**Interview Questions for a New Teacher:**

1. Decision:
   1. Why are you interested in being a teacher? What inspired you or motivated you to pursue teaching?
   2. What do you think you would enjoy the most about teaching school?
   3. Is there anything that scares you about the idea of teaching school?
2. Academics
   1. Where did you go to school, and what curriculum did you have?
   2. Did you enjoy school?
   3. What kind of student were you? How well did you put yourself into school?
   4. Do you enjoy reading?
   5. What subject areas are your areas of strength? Weakness?
3. Personality & Maturity level:
   1. What are your strengths and weaknesses in planning, organization, discipline, structure? Explain
   2. Do you enjoy meeting new people? Would you rather spending an evening at a social event or would you rather have an evening at home alone?
   3. What do you enjoy doing in your free time? What are your hobbies? What do you enjoy reading?
   4. Do other people irritate you easily?
   5. Would you say that you enjoy doing activities with children?
   6. What age bracket do you enjoy the most?
   7. Are you comfortable interacting with adults?
   8. Are you a tidy or neat person? Give examples. Is it important to you that your students are neat and organized?
   9. Are you a good listener? Give examples.
   10. Are you easily overwhelmed? Give examples.
   11. Teachers are asked not to do social media (e.g. Facebook, casual texting) during the school day…would that be a problem for you?
   12. If you could create the ideal school, what would it be like? What are some of the qualities that you would say characterize an ideal classroom?
   13. We try to provide support and accountability for our teachers by: 1) providing some in-house training sessions 2) staff meetings 3) classroom observations 4) teaching methods reviews (principal interacts with teacher about schedule, procedures, lesson plans, grading methods, etc.)---Would you be open to this kind of growth mentality and accountability?
4. Scenarios:
   1. How would you treat a student that does not meet a deadline or complete an assignment? Grace? or Punishment?
   2. How do you feel about a rule that does not bother you personally, but is a school rule?
   3. How would you handle making a difficult phone call to a parent?
   4. If you were asked by the principal to tighten the line in a specific area, and it was now time to address the students, how would you proceed?
   5. Let’s say you were taken off guard by a specific incident and disciplined in anger. How would you handle retracing your steps or resolving the situation?
5. Convictions & Beliefs:
   1. How old were you when you become a Christian?
   2. How would you describe your relationship with God since that point?
   3. What are ways that you are pursuing growth in your spiritual life?
   4. There are three supporting churches for our school. Would you be willing to take a part in the life of one of the supporting churches, embrace their positions and standards, and be accountable to the church?
   5. Integrity is critical in the ministry of teaching. Are you committed to an inner life that is aligned with what you would show students in the classroom? Are you open to other people challenging you in areas that are not consistent?
6. Future:
   1. How long do you see yourself teaching? One-year? As long as God allows it?
   2. Any questions for us?

**For a potential teacher with prior experience:**

*Motivation/Experience/Training*

I. Tell us about yourself,

2 Why did you enter the field of teaching?

1. What experiences have you had related to teaching?
2. What qualities do you have that make you an effective teacher?
3. Do you have experience with special education students?
4. Why do you want to teach in our school (district)?

*Teaching Effectiveness*

1. How do you meet a range of skills and needs commonly present in a classroom?
2. When do you use an individual, group, and/or whole-class teaching approach? Why?
3. Let's imagine we are going to observe a teacher teaching a lesson. I tell you in advance  
   to expect a superb lesson. What would you expect to see in that lesson?
4. How do you stimulate active participation in the classroom?

*Teacher Planning/Preparation*

I1. What kinds of planning do you see a teacher doing?

1. How do you plan for a year? A week? A day?
2. How do you know what you will cover?
3. What types of resource materials do you like to use?

*Classroom Management/Discipline*

1. What are some characteristics of a well-managed classroom?
2. What discipline methods work for you?
3. What is your primary goal with student discipline?
4. How much responsibility for their learning do you feel students should have to take?
5. What types of rewards and consequences would you use?
6. Describe your most difficult student discipline situation and how you handled it.

*Staff Development/Professional Growth*

1. What do you see yourself doing over the course of the next several years to improve  
   your abilities as a professional?
2. What professional development topics most interest you?

*Staff Rapport/Relationships*

1. As a teacher new to school, what would you see yourself doing to contribute to healthy  
   staff relationships and to become part of the staff?
2. What should a principal expect from teachers?
3. What should teachers expect from a principal?