

EVERETT PUBLIC SCHOOLS

LONG-TERM CERTIFICATED SUBSTITUTE
INTERVIEW QUESTIONS (rev. 7/2018)

RESPONSE RATING:

- 4 = An answer even better than the “indicator” answer defined below. (Includes all elements of the “look-for” answer and goes beyond in depth and/or breadth of response.)
- 3 = Answer to “indicator”. This answer was determined by “subject matter experts” to be a good answer.
- 2 = Includes some element(s) of the “indicator” answer, but not totally complete.
- 1 = A weak answer related to the question.
- 0 = A totally irrelevant answer.

Candidate’s Name

Subject Area/Level

Rater’s Name

Date

/28
Total Score

%
Percentage

RATER’S OVERALL COMMENTS:

1. Describe your education and experiences that have prepared you for a position in Everett Public Schools.

Indicators:

- ☐ Education: undergraduate, graduate, evidence of commitment to ongoing education, appropriate endorsements, highly qualified
- ☐ Experience: Pre-K-12 contracted substitute teaching, teaching, demonstrated current knowledge of instruction, technology, diversity, assessment. Other experiences with children and youth.
- ☐ Commitment to Education and Children/Youth: over time, planned and thoughtful decision, teaching is more than a job.
- ☐ Caring/concern for students/young adults: student/child focused, concern for student’s well-being and growth.
- ☐ Other attributes: enthusiasm, professional attitude, passion for teaching and working with young people.

(rating 0-4)

2. Describe how you establish a safe, positive learning environment. Please give examples of your approach to classroom discipline, including examples of interventions you would use with a student who frequently demonstrates disruptive behavior.

(rating 0-4)

Indicators:

- ☐ Clear classroom expectations
- ☐ Teaching/re-teaching expected behavior
- ☐ Communication with student
- ☐ Communication and collaboration with parent
- ☐ Reinforcement of appropriate behaviors
- ☐ Strategies to teach and develop social skills, self-management and self-direction
- ☐ Individualized behavior plan

3. Please explain how you have or will design lessons that meet the varying ability levels of your students, including students from a variety of backgrounds, languages, special needs and students who are gifted.

(rating 0-4)

Indicators:

- ☐ Understanding of individual student needs
- ☐ Opportunities for grouping
- ☐ Leveled materials
- ☐ Planned reteach/extension opportunities
- ☐ Modified assignments
- ☐ Collaboration with support staff

4. How do you use formative and summative information to evaluate student progress?

(rating 0-4)

Indicators:

- ☐ Uses assessment as an ongoing and integral process in instruction
- ☐ Assessment drives instruction
- ☐ Uses formal and informal methods
- ☐ Instruction provides assessment information
- ☐ Gives specific and timely feedback to students
- ☐ Assessment drives curriculum modifications
- ☐ Evaluation of assessment
- ☐ Communication tool – students, parents, specialists, principal

5. Tell us about a time when you had to discuss an issue with a parent regarding a student's poor academic progress or a difficult behavior. What was the outcome?

(rating 0-4)

Indicators:

- ☐ Used a calm voice and showed caring
- ☐ Presented data to back up your concerns
- ☐ Tried to understand the parent concerns
- ☐ Was an empathetic listener
- ☐ Enlists help from others
- ☐ Communicated opportunities to help and support the student
- ☐ Provided strategies or resources to address the student performance
- ☐ Communicated caring

6. What role will you play in collaborative efforts of your grade level/department team and of your school?

(rating 0-4)

Indicators:

- ☐ Participate in school/district committees
- ☐ Share learning/information/materials with colleagues
- ☐ Collaboratively plan lessons
- ☐ Foster positive relationships with colleagues
- ☐ Seeks feedback from peers
- ☐ Uses student data

7. What are your strengths as a teacher? In what areas would you need support?

(rating 0-4)

Indicators:

- ☐ Able to articulate strengths and areas for growth
- ☐ Able to indicate what support would be needed
- ☐ Awareness of self as professional
- ☐ Awareness of self as a team member
- ☐ Areas interested in growing as a professional

8. Additional building questions: (optional – not scored)

[illegible]

Total from questions 1-7 _____/28

PERCENTAGE = _____

SCALE

90%-100% = Outstanding

80%-89% = Strong

72%-79% = Satisfactory

71% or less = Not to be considered

Interviewer Signature (Principal/Administrator)

Date