

Ace the Teacher Interview

What to Expect & How to Succeed

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**KEEP
CALM
AND
KNOW
THYSELF**

Who are you?

- ▶ **Fit and values.** What do you most value in education? In a school? What would be ideal fit?
- ▶ **Real self-scrutiny.** Get input from trusted others.
 - ▶ **Strengths.** What makes you *flow*?
 - ▶ **Weaker points.** *Pay attention here!*

Showing what you've done

- ▶ ***Focus on showing results.*** Showcase what you've *achieved*. In every job.
 - ▶ Why is it important? Why did your results leave the workplace/employer/mission better off?
- ▶ **On a resume:** *describe* the accomplishment; quantify when possible.
- ▶ **In cover letter:** explain 2-3 accomplishments that are highly relevant to the specific role.
- ▶ **In Interviews:** use PAR: Problem – Action – Result

Resume examples

- Teach MYP I & S classes (History, Geography and Humanities)
- Developed and taught curricula aligned to state standards. Achieved highest record of student performance on state proficiency test for school. 95% of students scored proficient or higher in science.
- Led and coordinated responsibilities of grade-level team to continuously improve and reflect upon team goals, school culture, and student performance

Problem – Action – Result

- ▶ **Problem:** describe the situation.
- ▶ **Action:** what action you took, *and why*. Use this to illuminate your thought process.
- ▶ **Result:** what changed, why it's significant, and how you know.
- ▶ **Reflection:** what you would do differently next time.
- ▶ **And...practice!** Plan out and practice with a peer how you'll illustrate key accomplishments in your resume, cover letter and interviews.

Tailoring to your experience

- ▶ **If you have taught:** use examples primarily from your teaching
- ▶ **If you haven't taught:** use examples from paid positions (*best*), and internships, volunteering, academic work. If it's not teaching, be explicit about how it applies.

No teaching experience? They'll look for potential.

- ▶ **The trifecta: hungry, humble and smart.**
- ▶ **Hungry:** driven to excel, you get things done and accomplish goals
- ▶ **Humble:** you're a learner, listen well, reflect constantly
- ▶ **Smart:** you think critically, solve problems, know content
- ▶ **Commitment to kids** is well-developed and compelling
- ▶ **Clarity of purpose/motivation:** you know why you're doing this

Who are they?

- ▶ **Mission, values and culture.** What does this school believe? What do they value? How do adults behave?
- ▶ **Do research.** Website, job description, your networks, online reviews, professors, other teachers, etc.
- ▶ **Interview the interviewers.** Have thoughtful questions ready to help assess fit.

Assorted tips

- ▶ **Plan and Practice.** Don't wing it - come prepared.
- ▶ **Cover Letters.** Most aren't good. Write a great one and you'll stand out.
- ▶ **Getting more advice:**
 - ▶ **Cultivate mentors.** Ones who will tell you the truth.
 - ▶ www.askamanager.org - general resource for advice on workplace issues.
 - ▶ dmerino@avenues.org - write me anytime.

Getting in touch

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