

Name: \_\_\_\_\_

Date: \_\_\_\_\_

**SAMPLE TEACHER INTERVIEW QUESTIONS**  
(Reprinted with permission from ACSI Christian School Personnel Forms)

**SPIRITUAL AND PHILOSOPHICAL QUESTIONS**

1) Briefly describe who you know Jesus Christ to be.

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2) What are some of the methods you use to keep your relationship with the Lord vital and meaningful?

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3) Do you feel particularly called to Christian education? Why?

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4) What is your understanding of the philosophical differences between Christian and secular education? What are the main characteristics that distinguish a Christian school from a public school?

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5) How would you describe a person who has a “teachable spirit?” How close do you think you come to that description? How do you respond to constructive criticism?

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6) What is the biblical role of parents in a child’s life?

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- 7) Frequently, people in ministry refer to the Matthew 18 principle when trying to resolve a conflict or problem with a parent or staff member. Please share with me the steps a person should follow when seeking to follow the Matthew 18 principle.

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**INTERPERSONAL SKILLS**

- 1) What types of “people situations” frustrate or sadden you most and how do you handle them Biblically?

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- 2) What situations create pressure for you? Why? How do you handle them?

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- 3) In what area is God leading you to improve in your life?

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- 4) Describe a situation with a parent where there was a difference of opinion. How was it resolved?

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- 5) One of your parents says their child is bored in school. How do you respond?

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- 6) What do you believe to be your most successful interpersonal skill? Describe a life situation in which you have put these skills into practice.

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- 7) Why should a parent spend \$6,600/year to send their child to your classroom when they could get a good education in a public school?

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**QUESTIONS RELATED TO PROFESSIONALISM**

- 1) State the role of the school administration from a Biblical worldview.

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- 2) What do you view as your 3 greatest teaching strengths to use at our school?

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- 3) How to you construct a lesson plan?

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- 4) Describe your teaching style and how you accommodate the different learning styles of the students in your classes.

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- 5) What specific strategies will you use to effectively communicate with parents?

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- 6) What are your plans for continuing your professional growth?

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7) What did you like about your previous employment? Dislike?

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8) (Professional ethics) - What would you do? You are teaching an elementary class and your teaching assistant is sitting at your desk crying. How do you handle this professionally?

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**EDUCATIONAL SKILLS**

1) What does developmental appropriateness (or age appropriateness) mean in education? Can you give an example?

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2) Explain the difference between positive and negative reinforcement.

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3) What is differentiated learning?

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4) What is your philosophy of learning? teaching?

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5) What do you know about learning disabilities?

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6) Is education more about “experience and process” or “subject matter and content”? Explain.

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7) Explain how you feel reading should be taught.

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**CLASSROOM DYNAMICS**

1) Why will students want to come to your classroom everyday?

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2) A teacher cannot ensure a student's success. We can encourage, enhance, provide avenues for successful learning, but we cannot guarantee it. What do you consider to be the most important attribute a teacher should demonstrate to ensure a child's success in learning?

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3) How do you show support for your students, or, how do you help students experience success? Please share a "success" story from your teaching experience. Explain methods you've used recently to maximize student success.

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4) What would you do to build positive, Christ-like attitudes in your students?

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5) What procedures do you use to evaluate student progress besides using tests? What is your philosophy of evaluation/assessment?

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6) You finished science and now have 10 minutes before you go to P.E. How do you fill that time?

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**DISCIPLINE RELATED QUESTIONS**

1) Describe specific techniques and routines you would use for the behavior classroom management.

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2) What is the most important classroom rule to put into place?

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3) Who should be responsible for discipline in a school? Why? When do you think a student should be sent to the office for discipline?

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4) What steps would you take in working with the parents of a child with a discipline problem?

