

APPENDIX Q SAMPLE INTERVIEW QUESTIONS FOR CLASSROOM STAFF

Applicant Name: _____

Interviewed By: _____

Date: _____

Score (Low) 1 2 3 4 5 (High)	JOB KNOWLEDGE
	If I were to take a picture of the children engaged in your classroom, describe what I would see and hear.
	What is your philosophy of education or belief about how children learn?
	What type of behavior management do you use in the classroom?
	Why do we assess young children? How would you use individual and classroom data to drive child achievement and school readiness?
	Tell us what a good lesson plan should include.
	Why is the role of associate teacher/teacher assistant/substitute teacher important?

Score (Low) 1 2 3 4 5 (High)	JUDGMENT/LEADERSHIP/DEVELOPING OTHERS
(Lead Teacher)	How would you handle being asked to delegate or implement an unpopular policy or procedure?
(Lead Teacher)	As the manager of your classroom, how would you follow-up with a team member that is not meeting set expectations?
(Lead Teacher)	How would you provide feedback to your classroom team to assist in their professional growth and development?
	Many situations at work will require fast thinking and speed in making decisions. Give us an example of a situation in which you were especially skillful in making a decision quickly.
	Tell us about a time when a coworker did not report to work and you had to take on extra duties to help out in the absence of the coworker. How did you plan your day? How did the day go?
	What does "confidentiality" mean in early childhood education?

Score (Low) 1 2 3 4 5 (High)	INTERNAL AND EXTERNAL CUSTOMER FOCUS/TEAMWORK
	How would you define "customer service" in the early childhood environment?
	Tell us about a time when you have had to go above and beyond in order to get a job done.
	How would you build and maintain good relationships with your peers?

Score (Low) 1 2 3 4 5 (High)	INTERNAL AND EXTERNAL CUSTOMER FOCUS/TEAMWORK
	How would you build and maintain good relationships with the children and families?
	How do you inform families about their child's progress?
	How would you encourage families to be more active in the classroom and education of their children?

Score (Low) 1 2 3 4 5 (High)	COMMUNICATION/REFLECTIVE PRACTICE/MANAGERIAL COURAGE
	What do you know about reflective supervision? What do you think is the benefit? How do you feel about participating in this practice?
	At times, we are all required to deal with difficult people. An even more demanding factor is to be of service to a difficult person. When have you been successful with this type of situation at work?
	Recall a time from your experience when your manager or supervisor was unavailable and a problem arose. What was the nature of the problem? How did you handle that situation? How did that make you feel?
	Tell us about your knowledge and experience in working with children and families from poverty.
	Tell us about a time you witnessed or were involved in an injustice.

WHAT QUESTIONS DO YOU HAVE FOR US?

Total Score: _____