction. With that in mind, talk to us in detail about what quality instruction looks like.
7. As a coach, how will you work to increase student achievement and close achievement gaps?
8. Teachers in our building have various skill levels and different needs regarding support and professional development. How will you determine the focus of your work and the strategies you will use when differentiating your work with adult learners?
9. Please discuss the skills and dispositions (personality traits) that ensure you are a successful instructional coach. Why are you the right person for this job?
10. Tell us one thing about yourself that we may not know.

Principal and Assistant Principal

Source: Adapted from American Association of School Personnel Administrators, n.d.

1. Please provide an overview of your professional experiences, describing the experiences you feel have prepared you for success in this role and have helped craft your vision for school leadership.
2. If you were hired for this position, what would you identify as your top three priorities for starting a new year with a new community for students and parents?
3. Please tell us about a time when you had to lead people through a controversial change. How did you handle this situation, and what would you do differently if you could do it over again?
4. A decision is made at a district administrative meeting regarding an instructional issue. You don't completely agree with the decision, in part because you expect there to be significant resistance at your school regarding implementation. How would you proceed?

REPRODUCIBLE

5. What do you believe are your most outstanding contributions to your current district?
6. What do you believe are your greatest strengths as an administrator?
7. In what areas do you feel that you want to continue to grow?
8. What would the students at your current school say about you?
9. How do you manage the multiple responsibilities of an administrator?
10. What process do you use to solve problems and resolve conflicts between staff members?
11. A staff member comes to you saying she is having trouble collaborating with a teammate. The teammate is new and does not want to share ideas or discuss student data during team meetings. Instead, this colleague complains about the amount of meeting time and attempts to end the meetings as quickly as possible. What would you do?
12. How do special area courses (for example, physical education, art, or music) contribute to student achievement in general and to the attainment of core curriculum standards?
13. Our district serves many students from linguistically and culturally diverse backgrounds. What do you believe a school should offer bilingual students and their families?
14. What is important to keep in mind when providing services to students who qualify for bilingual services and who also have an individualized education program (IEP)?
15. With our district's focus on inclusionary practices, teachers are expected to develop meaningful, differentiated learning experiences for the full range of students in their classrooms (students with IEPs, English learners, average students, self-motivated students, quiet students, high-performing students, and so on). How will you know if a teacher is reaching all students, and how will you support a teacher who is struggling with this?
16. What kinds of supports would you offer a brand-new teacher to help him or her be successful?
17. What has been your role regarding both academic and functional or behavioral response to intervention (RTI)?
18. The mother of a special education student calls you upset that her child's behavior plan is not being implemented as written and, as a result, her child is receiving inappropriate consequences. What actions would you take?
19. Tell us about a time when it took longer than usual to build trust with a coworker or staff member. How did you eventually build that trust?
20. Tell us about one of your most challenging interactions with a parent and how you worked through it. After reflecting on that experience, what did you learn that will assist you in future interactions with parents?
21. What steps will you take to get to know the staff in your new school?
22. You walk by a classroom empty of students and see a teacher sitting at his or her desk crying. What would you do?
23. What is the most challenging situation you have faced as a school leader or professional? What did you learn from that experience?

24. How do you remain current regarding best practices and research in curriculum and instruction?
25. Describe your beliefs as they relate to student discipline.

References

- American Association of School Personnel Administrators. (n.d.). Principal/assistant principal interview questions. Accessed at <https://aaspa.org/principalassistant-principal-interview-questions> on December 21, 2018.
- American School Counselor Association. (n.d.). Possible interview questions for school counselors. Accessed at www.schoolcounselor.org/administrators/interviewing-school-counselors on December 21, 2018.
- Hodges, T. (2012). Gallup's teacher applicant report and hiring date: TeacherInsight. Accessed at https://google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=2ahUKEwj79vPm9_DgAhXH6YMKHbeuAvIQFjABegQICBAC&url=https%3A%2F%2Fwww.gallup.com%2Ffile%2Fservices%2F175979%2FGEC%2520HR%2520webinar%252010_30_13.pdf&usg=AOvVaw2AH5T_14wBGFa5lOk_5buG on March 7, 2019.
- Schoolcounselor.com. (2019). Interview questions. Accessed at <https://schoolcounselor.com/professional-development/interview-questions> on July 25, 2019.
- Warren, F. (2018). 10 interview questions for a potential instructional coach. Instructional Coach Academy. Accessed at <https://theinstructionalcoachacademy.com/index.php/2018/03/19/10-interview-questions-for-a-potential-instructional-coach> on January 14, 2019.