

# Frontline Recruiting and Hiring

## External Hiring

### Interview Questions

1. Everett Public Schools' mission is to inspire, educate and prepare each student to achieve high standards, contribute to our community and thrive in a global society. What experiences in your background would enhance and support the mission and vision of Everett Public Schools?
2. What steps do you use when planning a lesson to introduce a new concept to your students?

Choose one:

3.
  - a. What strategies do you use to adapt learning materials or activities for students with different abilities? or
  - b. What modifications have you made, or would you make in your teaching to assist Special Education, 504, and/or ML students?
4. Describe the management techniques and/or strategies you use to maintain an effective learning environment.
5. How do you collaborate with colleagues to analyze student data and develop effective intervention strategies?
6. How do you ensure that all your students, regardless of their background, feel included and valued in the classrooms you are working in?

Follow-up prompts:

- a. What structures or systems did you put into place that allowed this to be a positive experience?
- b. Please give an example of how you have adapted your communication style to meet the needs of students with diverse cultural or linguistic backgrounds.

- c. How do you reflect on your own biases and ensure they do not affect your work with students?

Choose one:

7.

Scenario: You notice that one of your students, Alex, has been increasingly withdrawn and seems anxious during class. After some observation, you realize that Alex is being bullied by a group of classmates during recess and in the classroom. The bullying includes name-calling, exclusion from activities, and spreading rumors.

How would you address this situation to ensure a safe and supportive environment for Alex and all students in your classroom? Please describe the steps you would take to handle the bullying and harassment.

Situational Question: You are a new teacher at **(your school's name)**. On your first day, a student comes to you to report that they are being bullied and harassed by another student. What steps would you take to address the situation?