



**Classroom Teacher Interview Questions**      Score \_\_\_\_\_/100

**1) Tell us about yourself?**

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1

**2) Describe your philosophy of education?**

**Answer Sample:** The candidate's answer should demonstrate an understanding of the Adventist philosophy of restoration into our Maker's image through physical, mental, spiritual, and emotional intelligences.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1

**3) Describe your classroom management and discipline style?**

**Answer Sample:** Teachers regularly experience various types of disruptive student behavior, from the frustrating but relatively minor problem of talking during class, to more challenging problems, like students confronting the authority of the teacher. The candidate should provide specific examples showing his or her ability to have planned ahead for such instances by having procedures in place and a clear action plan to deal with serious discipline issues relying primarily on positive reinforcers, though negative reinforcement does have its place at times. The candidate should show some awareness of the Florida Conference's initiative in Responsive Classroom, and point students back to the Bible and Heroes of the Bible as exemplars.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1



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- 4) **You will be dealing with students in a variety of capacities. Tell us how you build rapport and handle students as young as six but as old as 14.**

**Answer Sample:** The candidate should indicate their understanding of developmental differences in the age groups, their ability to develop rapport through using the a sense of humor, showing genuine interest in the students, their feelings and their aspirations; availability; encouragement and relating lessons in everyday terms and current applications to the students' lives today; and examples that are relevant to the students.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1

- 5) **Describe how you work to engage parents and communicate student progress.**

**Answer Sample:** The candidate should demonstrate his or her ability to work together with parents to help and assist students, encourage parents to provide proper support and home learning environment, and remain non-defensive when parents appear hostile, sending home weekly newsletters, keeping grades up-to-date in RenWeb, phone calls/conferences, etc.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1

- 6) **Tell us how you go about working cooperatively with the administration and the staff.**

**Answer Sample:** The candidate should demonstrate his or her understanding of coming in as a new member of a campus with an established culture and set of educational beliefs. The candidate should provide examples of how he or she would work with the administration towards school and professional goals and objectives as well as cooperatively with other staff members.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1



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**7) Describe what an effective language arts block looks like.**

**Answer Sample:** The candidate should demonstrate his or her understanding of the language arts block, which will include: oral and aural language development; vocabulary development; spelling; handwriting; guided, differentiated reading; writer's workshop; use of centers; modeled, guided, and independent practice; and frequent, on-going assessments that drive the instructional process.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1

**8) What books are you currently reading?**

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1

**9) Some of our students come from homes where English is a second language or spoken in a pigeon dialect. How do you help students master academic English when they may appear on the spectrum as an English as a Second Language Learner?**

**Answer Sample:** The candidate should have a basic understanding of the levels of ESL learners and encourage students by providing opportunity to learn vocabulary, practice hard to say words, avoid typical American clichés such as, "It's raining cats and dogs," provide opportunities to practice the language in a non-threatening environment, being aware of student cultural and personal needs, working patiently, providing rich aural and oral language experiences.

Excellent	Strong	Average	Weak	No Response/Off Topic
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**10) SAC Schools are embarking on being a Response to Intervention or RTI Model Schools within the South Atlantic Conference. We believe data is what drives our instructional processes. This year we will have numerous teachers and principals from sister schools in the Southern Union visiting our campus to observe how we implement RTI. Tell us what you know about the process known as Response to Intervention or RTI.**

**Answer Sample:** The candidate should be able to explain, though may not in detail if they are coming from another Adventist School, that RTI is a specific professional development model that provides student differentiated instruction based on their wide range of abilities—gifted to learning disabled. RTI provides (a) clarity of goals, (b) respectful tasks, (c) teacher and student collaboration, (d) frequent, on-going assessment and data-driven instruction, (e) flexible grouping, (f) the ability to differentiate content, process, and product, (g) the ability to differentiate based on readiness, interest level and learning profile, and (h) parental engagement.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1

**11) As a part of data-driven instruction you will be expected to have well designed lesson plans, and trimesterly meetings regarding student growth objectives. What will you look for in communicating with your administrator and what should he or she look for in you?**

**Answer Sample:** The candidate should be able to provide details on the type of communicator he or she is, and how they would like to be treated professionally by the administration. The candidate should also be able to articulate that the administrator will see a teacher that has a strong work ethic, is flexible, is open to suggestion or improvements, and is a team player.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1

**12) If the principal or an associate superintendent walked into your classroom, how closely would they see you sticking to the lesson plan you submitted to the principal?**

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1



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**13) Our Conference believes in respecting the homes our students come from, and we have a specific homework policy. We would like for you to tell us three things:**

**A. What is your professional belief on homework?**

**i) Answer Sample:** The candidate describes *only* assigning project-based work that involves the family and has a meaningful impact on the child's educational experience; nightly reading (no more than 20-minutes), practicing memory verses, spelling (not worksheets), and any make up work or work not completed in class are respectful tasks.

Excellent	Strong	Average	Weak	No Response/Off Topic
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**B. What type of high-interest project you have assigned as homework?**

Excellent	Strong	Average	Weak	No Response/Off Topic
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**C. Will you be willing to adhere and follow the Conference's homework policy?**

Yes = 5      Reserved Response = 3      No = 1

**14) A parent comes in and is angry or even hostile. How do you handle this situation?**

**Answer Sample:** The candidate should be able describe techniques used to genuinely hear the parent's concern and calm the situation down. It is appropriate that as humans there are times when we are unable to turn a situation around and mediation or help is required. The candidate should be able to determine when the course of events requires administrative mediation.

Excellent	Strong	Average	Weak	No Response/Off Topic
5	4	3	2	1



South Atlantic Conference of  
Seventh-day Adventists  
Office of Education

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**15) As a private school there are many activities you will be asked to assist in that fall outside the scope of a normal teaching day, but are within the reasonable expectations of a Seventh-day Adventist employee. Will afterschool hours or weekend and evening activities be difficult for you to participate in?**

Yes = 1      Reserved Response = 3      No = 5

**16) South Atlantic Conference Working policy is that its teachers should be active, participating members of the constituent church. Will you be able to be an active member of the church and its constituency?**

Yes = 5      Reserved Response = 3      No = 1

**17) Please share with us three people who you have helped professionally grow. Please do not include students or parents.**

Yes = 5      Reserved Response = 3      No = 1