**Candidate Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Tell us about yourself and your professional experience.

Why are you interested in teaching \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_? OR *How would you describe your approach to teaching \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_? Describe a typical lesson.*

What are you currently listening to and/or reading?

Many of our scholars live in poverty. Why do you think people are poor?

*Possible follow ups: Why do you say that? What implications would that have for teaching and learning in your classroom?*

How will you create a positive, welcoming environment in your classroom?

*Follow up: How will you manage challenging behaviors?*

What would your team say they like best about working with you? What do they like least? OR Describe a time when your instruction was deeply influenced by a colleague.

What leadership skills / gifts / talents would you bring to Phillips?

What is your definition of success at the end of a school year?

Logistics: Have you passed the appropriate tests? When are you available to start?

**Behavior IV Questions**

* **Achievement**: Think about a time when you felt very successful or proud of something you accomplished at work, and tell me the story.
* **Impact and Influence:** Think about a time when you influenced another person or people in a way that was satisfying to you, and tell me the story.
* **Belief in Learning Potential**: Tell me about a time when you helped another person, someone whom others were not sure could improve, to achieve or succeed at a higher level.
* **Coachability:** Tell me about a time when you received feedback at work and you implemented that feedback to your satisfaction.
* **Initiative and Persistence:** Think about a time when you accomplished something satisfying at work despite one or more obstacles. Tell me the story.
* **Team Leadership:** Think about a time when you led a group or team of people to accomplish work that was satisfying to you. Tell me the story.

**Probing Questions**:

-What did you say?

-Take me through that incident step by step

-How did you feel?

-What did you think?

-Tell me more about...