



Emma Lazarus Hiring Team Interview Questions

Step 1: Preliminary Telephone Interview

1. Hi is this ____? My name is ____ and I'm calling from Emma Lazarus High School in Chinatown. We received your resume and wanted to get to know you better to see if our school would be a good fit for you. Is this a good time?
2. Tell me a little bit about yourself (hobbies and current work experience)
3. What are you looking for in a school?
4. Provide details about position first before scheduling.
5. How do you feel about the position?
6. We'd like to invite you to interview with us on (date/time). Does that work for you?
7. Great! We're going to send you a follow-up email confirming the interview shortly. Also, we will include the link to our website where you can learn more about our school. After watching it, we'd like you to prepare a short written reflection about your thoughts on our school.



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Step 2: In Person Interviews	
<u>Introductions</u>	<p>Tell us a little bit about yourself.</p> <p>Why did you choose the education field?</p>
<u>Curriculum & Planning</u> (All Students)	<p>How did/would you scaffold for SWD's/ELLs during reading/math lessons?</p> <ol style="list-style-type: none">1. How do you plan for a Unit of Study?2. How do you create small groups?3. What ways do you collaborate with others?4. Scenario: You have a student who is not moving reading levels. How would you meet with them to help them grow?
<u>Technology</u>	<p>How will you use technology in your classroom?</p> <ol style="list-style-type: none">1. How would you monitor your students' use of technology in the classroom?2. How does technology help you as a teacher?
<u>Data</u>	<p>How do you use data to differentiate instruction and support all students (SWDs/ELLs/Gifted)</p> <ol style="list-style-type: none">1. How do you know if your students understood/mastered the lesson? What would you do for students that did not master the skill?2. How do you use data to inform your teaching across different subjects across a unit?
<u>Classroom Management</u>	<p>How do you build rapport with your class?</p> <ol style="list-style-type: none">1. What behavioral management systems do you have in place?2. What behavioral management systems have been successful or unsuccessful?3. Have you dealt with a situation where a child was refusing to do something, or having a melt-down, and how did you respond?



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<u>Social-emotional learning</u>	<p>What are systems you have had or would like to have in place that foster a sense of community?</p> <ol style="list-style-type: none">1. What strategies do you use in order to get to know each student in your class and make everyone feel comfortable?2. What system do you think would work well to help children monitor their own emotions in your classroom?3. How would you approach a child who is experiencing trauma?4. If you have a child who expresses to you that they want to harm themselves or another child, what would you do?
<u>Parent Outreach</u>	<ol style="list-style-type: none">1. What are some ways you can involve families in your classroom?2. Upset parent scenario3. What platforms do you use to communicate with parents/families?
<u>Leadership</u> (Introduce LIM)	<p>How do you or would you embed leadership into your classroom/lessons?</p> <ol style="list-style-type: none">1. Do you have any leadership roles for students in your class? How do you share responsibilities with your students?2. What are some other school-wide leadership roles or events that could help our school be even more well-rounded/inclusive/student- centered?
<u>Long Term Goals & Conclusion</u>	<p>What are some of your long term goals?</p> <ol style="list-style-type: none">1. Where do you see yourself in five years?2. Why are you interested in teaching at Emma Lazarus? Why would you be a good fit?3. How do you continue to grow professionally and personally?