

(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)