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PLEASE LIST 8 BOOKS THAT YOU HAVE READ WITHIN THE LAST YEAR (secular and Christian):

## Using the Domains of Teacher Effectiveness to Select Candidates

Domains	Qualities	Application Packet	Interview	
		<i>Look for:</i>	<i>Ask the applicant to:</i>	<i>Listen for the applicant to:</i>
Prerequisites of effective teachers	<ul style="list-style-type: none"> <li>● Verbal ability</li> <li>● Knowledge of teaching and learning</li> <li>● Certification status</li> <li>● Content knowledge</li> <li>● Teaching experience</li> </ul>	<ul style="list-style-type: none"> <li>● Certification Status</li> <li>● Major or minor in subject area</li> <li>● Praxis verbal scores</li> <li>● Education coursework</li> <li>● Work experience</li> </ul>	"Explain how your coursework and/or participation in professional development offerings has been useful in your instruction of students."	Integrate the actual experience with what was done in the classroom in a clear and logical explanation.
The teacher as a person	<ul style="list-style-type: none"> <li>● Caring</li> <li>● Fairness and respect</li> <li>● Interaction w. students</li> <li>● Enthusiasm</li> <li>● Motivation</li> <li>● Dedication to teaching</li> <li>● Reflective practice</li> </ul>	<ul style="list-style-type: none"> <li>● Letter of interest in the position</li> <li>● Comments in letters of recommendation alluding to evidence of the qualities</li> </ul>	"Share with me an experience dealing with students that student teaching or other professional development opportunities had not prepared you for. What did you do, and what would you do differently now?"	Share a substantive issue, examples of resources used, and reflection in dealing with the experience. Discuss ways and means of demonstrating sensitivity, caring, and respect for students.
Classroom management and organization	<ul style="list-style-type: none"> <li>● Classroom management</li> <li>● Organization</li> <li>● Disciplining Students</li> </ul>	<ul style="list-style-type: none"> <li>● Letters of recommendation addressing the qualities with specific examples</li> <li>● Appearance of the application packet materials (complete; legible)</li> </ul>	"Describe how you establish a positive and productive learning environment in your classroom."	Explain how the applicant uses time at the beginning of the school year to establish routines, communicates and reinforces classroom expectations and introduces new students to classroom procedures.
Organizing for instruction	<ul style="list-style-type: none"> <li>● Importance of instruction</li> <li>● Time allocation</li> <li>● Teacher expectations</li> <li>● Instructional planning</li> </ul>	<ul style="list-style-type: none"> <li>● Writing sample about the applicant's education philosophy or beliefs</li> <li>● Positive comments from references about time management</li> </ul>	<p>"Tell me about how you plan and organize substitute lesson plans."</p> <p>"Describe the key components in your development of a lesson on the topic of _____, beginning with the lesson planning and moving through student assessment."</p>	Incorporate a description of continuity of instruction and how lessons accommodate individual abilities.
Implementing instruction	<ul style="list-style-type: none"> <li>● Instructional strategies</li> <li>● Content and expectations</li> <li>● Complexity</li> <li>● Questioning</li> <li>● Student engagement</li> </ul>	<ul style="list-style-type: none"> <li>● Specific examples noted in the letters of recommendation</li> <li>● High ratings from references on effective instruction</li> </ul>	"Describe a specific instructional setting in which you differentiated instruction."	Discuss why individual student accommodations were needed (such as gifted, a learning disability, or a physical limitation), the instructional strategies used, and the outcome of instruction.

<p>Monitoring student progress and potential</p>	<ul style="list-style-type: none"> <li>●Homework</li> <li>●Monitoring learning</li> <li>●Differentiation</li> </ul>	<ul style="list-style-type: none"> <li>●Courses and/or professional development on assessment strategies</li> <li>●Positive comments about professional qualifications in letters of recommendation</li> </ul>	<p>"Tell me about the homework you assign and what you do with the students' work."</p>	<p>Explain the alignment of learning objectives to the assignments given the variety of work assigned, the appropriateness of the task to the students assigned it, and the feedback given on the homework.</p>
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