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