

Question Bank: for Phone Screens & Interviews

Fit Check (typically do these in a phone screen to make sure there are not any fit red flags)

- 1) There are some unique things about our school / community that I want you to know up front, and I want to make sure these are all a fit for you. <describe your context--both what makes it great, and what makes it hard> Does all of that sound like it could be a fit for you?
- 2) Have you reviewed our salary schedule and benefits? Before we get any further, I want to be sure these are a fit for you.

General Question Bank (choose 3-5 for a typical phone screen, 5-7 for an interview)

- 1) Walk me through your background starting with your experience in elementary school. How did you become the person you are today? How did you get where you are today? (Can push for more details re. professional experiences / career decisions)
- 2) Talk to me about the strongest team you've ever been on. What made it strong? Successful?
- 3) Tell me about a time you went above and beyond in your current role.
- 4) Talk about a struggling student (behaviorally, academically) – what supports did you put in place, how did you ensure his or her success? Are they successful? Why or why not?
- 5) Is it better to be strict or caring? Which are you? Can you be both? Regardless of which you choose, strict, caring or both, use concrete examples to articulate exactly what it looks like in action in your classroom.
- 6) Classroom management styles tend to fall along a spectrum – from teachers who have a procedure for everything (such as when and how students may get a tissue) to those who believe more in personal freedom (students can determine when/if they will get a tissue at any time). Where do you fall on that spectrum? Give me examples.
- 7) How should teachers be evaluated? Pick 3 areas to evaluate, provide each with a percentage and explain your rationale.
- 8) Why our kids? What do you care about our community?
- 9) Tell me about your students' performance. Are you satisfied? Why or why not?
- 10) What is one policy/system/structure that you'd absolutely want to maintain from your school and what's one that you'd want to change?
- 11) What do you want to be doing? For how long? Tell me about your career ambitions?
- 12) If you could be given a coach who works with no one else but you, what would be your top growth priority? Why?

- 13) Tell me about a time you failed at something. What was it? Why do you think you failed? How did you react?
- 14) Tell me about your biggest pet peeves in a school.
- 15) What does your ideal school look like?
- 16) I walk into your classroom at 9:30 AM? What do I see? What do I hear? Describe the culture of your classroom.
- 17) How much of the primary elementary school day should be academic? How much should be social?
- 18) What types of behaviors do you let slide in the classroom? Why?
- 19) A student in your class is consistently tardy. What do you do?
- 20) Can you tell me about a time you were tempted to lower expectations. Why? What did you do?
- 21) What do you need from your fellow staff members in order for you to help scholars get smarter? How have you supported your co-workers to help support your scholars in getting smarter?
- 22) Tell me about a time you had to do something you didn't necessarily want to do, but you did it for the betterment of the school?
- 23) Describe in detail how your end of day looks after students leave school.
- 24) How much work do you typically take home during the week? On weekends?
- 25) If 10 is a master teacher and 1 is an absolute novice, where would you rank yourself? Why?
- 26) You're standing in the threshold of your classroom greeting your scholars for the start of the day with a handshake and you observe a scholar from another class running in the hall. What do you do? ...Before you can "make a move," another teacher a couple of doors down begins yelling at the scholar who was running? What do you do? If anything.
- 27) Teachers carry out multiple tasks throughout the course of a day. What's your average day? What do you do to make sure you meet all of your tasks and your daily goals are achieved?
- 28) How do you make yourself available to families outside of school? Cite an example.
- 29) Describe a conflict you've had with a co--worker. What caused the conflict? What steps did you take to resolve the conflict? How is that relationship currently? What makes you think that?
- 30) What stresses you out? How do you deal with that stress?