

Sample Interview Questions

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Overview

The questions you might ask a teacher candidate during an interview differ depending on whether you are speaking to a novice or experienced teacher. As a result, we have structured these sample interview questions accordingly, focusing each question on one or more of the core competencies critical to success for blended learning teachers.

Sample Interview Questions: Experienced Teacher

1. Describe a successful lesson that you have taught. (Competencies: planning, classroom management, content expertise)
 - a. Explain what it looked like in your plan, how it was delivered, and what made it a success.
 - b. How many of the students in your class understood the content and attained the skills taught? How did you know?
 - c. What did you do to address the students who did not understand the concepts?
2. How do you approach differentiating your teaching for students with different learning abilities and preferences? (Competencies: planning, classroom management, content expertise)
3. Have you ever divided your class into multiple groups, focusing your teaching on one group while others work on different tasks? (Competency: classroom management)
 - a. What are your most effective tools for managing in this setting?
 - b. How do you track the engagement and progress of all groups while maintaining focus on your lesson delivery?
 - c. What are your greatest challenges in that setting? What has been most helpful to overcoming those challenges?
4. Describe a group of students you have worked with who were not motivated. (Competency: classroom management)
 - a. How did their lack of motivation manifest itself in your class?
 - b. Describe the action(s) you took in response to any of these factors that you felt you could control.
5. You have a student who is continually disrupting class. Sometimes it's just her; other times, she involves other students in the disruption. What do you do? (Competency: Classroom management)
6. Describe an "aha" moment you have had while reviewing data about one of your students. (Competency: data collection, analysis & usage)
 - a. What did you learn from it?
 - b. How it improve your ability to plan and deliver lessons that improved his or her performance? Did you modify your practice in any way as a result? Why or why not?
7. Describe a tactic you have adopted to improve your practice as a result of observing another teacher in class or sharing ideas and practices during professional development time. (Competency: Collaboration)
 - a. Describe a successful practice that you have shared with other teachers. Did they adopt it? Did it help them improve? Why or why not?
8. Describe a risk you took in your job. (Competency: Risk taking)
 - a. Why did you take that risk?
 - b. What was the outcome?
 - c. Did it help you improve some aspect of your practice? Why or why not?
9. Explain how you decide when to take a risk in your work. What makes the risk worth taking? What do you expect to learn or achieve from taking a risk? (Competency: Risk taking)
10. How you make sure your content knowledge stays fresh? (Competency: content expertise)
 - a. How do you keep up to date on emerging ideas in your content area, including new teaching tactics?

Sample Interview Questions: Novice Teacher

1. Imagine you are teaching 7th grade math. After giving your students an assessment at the beginning of the year, you determine that approximately 1/3 of students are on grade-level, a handful of students are above grade level, and the majority of students are below grade level. Among the students who are below grade level, many are working at a 5th or 6th grade level, but a few have not grasped basic mathematical concepts such as multiplication and division. (Competency: Planning)
 - a. What goals would you set for the students in your class?
 - b. How do you develop plans to meet all of your students' academic needs?
2. Describe an instance where you have had to complete a task while also maintaining part of your attention on one or more other activities. How did you manage? (Competency: Classroom management)
3. Describe a group of students you have worked with (whether through student teaching or other experiences) who were not motivated. How did their lack of motivation manifest itself in your class? (Competency: Classroom management)
 - a. Describe the action(s) you took in response to any of these factors which you felt you could control.
4. Imagine you have a student who is continually disrupting class. Sometimes it's just her; other times, she involves other students in the disruption. What do you do? (Competency: classroom management)
5. Describe an instance where you had to read and interpret a set of data. (Competency: data collection, analysis & usage)
 - a. What did that data tell you?
 - b. How did you uncover that information?
 - c. How were you able to use it productively?
6. Describe an occasion, either professionally or in school, in which you had to work as a team to achieve a goal. (Competency: collaboration)
 - a. What role did you play?
 - b. What was the team's greatest challenge?
 - c. What was your greatest challenge?
 - d. What, if anything, would you have done differently in retrospect?
 - e. Might the team have worked more effectively with greater or fewer participants? Why or why not?
7. Describe a risk you took at work or in school. (Competency: risk taking)
 - a. Why did you take that risk?
 - b. What was the outcome?
 - c. Did it help you improve some aspect of your work? Why or why not?
8. How did you develop your content expertise? (Competency: content expertise)
 - a. How do you plan to maintain and improve it?