

YOU GOT THIS 2023 CORPS!

Aspect Of Interview	What Is It?	Resources
Pre-Interviews: Building foundational knowledge and key mindsets.	<p>It is important that corps members understand what the hiring process entails and what their role in the process is. It is also important to develop the key mindsets around hiring that will enable corps members to feel successful and secure a placement.</p>	<ul style="list-style-type: none"> • Audio note from a school leader in the Bronx - Alida Maravi, Director Teacher Leadership Development at Metropolitan Lighthouse Charter School • Ted Talk - Every Kid Needs a Champion • <Coming Soon> Hiring Webinar Recording • <Coming Soon> Hiring Webinar PDF Slides • <Coming Soon> Hiring Webinar Audio
Phone/Virtual Interviews *Some schools use online applications or video submissions as opposed to conducting a phone interview	<p>This portion of the interview round is for partners to hear more about your experiences after they have reviewed your resume. It will help them determine if you are a potential fit for their school.</p>	<ul style="list-style-type: none"> • Create an Interview Map - use this worksheet to create your own interview map, as demoed in the Hiring Webinar. • Phone Interview Prep Materials [created by TFA] - in this guide, you will find: <ul style="list-style-type: none"> ○ Basic Interview Tips ○ Commonly asked interview questions ○ Using your personal why ○ Debrief guide: After the phone interview ○ Initial teaching resources • Top Teacher Interview Questions [SelectED Blog] • 17 Tips to Ace Your Next Phone Interview [US News] • Three Things to Know About a Phone Interview with a School Recruiter [SelectED Blog] • Speed Interviewing for Teachers [SelectED Blog] - Watch or review the presentation led by Jamie Truman (a TFA alum) about preparing for your interviews with school leaders. • Interview Prep: Former Director, Talent & Recruitment, Manny

		<p>Campos shares some helpful tips for interviews!</p> <ul style="list-style-type: none"> ○ Note: This presentation is from the 2020 hiring season
Virtual/In-person Interviews (Q&A Portion)	<p>This portion of the hiring process will most likely take place at a school site, and in conjunction with a demo lesson (of course - this is not always the case). This could be a group interview with other corps members, a group interview with other school staff, or just a one-on-one interview with you and the principal/admin.</p> <p>Ultimately, when principals make their decisions, each seeks a teacher who will be committed to their community & students. In an interview, you can forecast this commitment by demonstrating your ability to do the following:</p> <ul style="list-style-type: none"> ● Work hard: teaching is no easy task; how have you demonstrated a relenting work ethic in the past? ● Be open, honest, and reflective: teaching is a humbling experience and those who strive to set ego aside and constantly take stock of their work and actions improve tomorrow's game; how have you demonstrated humility? ● Incorporate feedback: as convicted as you may be about a certain approach, seek the input of others and be willing to break from an original plan or adopted routine to incorporate feedback. How have you collaborated with others and incorporated their insight/expertise in your work? 	<ul style="list-style-type: none"> ● Create an Interview Map - use this worksheet to create your own interview map, as demoed in the Hiring Webinar. ● Phone Interview Prep Materials [created by TFA] - in this guide, you will find: <ul style="list-style-type: none"> ○ Basic Interview Tips ○ Commonly asked interview questions ○ Using your personal why ○ Debrief guide: After the phone interview ○ Initial teaching resources ● Interview Prep: Former Director, Talent & Recruitment, Manny Campos shares some helpful tips for interviews! <ul style="list-style-type: none"> ○ Note: This presentation is form the 2020 hiring season ● Top Teacher Interview Questions [SelectED Blog] ● Other Virtual Learning Resources ● 17 Tips to Ace Your Next Phone Interview [US News] ● Three Things to Know About a Phone Interview with a School Recruiter [SelectED Blog] ● Speed Interviewing for Teachers [SelectED Blog] - Watch or review the presentation led by Jamie Truman (a TFA alum) about preparing for your interviews with school leaders. ● Audio Note from a School leader: Hear from Benjamin Lev, Principal of Hamilton Grange Middle School ● Revisit the <<Hiring Webinar>> to reflect on the leadership qualities that principals are looking for: ● <NEW> How to Prepare for Your

		<p>Upcoming Virtual (Video) School Interview</p> <ul style="list-style-type: none">• <NEW> Four Steps to a Polished Teaching Portfolio• <NEW> Interview Prep Webinar Recording• <NEW> Interview Prep Webinar PDF slides• <NEW> Interview Prep Webinar Audio Recording <p><i>*We HIGHLY encourage you to sign up for mock interviews when the opportunity is shared in your Interview Invitation.*</i></p>
<p>Demo Lesson Resources</p> <p>YOU GOT THIS!</p>	<p>This portion of the interview process is brand new to many corps members, and therefore the portion that is met with the most stress and anxiety. The most important thing is to prepare as much as you possibly can, remain flexible for any curveballs, and maintain a growth mindset during your debrief conversation. Remain humble and responsive to feedback and let your personal why shine throughout.</p>	<p>START HERE:</p> <ul style="list-style-type: none">• Demonstration Lessons 101: This is your guide to demo lessons, made by TFA staff. More information on planning, the interview day, and execution tips inside!• Ace the Demo Lesson: Watch the presentation led by Jamie Truman (a TFA alum) about acing your demo lesson. This event was hosted by SelectEd.• Six Tips to Help You Teach a Better Sample Lesson (KIPP NJ Blog)• Five Things to Know Before Delivering Your Demo Lesson (SelectEd Blog)• Q&A Demo Lesson Recording from a previous round with one of our coachesDirector of Programs, Mirelle Eid.• <NEW> Virtual (Video) Demo Lessons: What Teachers Need to Know <p>START HERE FOR LESSON PLANNING:</p> <ul style="list-style-type: none">• Lesson Planning Recording: Watch this lesson planning webinar recording from a previous hiring season. It will walk you through lesson planning, step by step.

