

Ace the Teacher Interview: How to Succeed

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Know Thyself

Fit and values

- › What do you most value in education, as an educator?
- › In what school environment do you thrive?
- › What supports do you need?

Strengths

- › Talents, skills, & knowledge best aligned with...

...the job. Be prepared with specific examples for each.

- › How do you help students learn & grow?

Weaknesses

- › Authenticity is critically important.
- › Self-reflection required.
- › Examples should be specific.

Show Results

Describe

- › What did you accomplish & why does it matter?
- › How is the school/classroom/student different because of you?

On resume

- › Describe the accomplishment; quantify when possible.

In cover letter

- › Explain 2-3 accomplishments highly relevant to the specific role.

In interview

- › Use 'PAR' framework (see below).

Problem - Action - Result ('PAR') Framework

Problem

- › Describe the situation.

Action

- › What action you took, and why.
- › Use this to illuminate your thought process.

Result

- › Describe the impact of your action: what changed, why it's significant, and how you know.

... and practice!

- › Practice with a peer and structure your thoughts.

No Experience, No Problem

Prior teaching experience

- › Use examples primarily from your teaching.

No prior teaching experience

- › Use examples from paid positions (best), and internships, volunteering, academic work.

- › If the example is not teaching-related, be explicit about how it applies to the role and question being asked.

School Fit

Mission, values, and culture

- › What does the school believe?

Do research

- › Website, job description, online reviews, professors, other teachers, etc.

Interview the interviewers

- › Have thoughtful questions ready to help assess fit: current challenges, near-term direction, professional development, teacher support.

Other Tips

Cultivate mentors (who will tell you the truth)

askamanager.org (advice on workplace issues)