1. Describe the aspects of your background that best qualify you for this position.
   a. Target your answer to what you know about the district and its students. Focus the committee on specific teaching skills you use that match the needs of their student body. Tell them about projects you designed that fit their vision, extra-curricular work you have done that will add to the quality of student life, or any other item in your background that matches the district’s needs.
   b. Key point—MATCH BETWEEN YOUR SKILLS AND THE SCHOOL’S NEEDS
   c. Good Conclusion—Outline your commitment to student achievement and personal dedication
      i. “Finally, one of my most important strengths is a commitment that every child in my class should leave school at the end of the day saying my class was one of the highlights. To that end, I will direct my best efforts all day, every day!”

2. Describe a difficult classroom challenge that confronted you and what you did to address the problem.
   a. Evaluating your problem solving ability
      i. “I generally use a four step process to determine my best course of action…”
      ii. Give an example: “When I took over a class as a permanent sub, the class had five different teachers in two months. There were no classroom routines and student behavior was unruly and hostile.”

3. Outline how you assess student performance and how you address the differences in student backgrounds and abilities.
   a. Keys to your response
      i. Do your homework on the district to identify any information they have on their assessment practice. Select assessment strategies in your style that match the district philosophy.
      ii. Identify a few purposes of assessment and describe how you will use them to design instruction and to help students learn.
      iii. Outline how you might vary your assessment patterns to meet the challenge represented by students with different abilities.

4. Tell us the qualities you believe are essential to being a good teacher. Of those qualities, which is your strongest?
   a. Keys to your response
      i. Describe qualities that are essential to being a good teacher.
      ii. Use practical examples showing that you possess those qualities.
      iii. Example: “One of my strongest qualities is an ability to relate instruction to the world of children and design activities that interest and motivate their involvement.”

5. If you were to speak with your students, what would they tell us about the educational experience they had with you?
   a. Keys to your response
      i. If you are now teaching, do a student survey. Select a few responses that highlight your better qualities and have them ready
      ii. Select student comments from your classes that indicate a positive relationship existed and have those ready to share.
      iii. Leave the committee with the knowledge that students liked your class and responded positively to your work.
      iv. Be ready for the reverse question, “What didn’t your students like?”
6. Motivating students of today is a difficult task. What do you do to inspire your students to actively learn in your classes?
   a. Variables of motivation include: Classroom atmosphere, pace of class, interest, personal success, recognition/reward, level of concern, engagement in purposeful, worthwhile experiences
      i. Select two or three variables and provide a more in depth discussion of how they were used in your teaching.
      ii. If you can provide an example of a poorly motivated class and what you did to turn that situation around, your answer will be complete.

7. You are likely to have special needs students as part of your class. How will you alter your instruction to meet the needs of this group?
   a. Keys to your response:
      i. Ask the principle to describe the program for mainstream students in his or her school. Use this information to frame your response.
   b. Explain your knowledge of the IEP process and how it will be used to shape student programs in your class.
   c. Describe program or class modifications you have made for students and where you felt such individualization was appropriate.
   d. Illustrate your ability to be flexible and adapt your teaching to the special needs of students.

8. What is the role of homework in your teaching and how do you organize it to the support the learning process?
   a. You answer needs to begin with how you will use homework. Tip: The current research identifies a variety of homework purposes. Include this variety in your answer.
      i. The application of learning outside the class
      ii. The enhancement of speed and proficiency of new learning
      iii. The reinforcement of the degree of original learning.
   b. Use the above ideas to frame the opening of your answer and illustrate the variety of ways you have used homework. For each use, give a practical example that clearly demonstrates your point.

   a. Keys to your response
      i. Inform the committee that your key goal is to keep parents informed of the progress of their children and aware of any major events that will take place in your class.
      ii. List specific strategies you have or intend to use to open lines of communication.

10. This position calls for a results oriented person. Describe a project or school initiative in which you were involved and its most significant contribution.
    a. Keys to your response:
       i. Pre-think this answer and decide on a committee or project that had some significant contribution or merit.
       ii. Select a project that is close to initiatives or values held by the prospective school.
       iii. End with a statement about how this work was important to the students and benefited the school.