COMPETITIVE PERSONNEL SYSTEM EXAMPLE FOR TEACHERS

*NOTE: This competitive personnel system is for a school district that **only conducts interviews** to screen teaching candidates. If your district uses additional screening mechanisms, adjust the competitive personnel system accordingly.*

Managing Classrooms	Total Points: 20

Sample questions (select and assign point value to each):
• Describe day-to-day procedures and activities you use to help structure your classroom.
• Describe how you would handle the following:
  o A group of students who are insubordinate
  o A parent who wants to observe your classroom
  o A student who persistently disrupts your classroom
  o Bullying
• Describe your ideal classroom environment. What steps do you take to create this environment?
• Do your students consider you to be lenient or strict? Why?
• How do you command the respect of your students?
• How would you rate yourself as a classroom manager? Why?
• What are your academic expectations for your students? How do you convey these expectations to them?
• What are your behavioral expectations for your students? How to do you convey these expectations to them?
• What strategies do you use to work with and manage **[paraprofessionals] [volunteers]** in your classroom?
• What is it like to be in your class?
	Score:

Organizing for Instruction	Total Points: 20
Sample questions (select and assign point value to each): • Describe how you develop a lesson plan from start to finish. • Describe how you use your preparation period. • Describe strategies you use for short and long-term instructional planning. • Describe your experience working **[on a curriculum planning team] [in a professional learning community]**. How has involvement on the team impacted your planning and instruction? • Describe time management strategies you use to ensure you successfully complete all your responsibilities as a teacher. • How do state standards guide your lesson planning? Tell me about a lesson you use that integrates one or more standards. • How do you decide what should be taught in your class? • How do you ensure that you cover all the necessary content in your classroom each school year? • How do you incorporate technology into your lesson plan? • What is differentiated instruction and how is incorporated into your lesson plans?	**Score:**

Implementing Instruction	Total Points: 30
Sample questions (select and assign point value to each): • Describe how you make content relevant to students. • Describe one of your assignments or projects, the outcome	**Score:**

of which surprised you. Explain why. • Describe the best lesson that you taught. Why did it work so well? • Describe the worst lesson that you taught. Why didn't it work and what did you learn from it? • Describe three te**a**ching strategies you feel most competent using. • Describe your teaching style. • How do you encourage class participation? • How do you individualize instruction? • How much time do you devote to lecturing? • If your students do not understand a concept, how do you adjust your instructional techniques to respond? • What is cooperative learning, and how have you used it in your classroom? • What was the best question(s) you asked your students during a lesson taught? What was their response? • What would we see if overserving you at work in your classroom? • What would your students say they remember most about your class? • Would you rather try new teaching strategies or try to perfect the approaches which work best for you? Explain.	
Monitoring Student Progress	**Total Points: 10**
Sample questions (select and assign point value to each): • Describe your experience and/or training in interpreting state assessment data. • Discuss your philosophies related to grading, assignments, assessments, and extra credit. • Does assessment improve student learning? If so, how? • How do you communicate student progress or lack of progress to students? To parents? • How do you define student success, and how do you know when a student has succeeded? • How have you used student data to inform planning or assessment? • If most of the students in your class failed an assignment, test, or project, how would you respond? • What is the role of homework in your classroom? • What procedures do you use to evaluate student progress besides tests? • What strategies do you use to help students self-assess their progress? • When should a student be considered for remediation?	**Score:**
Aptitude	**Total Points: 10**

Sample questions (select and assign point value to each):
• Describe characteristics of the best/worst teacher you have known.
• How do you handle a conflict with:
  o A student?
  o Parent?
  o Co-worker?
  o Supervisor?
• How would your previous principal describe you?
• If you could choose your class size and were paid $3000 per student, what would your class size be? Why?
• What are your goals in terms of professional growth?
• What does it mean to be a professional and ethical
	Score:

educator? • What does it mean to be a student advocate? • What kinds of experiences have you had interacting with people whose backgrounds are different than your own? • When is it appropriate for teachers to use social media to interact with students? • Who do you believe to be most responsible for student learning: the student, the teacher, or the parent? • Why did you choose to become a teacher **[and study your subject area]**?	
Adaptability	**Total Points: 10**
• Are you highly qualified to teach in any other areas? • At which grade levels have you previously taught? • Do you hold any specialty credentials? • Do you have an administrator's credential? • Do you have experience advising or coaching student activities?	**Score:**

Interview total:..._____

Extra points	
Applicant is eligible for Veteran's Preference and is not disabled: **Assign five points**	
Applicant is eligible for Veteran's Preference and is disabled: **Assign 10 points**	
Applicants is highly qualified to teach in one or more hard-to-fill area(s) as defined by the Educational Standards and Practices Board: **Assign [#] points for each area**	

Total score:.._____

A passing score is defined as receiving [#] points or more.

End of McClusky School District #19 Exhibit DBAC-E