

(School District)
Middle School Teacher Interview Questions

The goal of the interview process is to identify leading **candidates for employment who are: 1) best qualified to produce the desired results, 2) best** equipped by experience, training and temperament to perform effectively in this type of job environment, and 3) **most able to perform effectively** the priority actions required in this position. The following questions may be used to evaluate a prospective applicant's teaching abilities.

1. Please review your background and tell us how your educational experiences have prepared you for the teaching profession.
 - Appropriate educational background: course work, subject area classes, highly qualified
 - Plans for continuing education
 - Master's Degree
 - Extensive study with age level/subject matter
 - Professional activities

2. Why did you want to be a teacher and what do you wish to accomplish?
 - Purpose for being a teacher
 - Desire to help students learn, commitment to each student
 - Positive statements/feelings about teaching profession
 - Seeing students grow and develop
 - Satisfaction in helping others
 - Contribute to society
 - Willingness to grow and be the best

3. What experiences have you had that have prepared you to teach middle school students?
 - Student teaching
 - Substitute teaching/long-term assignments
 - Prior contractual experiences
 - Volunteer work outside of school day
 - Extra-curricular experiences
 - Civic experiences
 - Positive experiences with students

4. What instructional skills should an effective teacher demonstrate and what methods should be used to implement these skills?
 - Knowledge and use of instructional techniques
 - References to specific instructional models
 - Plans and implements effective lesson plans
 - Understands goals and objectives
 - Implements new skills and ideas
 - Uses a variety of learning styles and methods in presenting lessons

- Ability to assess students' needs and prescribe programs to meet those needs
 - Plans and paces appropriate lessons
5. What is your strongest asset that you will bring to the teaching profession and please share and explain an example of that strength?
- Self-awareness assessments
 - Ability to diagnose personal strengths
 - Ability to describe
6. What area would you like to develop in yourself and what strategies do you have for improving your own performance?
- Ability to diagnose own needs
 - Plan for professional growth
 - Plans to implement growth
 - Commitment to education as a profession
7. How and with whom do you see yourself interacting in this teaching assignment? Give an example of how you have worked with individuals and describe how you handled a situation that was difficult or sensitive.
- Ability to work both as an individual *and* as part of a team
 - Understands complexity and makeup of team members
 - Ability to work within a consensus model of decision making
 - Respectful, sensitive and understanding of others
 - Development of interactive strategies
 - Professional
8. How would you prepare your classroom and yourself prior to the first day of school?
- Ability to present ideas into logical statements
 - Prepared and positive toward assignment
 - Demonstrated ability to sequence activities
 - Thoroughness of specific plan described
 - Demonstrated ambition, involvement, high energy level
 - Initiative
 - Ability to pace self in activities
 - Successful in implementing plans
9. Describe your classroom management style and discuss discipline strategies you would use for middle school students.
- Establishment of clear parameters; teach the rules
 - Understands that positive reinforcement and high expectations are vital to student success
 - Importance of student individual needs; consistency, fairness

- _____ Appropriate, positive, preventive approach
- _____ Caring, sincere concern for others
- _____ Well-formulated plan
- _____ Provides clear, positive feedback
- _____ Assisting toward self-discipline
- _____ Development of courtesy, self-control, respect, responsibility

10. Suppose the teacher in the next classroom liked to do as little as possible – for example, arriving late and leaving early – and wanted you to do the same. What would you do?

- _____ Commitment to the district
- _____ Views self as role model
- _____ Sense of commitment, responsibility, leadership

11. If you ended up working here, what would you think about calling another middle school teacher and asking about what she does to help her students get off to a positive start?

- _____ Recognizes benefits of mentoring
- _____ Ability to recognize proper role models
- _____ Senses importance of learning from and with others

We have one more question to ask you and then we will be happy to answer any questions that you may have.

12. What are some ways in which you would enhance our Middle School program?

- _____ Demonstrates a depth and knowledge of theory and content
- _____ Extent and quality of basic preparation
- _____ Evidence of planning and good organization
- _____ Variety of instructional techniques
- _____ Effectively supports curriculum design
- _____ Knowledge of current and new educational developments
- _____ Continues professional preparation and growth

13. At this time, do you have any questions for us?

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- Have designated interviewer thank candidate for coming.
 - Give the candidate guidelines for procedures that follow, including timeline for notification.
 - Ensure the candidate understands they may contact designated interviewer if they have any further questions.

- Complete the Interview Evaluation Profile individually, then discuss as a group.

Key Question: Was the team able to identify a leading candidate who is **best qualified, best equipped, and able to perform effectively** as a teacher in our school?