- Review the [Lesson Planning Powerpoint](#) that goes along with the recording.
- [Lesson Plan Template](#): Ready to plan your lesson? Use this blank lesson plan template.
- Need more inspiration/context? Check out these sample lesson plans:
 - [Elementary Math](#)
 - [Middle School English](#)
 - [High School Social Studies](#):
Note: this lesson plan template is not aligned to the demo lesson template linked above.
- **Demo Lesson Plan Prep** - Director of Programs, Faith Gibbs - breaks down the lesson plan components - [pdf slides](#).
 - **Note:** *This presentation is from the 2020 hiring season, so you should not contact Faith with any questions!*
- [Lesson Assessment Examples](#): At the end of the lesson, you'll want to assess that students mastered the objective you were teaching. Use this resource for assessment/exit ticket examples.
- [MS/HS Science Demo Lesson Walkthrough](#) - Director of Programs, Mirelle Eid, shares lesson planning tips and explains how you should interpret the demo lesson standard during the 2020 hiring season.
- [Other Virtual Learning Resources](#)

START HERE FOR LESSON EXECUTION TIPS:

- You've planned your lesson, and now you're thinking about how you'll present it to students & engage them...
- [Demonstration Lessons 101](#): Review pages 2-4 for execution tips & tricks.

		<p>Is your demo lesson a read aloud, or a scripted lesson?</p> <ul style="list-style-type: none"> • Read Aloud Guidance • ECE Read Aloud Lesson Plan template: if you are in the Early Childhood Education (Pre-K) cohort and planning a read aloud, use this template. • Scripted Lesson: If the partner gave you the lesson plan they want you to execute, then you should internalize & practice the lesson as given! You don't have to speak word for word what is written, but you should keep the same meaning. For any phrases that the school uses, (ex. "Scholars, STAR position") you should keep the language exact. To maximize your time prepping, focus on internalizing the lesson and making it authentic to you. Pay attention to the Execution Section (pages 2-4) in Demonstration Lessons 101. • <NEW> Interview Prep Webinar Recording • <NEW> Interview Prep Webinar PDF slides • <NEW> Interview Prep Webinar Audio Recording
<p>Other Important Resources</p>	<p>Use these resources to build more context about neighborhoods, to watch sample lessons, to read over state standards by grade levels, and more!</p>	<p>If you are planning a lesson "from scratch", use these resources to browse learning objectives:</p> <ul style="list-style-type: none"> • EngageNY: NY State website with common core-based NY state curriculum (Math and ELA). Look here for grade level teaching standards. • Common Core State Standards: Common Core state standards. • New York State K-12 Social Studies Framework • New York State Science Learning

		<p>Standards</p> <ul style="list-style-type: none"> • Other Virtual Learning Resources <p>Classroom videos, lesson plan examples, & other resources:</p> <ul style="list-style-type: none"> • Teaching As Leadership: Another great site to explore with resources & materials. • Teaching Channel: A video library of effective teaching practices in schools. • TFA Archive Video Library: Use your TFA Google Apps log-in to access videos about execution, classroom management, student engagement, and more!
<p>Resources for the Early Childhood Education (ECE) Cohort</p>	<p>These resources are specifically geared towards our corps members interviewing for positions at EECs.</p>	<p>ECE Interview Guidance:</p> <ul style="list-style-type: none"> • Create an Interview Map - use this worksheet to create your own interview map, as demoed in the Hiring Webinar. • Interview Prep Materials [created by TFA] - in this guide, you will find: <ul style="list-style-type: none"> ○ Basic Interview Tips ○ Commonly asked interview questions ○ Using your personal why ○ Debrief guide: After the interview ○ Initial teaching resources • You'll also want to reflect on why you're passionate about teaching ECE, why ECE specifically in NYC? Your "why" should be compelling and authentic to you! <p>ECE Lesson Planning Guidance:</p> <ol style="list-style-type: none"> 1. Review this Read Aloud Guidance. Note: this presentation is not ECE-specific, but provides general read aloud guidelines. Need more inspiration? Watch this video of an ECE teacher modeling a read aloud. 2. Choose a learning standard/objective that is age-appropriate. Browse the Pre-K

		<p>ELA Curriculum to learn more about what Pre-K students are learning, and use this to choose an objective.</p> <p>3. Choose a book that will teach your objective. The book should be simple, age-appropriate, and engaging (think: a book about colors, shapes, a rhyming book). Go to the library, or browse online.</p> <p>4. Use the ECE Read Aloud Lesson Plan template.</p> <p>5. Rehearse your lesson! Make sure it is engaging and fun for our youngest learners.</p>
Resources for the Special Education (SPED) Cohort	These resources are specifically geared towards our corps members interviewing for SPED positions.	<p>Resources for building foundational knowledge about SPED in NYC:</p> <ul style="list-style-type: none"> • Special Education in NYC (NYC DOE website) • SPED & IEP Terms to Know • Interview Questions for SPED Educators - please note, this resource is made for teachers with prior experience teaching special education and there are quite a few questions that you might not have answers to. Ultimately, school partners will be interested in your overall passion & interest for special education in NYC, and your commitment to SPED students. <p>Think through:</p> <ul style="list-style-type: none"> • Why do you want to teach SPED? • How will you adapt & differentiate lessons to engage ALL learners? • How will you build and maintain strong relationships with your students? With their families? • How will you build relationships with your co-teacher(s)?