

Questions I used at the High School level. Hope these help or give some ideas.

1. METHOD OF INSTRUCTION

- 1.1 Describe what I will see when I observe you:
 - 1.1.1 How will you begin class?
 - 1.1.2 What will you do during class?
 - 1.1.3 What will the students do in class?
 - 1.1.4 How will you end class?
- 1.2 Describe/give examples of projects/activities that engage the student in the learning process.
- 1.3 Describe/give examples of your lesson design
- 1.4 What will you do to identify and address different student learning styles?

2. ASSESSMENT OF LEARNING:

- 2.1 How will a student earn a grade in your class?
- 2.2 How will you provide feedback to students on their performance?
- 2.3 How will students provide feedback to you on your performance?
- 2.4 What self-assessment activities will students engage in?
- 2.5 What closure activities will you utilize to assess student understanding/learning?

3. CLASSROOM MANAGEMENT:

- 3.1 Give examples of what behavioral expectations your management plan will include
- 3.2 Give examples of consequences that your management plan will include
- 3.3 How will you motivate a student who isn't learning?
- 3.4 How will you communicate your management plan to the students and the parents?

4. COMMUNICATION:

- 4.1 Discuss the art of questioning.
- 4.2 How will you communicate with parents?
- 4.3 How will you document your communications with parents?
- 4.4 Thoughts on other communications (students, department members, administration, etc.)

5. CULTURAL AWARENESS:

- 5.1 What activities will you use to create a classroom of trust and respect?
- 5.2 How will you promote acceptance, tolerance, diversity in the classroom?

6. TECHNOLOGY

- 6.1 Describe/provide examples of your knowledge level and experience with technology
- 6.2 How will you design learning experiences to promote student skill in the use of technologies appropriate to your discipline?

7. Describe how you will use a variety of instructional strategies to encourage students' development of critical thinking, problem solving and performance skills.
8. What are your 3 professional strengths?
9. When I check your references, what will they "really" say about you?
10. How will you utilize the Illinois Professional Teaching Standards to improve as a teacher?
11. What is your philosophy of education - 15 words or less:
12. What are 3 qualities of a great teacher? What will you do to make sure that you have them?
13. What is one of the most important elements of your subject - what do students have to know to be successful - teach it to me.
14. What is unique about your teaching - what will you bring to our school - why should we hire you?
15. Do you have any questions or comments - any thoughts on any part of our interview that you would like to complete, explain or expand upon?

I developed a form and used these questions for my last 5 years. The questions did give me a real look at what the teacher background was. As always, without observation, one can't really tell what delivery of instructional services will look like, but this can help.

Before I retired, I toyed with telling all candidates to prepare a short - 10 minutes lesson - and be prepared to present it during the interview, but never got around it. Wish I had gotten to it.

Some people tend to look at the hiring process as tedious. I always enjoyed it and saw it as an opportunity to continue the impact on the students.

Best of luck - hope you get some ideas,

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