Teacher Interview Guidelines

PROFESSIONAL QUALITIES

Employers look for a number of professional characteristics in a qualified candidate. Carefully identify your qualities and be ready to share them with hiring officials.

- **DEDICATION** to teaching and learning
- **EXPERTISE** in a subject area
- **COMMITMENT** to the success of each student
- **KNOWLEDGE** of effective teaching and classroom management practices
- **UNDERSTANDING** of learning theories and how to make instruction relevant to the learner
- **ABILITY** to learn within and across departments and grade levels.

Employers identified important personal qualities sought in teacher applicants. They look for teachers who are:

- Conscientious
- Creative
- Flexible
- Intelligent
- Motivated
- Confident
- Articulate
- Adaptable
- Cooperative
- Enthusiastic
- Honest
- Caring

PREPARING FOR INTERVIEW QUESTIONS

Employers identified the following items to be the top interview topics:

- Teaching Philosophy
- Classroom Management
- Learning theories and instructional strategies
- Collaboration / Team Building
- Subject Matter / Grade-level Expertise
- Assessment and Evaluation
- Strengths and Weaknesses

*Hint: Don’t interview until you feel comfortable with these topics.*
**TEACHING Philosophy**

*Hint: Your “philosophy” determines your teaching style and behavior. It is simply what you, as a teacher, believe about:*

- Management
- Content
- Methodology
- Values

*Hint: Here are employer pointers for responding to the philosophy question.*

**Don’t give us:***

- *Textbook versions*
  
  *Give your philosophy!*
- *Long, Detailed Answers*
  
  *Summarize your beliefs in a few thoughtful sentences!*
- *Excuses for not having one*
  
  *Take the time before your interview to develop a statement of your philosophy.*

**CLASSROOM MANAGEMENT**

Consider incorporating these five points into your answers that employers ask most often nationwide:

- Student Behavior Standard
- Lesson Design & Purpose
- Inclusion of All Learners
- Learning Environment
- Effective Classroom Routines and Procedures

**10 TOUGHEST TOPICS**

Employers say – and new hired teachers agree – the following topics are difficult for beginning teachers:

- Talking about yourself
- Describing your teaching style
- Summarizing your teaching philosophy
- Relating multicultural, gender-fair classroom practices
- Identifying classroom management strategies
- Communicating effectively with parents and colleagues
- Expressing short and long-range goals
- Addressing assessment and evaluation
- Discussing lesson design, planning and execution
- Articulating weakness, strengths, and special skills