



## 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

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



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