



# Access Teacher Interview Questions

The English Access Microscholarship Program is sponsored by the U.S. Department of State with funding provided by the U.S. Government and administered by FHI 360.

# Instructions

The following list of interview questions is designed to help the interviewer gain a clear understanding of the candidate's professional qualifications and skills, and determine if they are a good fit for the position. This form is intended to be used with the **Teacher Interview Rubric**. You should expect the interview to last between **30-60 minutes**.

**Scenarios:** In order to assess a candidate's ability to effectively deal with real-life situations that may come up in their role as an Access teacher, we strongly encourage interviewers to present candidate's with a professional scenario during the interview. You can choose a scenario from the **Supplementary Interview Questions** document, or come up with your own.

**Adding or Removing Questions:** If you would like to ask the candidate additional questions, we have provided a list of **Supplementary Interview Questions** for you to choose from. We suggest adding no more than 5 supplemental questions. Alternatively, if a question on the interview form has already been answered in a candidate's application materials, feel free to skip it in the interview.

# Interview Questions

## INTRODUCTORY QUESTIONS

How did you hear about the Access program/this position?

What do you know about the Access program?

## PART 1: PROFESSIONAL QUALIFICATIONS

1. Briefly tell me about your experience learning English. When and where did you learn?
2. How many years experience do you have working with teenagers?
3. What do you enjoy about working with this age group and what are some of the challenges?
4. Have you taken teaching methodology or pedagogy courses? If so, where did you take them and which specific courses did you take?

## PART 2: TEACHING PRACTICE

5. Access teachers are required to use a communicative approach to teaching in which fluency, authentic communication and active engagement in all four skills are emphasized. Can you tell me about a communicative activity or strategy you have used successfully in your classes?
6. How do you help build a positive classroom environment and ensure that all students are involved?

## PART 3: ENHANCEMENT ACTIVITIES

7. What is an aspect of U.S. culture that you find interesting and how might you teach it to students?

8. As an Access teacher, you will be helping plan and implement service learning projects in which students -as volunteers-will provide a needed service to the community. Have you done any volunteering in your community? How do you think volunteering could support students' learning?
9. How do you incorporate technology into the classroom? In what ways do you find digital literacy enhances student learning?

## **PART 4: PROFESSIONAL DEVELOPMENT**

10. Tell me about a time in your teaching practice when you sought out additional training.

## **PART 5: OVERALL FIT**

11. Why are you interested in working with this student population?
12. How do your professional experience and approach to teaching make you a good fit for the Access program?
13. Throughout the program, Access teachers participate in Enhancement Activities, Intensive Sessions, and professional development activities that occur outside of after school instruction hours. Do you anticipate any conflicts in your schedule that would make it difficult for you to attend these activities?

# Supplemental Interview Questions

## PROFESSIONAL QUALIFICATIONS

- How do you work to maintain and improve upon your English language skills?
- How would you describe your level of English proficiency? (link to proficiency descriptors: <https://tracktest.eu/english-levels-cefr/>)
- What strategies have you used to foster positive interactions between students of this age group?

## TEACHING PRACTICE

- What teaching strategies have you heard of but haven't been able to try in your teaching practice?
- What makes you a great teacher?
- What would you do to determine whether or not your lesson plans were effective?
- If we came into your classroom during a typical class session, what type of teaching/learning would we see?
- Can you tell me about a moment in your teaching practice when you decided to change or look up a new method of teaching/a new activity?
- How do you ensure that your classes put the students at the center of learning?
- How do you view your role as a teacher in the language classroom?
- How do you engage students who are hesitant to use English?
- How have you adapted your instruction to meet the needs of diverse learners?
- What do you do to stimulate student interest in learning that other teachers don't do?
- Describe a lesson you taught recently and how you knew it was effective.
- How do you ensure that your lessons are relevant to your students?

## ENHANCEMENT ACTIVITIES

- What does service learning mean to you?
- How would you approach planning a service learning project with a group of students?
- What skills do you think students gain from participating in service learning activities?
- How do you choose which websites, apps, or digital tools to introduce to your students? What factors do you take into consideration?
- How do you think digital tools can enhance students' language learning experience?
- What considerations need to be taken into account when using social media in the classroom?

## PROFESSIONAL DEVELOPMENT

- How do you think this position will help you grow professionally, or achieve your professional goals?
- What barriers, if any, get in the way of your professional development?
- How do you foster your professional growth? (e.g. by attending conferences, taking online courses, participating in exchanges, etc.)
- Describe professional development you have attended recently, why you chose it, and how you will use it to benefit your students.
- Give an example of a professional learning community that you have participated in and how you used the experience.

## OVERALL FIT

- What do you need to know about a student to best meet their learning needs?
- How would your students describe you? Why?

## SCENARIOS

- Imagine you are teaching a lesson on immigration. How would you introduce the lesson to your students?

- You have been asked to teach a lesson on internet safety for students. How would you approach planning such a lesson?
- A guest speaker from the embassy will be visiting your classroom. How would you help students prepare and ensure the visit was an engaging learning experience for students?
- You have noticed that a handful of students are always participating/offering answers during class. What do you do to address this and encourage participation among all students?
- It is the first week of Access classes, and you notice some students are feeling shy and hesitant to participate. What would you do to help them feel comfortable participating?
- Give an example of what you did (or would do) to engage a student who was bored or not participating? What was the outcome?
- While monitoring and interacting with small groups you notice one student is isolating and crying. What would you do?
- Describe your ideal classroom - how is it arranged, what are students doing, what is the teacher doing, what is on the walls?
- How would you approach teaching an aspect of U.S. culture that you are unfamiliar with?