

**Minority Student Achievement Network (MSAN)  
Sample Interview Questions Targeting Equity-Literacy  
Harrisonburg City Public Schools  
2015**

**Instructions:** Make an attempt to ask at least **one** question under each Standard.

**Attributes (Growth Mindset, Grit, Emotional Intelligence, Invested, & Innovative)**

- Let them know we are looking for “exceptional” teachers only...What makes you exceptional?
- What would you do if your supervisor observed your classroom and later told you that several areas instructional areas were deficient?
- Tell us about a challenge you have experienced in your life. What did you learn from this experience? Tell us about a great joy in your life...

**Knowledge**

- Give an example of how you link content with past and future learning, other subject areas, and real world applications for students?
- What practices do you use that reflect your high expectations of your students?

**Planning**

- If you were to go into another teacher’s classroom, what things would you look for to determine if the plan was effective?
- When designing a lesson how would you differentiate instruction including appropriate scaffolding for LEP students at various proficiency levels?

**Delivery**

- How do you differentiate instruction to accommodate the learning needs of all students?
- How do you know if students are engaged in what they are learning in your class?

**Assessment**

- How and why would you use multiple assessment practices?

**Environment**

- What steps would you take in dealing with a student who was disruptive in class? What would you do if he continued this behavior consistently?
- What practices etc., do you use to provide a positive learning environment that supports instruction?

**Professionalism**

- How do you think working in collaboration with your co-workers supports student learning?
- Give examples of your commitment to the teaching profession and to your continued professional growth?
- What or how will you ensure that you will continually reflect on, evaluate, and seek to improve your practice?

### Student Learning

- What performance outcome data would you continually document to monitor student academic progress and develop interim learning targets?
- When and how would you provide feedback to a student about their performance and progress and why?

### Cultural Competence

- What are some specific things you are going to do within the next two years to further your development in cultural competency?
- What kinds of experiences have you had in relating with people whose backgrounds [I would be more specific to get to questions of ethnic/religious backgrounds] are different than your own?
- What does it mean for you to have a commitment to diversity? How have you demonstrated that commitment, and how would you see yourself demonstrating it here?

## HCPS Prospect Rating Sheet

Prospect's Name:

Job Fair:

Prospect's Email:

Interviewer's Name:

Endorsement(s):

Date:

Prospect's Cell#:

Prospect's Years of Experience:

- 5 Year License
- Provisional License

Prospect's Degree:

### Notes

Attributes

Knowledge

Planning

Delivery

Assessment

Environment

Professionalism

Student Progress

Cultural Competence

Circle the rating that best describes the Prospect's performance:

<b>Likely Exemplary</b>  (90 <sup>th</sup> percentile performer)  (Please Notify Andrew or Pat if candidate falls in this category)	<b>Likely Proficient</b> (80 <sup>th</sup> percentile performer)	<b>Likely Developing</b> (70 <sup>th</sup> percentile performer typical of a teacher NEW to the profession)	<b>Likely Needs Improvement</b>  (60 <sup>th</sup> percentile performer)	<b>Likely Unacceptable</b>  (50 <sup>th</sup> percentile performer)
-------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------	---------------------------------------------------------------------------