

Interview Questions for Teacher-Librarians

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Please also see: [School Administrator Toolkit: A Guide to Hiring School Librarians: Interview Questions](#) (Brandi Rosales, Richardson ISD)
[Hiring Librarians' Library Interview Question "Database"](#)

Personal/Teaching Style

Tell us a little about yourself. (Classroom teaching and library information center experience, background, vision. Leverage this to share your *three bullet points* and express a bit about who you are and what you care about! Use this as an opportunity to share your voice. Don't simply list the items on your resume.)

What do you know about our school program/community?

How do you envision the role of the library in school culture?

If I were to visit your last school, how would the students describe you?

How would the classroom teachers with whom you worked/co-workers describe you?

Why did you become a librarian? Or . . . What do you love about being a librarian?

Describe a situation in which you felt challenged.

What are you currently reading? (It's a nice touch to carry a book with you.)

Instruction/Learning

What kind of atmosphere/learning culture would you like to create in your (our) library?

Describe your classroom management style.

Please describe a project or program that you implemented about which you feel proud.

Describe a push in lesson and a pull out lesson. What standards would be addressed?

Can you describe a program you tried that failed and how you used the experience to grow?

How would you partner with our language arts/social studies/science, etc. program/classroom teachers?

How would you work to integrate information skills and emerging literacies into the various grade levels or content areas?

How would you encourage collaboration/partnership with more reluctant classroom teachers?

What type of schedule do you prefer? How does fixed/flexible/block scheduling affect student learning in the library?

Describe the process you use to select materials and resources, and in the larger sense, develop a library collection.

How would you handle discipline issues in the library?

How will your library program improve student achievement?

How will you encourage a school-wide culture of inquiry? Is there an inquiry model you prefer?

Please describe one of your most successful lessons or instructional units.

Do you have a teaching portfolio?
How familiar are you with the CCSS, ISTE, NGSS, etc. standards?
Why is it important for school librarians to align library learning with classroom standards?
Are you familiar with any of the following - responsive classroom, OPAL, Genesis?
Do you consider yourself a [Future Ready Librarian](#)?
How would you support teacher learning?
What is your understanding of the school librarian's role in professional development?

Philosophy/Professionalism

What do you consider the most important role(s) of the teacher-librarian?
Do you have a PLN? How do you use your PLN?
What component/piece of your portfolio would you most like people/us to see?
How would you define *literacy*?
How will you foster professional learning in our school?
How would you work with our staff to ensure that information skills/transliteracy are integrated into teaching or learning programs in classrooms?
How would you handle issues relating to plagiarism/intellectual property? Challenged materials?
How much do you know about the Creative Commons movement?
How active are you in professional organizations?
Which conferences do you regularly attend?
Have you written any grants? Tell us about them.
How do you lead beyond the library?
In what ways will you lead our school?
Describe an exemplary school library in detail as if there were no limitations on budget or facility. What would someone see and hear when they walked into the library?

Technology/Maker Culture

How do you integrate technology into instruction?
What are some of your favorite subscription databases?
What are some of your favorite online programs or apps?
How would you help apprehensive staff members overcome their reluctance about integrating information and communication technology into instruction?
What examples can you give of incorporating information technologies in your lessons?
How would you rate your searching abilities?
What are your favorite search tools? Databases? Online resources?
What experience have you had with circulation or catalog systems?

What is the most-recent technology skill you have developed or application you have mastered?
What experience have you had in curation or LibGuide development?
What strategies do you use to keep up with rapid changes in information technology?
Have you ever led an iPad, Chromebook or 1:1 rollout?
What experience do you have with maker culture?
How would you curate digital resources, tools, and apps for the big and small screen?
What experience do you have with flipping instruction?
How will you build a culture of digital citizenship/leadership?
What do you know about the #GoOpen initiative? How would you integrate OER into our program?
Do you have a website? Blog? Any wikis? LibGuides? Curation efforts?
What role do you see for social media in your program?

Literature/Reading Promotion

What was the best YA/children's book you read this year?
What is your favorite YA/children's book and how would you book talk it to the students?
What review journals/blogs do you rely on to help you select materials?
How would you encourage independent reading among our students?
Do you support the use of any reading promotion initiatives or commercial reading programs with students? (Like Accelerated Reader, Battle of the Books, Read Across America, Teen Read Week)
What are your favorite ebook or audiobook databases or book-related websites?
How would you use our library website to promote reading?
Can you do a quick booktalk for a favorite children's/YA book?
How would you build our school's reading culture?

Relations with Community and Staff

How do/would you communicate with parents and how often?
What would you do if a parent challenged a book in your collection?
How might you involve the broader community in your program?
What local authors would you invite to visit the school library for the Literary Festival?
Share with us points that you will need to consider for transition. How will you collaborate with the teaching staff in a building that has had the same librarian for 11 years? How will you make decisions about what should be changed in the library or program and what should stay the same?

Conclusion/Feedback

If you were responsible for selecting a teacher-librarian, what professional and personal qualities would you look for?

You've had a chance to look around a bit. What do you like about this facility? What changes do you think you'd make?

What questions do you have for us?

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- [Sample Librarian Interview Questions.xlsx](#)
- [Sample Rubric_1 Interview Questions 2012.docx](#)
- [Sample Rubric_2Library interview questions.doc](#)
- [Sample Rubric_3Librarian Applicant Interview Rating.doc](#)