

# Best Practice Framework

## National Center for Educational Accountability

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**Theme:** Staff Selection, Leadership, & Capacity Building  
**Level:** District

**Practice:** Provide strong leaders, highly qualified teachers, and aligned professional development

Interview questions seek to identify effective, highly qualified teachers whose goals and practices fit the goals of the district. Interview questions were developed by administrators and department chairpersons.

### INTERVIEW QUESTIONS Special Education/Math June 8, 2006

1. **Explain Position**
2. **Ask for:**
  - Copy of Certification
  - Two letters of reference
3. **Sign Application – Printed**
  - Biography
4. **Questions:**
  - a. **How do you stay current in your knowledge and skills? Give an example of how you try to continuously improve your performance.**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ 1 2 3 4
  - b. **What are your areas of strength that would help you with this position.**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ 1 2 3 4
  - What are areas in which you can improve?**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ 1 2 3 4
  - c. **What is your favorite unit to teach in Math? How do you differentiate your instruction to accommodate diverse learning styles?**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ 1 2 3 4

d. Describe your classroom management strategy for us - (Disruptive, unmotivated, struggling).

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1 2 3 4

e. Give me an example of when "good enough" is just not good enough for you.

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1 2 3 4

f. Describe to us an experience that required a great deal of flexibility on your part. How did you handle it?

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1 2 3 4

g. How would you rate your technology skills on a scale of 1-5? Why?

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1 2 3 4

h. What was the most significant challenge you faced this past year? How did you deal with it?

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1 2 3 4

5. What question(s) did you prepare to answer for us that we did not ask you? Answer question.

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1 2 3 4

6. What was the last book you read?

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1 2 3 4

7. Why would you choose to work with Middle School students?

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1 2 3 4

8. Do you have any questions for us?

**SCIENCE INTERVIEWS**

1. **Explain Position**

2. **Ask for:**

- **Copy of Certification**
- **Two letters of reference**

3. **Sign Application – Printed**

- **Biography**

4. **Questions:**

a. **How do you stay current in your knowledge and skills? Give an example of how you try to continuously improve your performance.**

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1 2 3 4

b. **What are your areas of strength that would help you with this position.**

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1 2 3 4

**What are areas in which you can improve?**

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1 2 3 4

c. **What is your favorite unit to teach in Science? How do you differentiate your instruction to accommodate diverse learning styles?**

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1 2 3 4

d. Describe your classroom management strategy for us - (Disruptive, unmotivated, struggling).

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1 2 3 4

h. What was the most significant challenge you faced this past year? How did you deal with it?

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1 2 3 4

5. explanations / questions.

6. expectations / questions.

7. What question did you prepare to answer for us that we did not ask you?  
Answer question.

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1 2 3 4

8. Do you have any questions for us?