

(shared by Jim Buck, Executive Director of the Oregon School Personnel Association)

Future Teachers ... learn from mistakes others have made!
Recruiter and Candidate Feedback from the Greater Denver Teacher Fair Candidate Survey 2005
Difficult Questions Asked in Interviews

- How would you accept feedback from a principal's observation?
- What experiences outside the classroom have prepared you for teaching?
- What would you do with an angry parent?
- Tell me about teaching interventions.
- Describe what the first few days in your classroom would look like.
- What is your greatest teaching challenge?
- Why do you want to work with us? What do you know about us?
- What would you do if a student told you his parents don't understand him?
- Tell me about yourself.
- Is it important for students to like you?
- How do you incorporate Colorado standards into your teaching?
- What motivates you?
- What is the one experience in your life that most contributes to who you are and why you will be an asset to our district? (diversity question)
- How do you know learning is taking place in the classroom?
- Why are you a better candidate than other candidates?
- Is it okay to tell a student you are their friend?
- Discuss a relationship you had with a student.
- How do you feel about not meeting deadlines?
- How do you feel when students fail?
- How do you apply literacy to art?
- Describe an issue in education that you feel strongly about.
- How do you handle bad behavior?
- What would you bring to the classroom?
- As a high school English teacher, what aspects of science could you teach in your classroom?
- Why did you choose this district?
- What does it mean to teach?
- Have you ever told a student you liked him/her?
- Why should we hire you?
- What is your philosophy of education?
- What is your teaching style?
- What does effective teaching look like in your classroom?
- What types of activities do you include in your lessons to promote higher level learning?
- How would you define empathy?
- What would be your ideal school?
- What would you say to a student who says that they like you?
- Do you tell your students that they are your friends?
- What new ideas have you had in the last two months?
- What makes a "good" teacher?
- How important is success in the learning process?
- Questions about reading strategies using new terminology.

- What role does education play in society today?
- What techniques do you use to teach?
- Questions about techniques for differentiating instruction.
- If I were to observe you in your classroom, what would I see?
- Who are the three most influential people in your decision to become a teacher?
- What assessment modifications do you use to teach all learners?
- What questions do you have? (This was the first question directed to me.)
- Describe a conflict and how it was resolved
- How do you integrate critical thinking skills into your literacy instruction?
- What is something you've read in the last month?
- Is there anything you would like us to know about you?
- Scenario questions.
- How do you handle classroom discipline?
- Talk about the reading programs you have been exposed to.
- Is teaching the most important profession?
- What frustrates you about people? What about you frustrates other people?
- What is a good question I could ask you that would allow me to get to know you better?
- What is your dream job?
- Would you prefer a heterogeneous or homogeneous class?
- How do you deal with different learning styles?
- Questions that have to do with standards.
- How are your lessons going to change over the course of the year?
- How would you differentiate instruction for ESL students if you required them to use only English in speaking, writing and reading?
- What relationship outside of teaching is the student-teacher relationship most like?
- What is your vision of a school that needs diverse student needs?
- What are you most excited to try once you have a classroom of your own?
- ESL and ELL questions.
- How would you use ELL techniques to teach your students?
- What is the most difficult experience you've had?
- What would you add to our district if you worked for us?
- What are the three most important qualities in a teacher?
- What is your weakness as a professional
- List three weaknesses and three strengths.
- Rank the following: planning, discipline, method, evaluation, then offer a rationale for the ranking order you selected.
- Who is your role model?
- What's the easiest thing about teaching?
- How do you integrate literacy into your subject area (science)?
- What are the six traits of writing and how would you use them in your classroom?
- How do you use formative and summative data?
- What are you doing right now for professional development?
- What do you expect your students to learn?
- How do you handle a difficult student?
- What is the difference between constructive teaching versus traditional teaching?
- What have you discovered in the last two months?

- Provide a metaphor for what literacy looks like in your classroom.
- Describe a lesson: planning, preparation with students and the lesson itself.
- What are you looking for in terms of salary?
- What is the role of curriculum? Define curriculum.
- What are your aspirations?
- How do you achieve success?
- What do you envision as an ideal school and why?
- Why can't kids read by the time they are in 7th grade?
- How do you teach reading?
- What skills could you bring to students, parents, and fellow teachers on many levels?
- If a parent came to you and was upset because he/she believed your class was too easy and felt his/her child was capable of more, how would you respond?
- What does professionalism mean?
- Why are you a teacher?
- Talk about one of your teaching successes and one of your failures.
- How do you deal with disruptive students?
- What is the difference between differentiation and individualization?
- What do you like least about dealing with parents?
- What process would you use to teach writing to your students?
- How do you help children to become critical thinkers?
- What kind of student do you teach best?
- What qualities in parents are hard to work with?
- What does your ideal homework assignment look like?
- How would you define a "highly qualified" teacher?
- What motivates you in the classroom during the most challenging moments?
- What is assessment-driven instruction?
- What is a teacher?
- What is the single most successful thing you have accomplished in teaching?
- How do you meet the standards and deal with the expectations of CSAP?
- A student tells his teacher that he forgot his homework and the teacher's response is, "Okay, I forget sometimes too." What is your response?
- How do you feel about assessments and what assessments have you used?
- What are the good and the bad of the school system?
- What is data-driven instruction?
- How do you promote cultural diversity and tolerance in your classroom?
- Do you consider yourself a leader or a follower?
- How would you give bad news to a parent?
- How would you re-engage a student who is gifted but not doing the work?

(Source: Greater Denver Teacher Fair Candidate Survey 2005)