

**University of Pittsburgh at Johnstown
Education Division**

**Sample Interview Questions Aligned with the Candidate Learning
Framework**

Commitment to Learning– Effective educators ignite students’ intrinsic motivation and curiosity for learning through practices that model the value of life-long learning.

1. How would you include cooperative learning in the classroom?
2. What techniques do you use to keep students actively involved during a lesson?
3. Describe an experience working with a struggling learner. What actions did you take to support the student? What were the outcomes, and what did you learn about yourself?
4. What experiences have you had to help students establish and achieve their individual goals?
5. Currently, much attention has been given to K-12 students’ career and college readiness. What are your beliefs out this issue and how has it impacted your instruction?
6. Teachers are often viewed as role models. In what way have you served as a role model to students?
7. What is your position on the heterogeneous grouping of students?
8. How do you help students experience success?
9. You give an assignment. A student ridicules the relevancy of the assignment. What would you do?
10. How would you challenge the slow learner and the advanced learner in the same classroom?

Reflective Practice– Effective educators purposefully seek to improve their professional practice. They seek new ideas and methodologies. Reflective practitioners evaluate results and refine their practice through continuous professional development.

1. What are your plans for continuing your professional growth?
2. Describe a time when you received professional feedback from a supervisor. How did you respond to the feedback?
3. Tell us about an interesting book or professional article your recently read?
4. What are your strengths and weakness as a teacher?
5. How do you evaluate your success as a teacher?
6. Tell us about how you use assessments during instruction?
7. What have been your experiences with student data analysis?
8. Describe your student teaching experience(s). What did you like/dislike?
9. What are your career goals, short- and long-term?
10. Tell us about a lesson that didn’t go so well. How did you respond and what did you learn about yourself?

Deliberate Instructional Planning and Implementation— Effective educators systematically and deliberately plan for student learning outcomes. They use assessment data to guide instruction and employ methodologies that are aligned with the learning needs of students.

1. Describe your knowledge and experience with the PA/Common Core standards applicable to your content area.
2. How do students learn [insert content area] best?
3. What is your process for planning lessons?
4. What kinds of materials or supplies are needed for you to do your job best?
5. Tell us about your philosophy of classroom management.
6. You have taught a lesson. 50% of the students did not do well on a post-assessment. How would you respond?
7. Give us an example of how you have used cooperative learning in your classroom.
8. Describe your teaching style and how you accommodate learner diversity.
9. Describe any innovative instructional projects you have been involved in. What was your role? What were the outcomes?
10. Explain how you would handle a challenging discipline problem in your classroom.
11. What opportunities have you had to bring multicultural education into your classroom?
12. What experience have you had with students from culturally diverse backgrounds?
13. Explain how you integrate language arts across the curriculum?
14. Explain how you sustain positive impact on student learning throughout a semester or academic year.
15. Tell us about the most successful lesson you have taught. What particular aspects made the lesson successful and what have you learned?
16. What is your process for planning a unit of instruction?

Informed Flexibility— Effective educators respond intentionally to unanticipated events in their classrooms, schools, and communities. They are able to augment planning in relation to the responses of students. Effective educators are ready to take advantage of learning opportunities that ever-changing situations present.

1. Describe a time when a lesson did not go well. What did you do?
2. Imagine that you have implemented a lesson that is going well; however, as you begin to assess students' before advancing to the next activity, students do not seem to understand your line of questioning. What would you do?
3. How would you respond when a student suddenly begins to make verbal outbursts during a class?

Teaching the Whole Student– Effective educators engage in the interactive process of understanding student diversity. Teaching the whole student involves understanding how a student’s life both inside and outside the school supports overall academic and social development. Educators who teach the whole student foster effective communication with their students’ families and communities.

1. What do you feel is the most effective way to communicate with parents/guardians? Describe how you have used this/these technique(s).
2. Describe a scenario in which you have incorporated community resources in your classroom. How did you obtain the resources and what were the outcomes?
3. In what ways might you assess a student with limited English proficiency to be sure the student is truly learning the content of your curriculum?
4. What types of supports would you provide to a student who demonstrates anxiety about curriculum?
5. How do you ensure that all students are learning in your classroom? Provide a specific example.
6. What experiences have you had developing goals for students with an IEP?
7. What are your beliefs about inclusive classrooms consisting of both general and special education learners?
8. In your opinion, what are the greatest challenges teachers face in meeting the needs of diverse learners?
9. Describe reasons why you would contact parents.

Accountability– Effective educators uphold high standards and measure the quality of their work by the impact on student learning and development. They build a range of indicators into their instructional plans to provide themselves, their students, and caregivers with continuous feedback regarding outcomes. Effective educators prepare their students for external evaluations without compromising instructional quality.

1. How do you systematically include assessments into your curriculum?
2. How do you assess students’ learning besides using tests?
3. Describe your process for planning a unit of instruction. What types of data were necessary to ensure that your goals and objectives are aligned with learner diversity?
4. What difficulties have you experienced with student assessment?
5. Describe how you would use paraprofessional, aides, or community volunteers in your classroom.
6. Describe your thoughts about student and teacher accountability.

Professionalism and Ethical Leadership—Effective educators recognize that larger political, systemic, social, economic, legal, and cultural factors impact schools and students' learning and development. With this knowledge, they seek avenues to ensure student success by communicating a compelling vision of education, participating in school change, and leading reform.

1. What are your beliefs about the ideas of separating students into academic and vocational tracks?
2. What contributions can you make to our school?
3. What particular curricular changes in [insert content area] do you foresee?
4. How do you maintain productive relationships with students, colleagues, and the community?
5. What is the role/responsibility of a teacher in the classroom?
6. Share with us your philosophy of teaching and learning.
7. What do you consider to be a major issue facing public education today?
8. What kind of people do you find it difficult to work with and why?
9. What types of activities would you like to become involved in within our school, district, or community?
10. Would you be willing to teaching a different content or grade level?
11. How would you describe yourself as a teacher using four adjectives?
12. Why do you want to work in our school system?
13. What are your greatest concerns with being a first year teacher?
14. What research informs your instructional style/approach?