

## COMPETITIVE PERSONNEL SYSTEM EXAMPLE FOR TEACHERS

<b>Managing Classrooms</b>	<b>Total Points: 20</b>
<p><b>Sample questions (select and assign point value to each):</b></p> <ul style="list-style-type: none"> <li>• Describe day-to-day procedures and activities you use to help structure your classroom.</li> <li>• Describe how you would handle the following:               <ul style="list-style-type: none"> <li>○ A group of students who are insubordinate</li> <li>○ A parent who wants to observe your classroom</li> <li>○ A student who persistently disrupts your classroom</li> <li>○ Bullying</li> </ul> </li> <li>• Describe your ideal classroom environment. What steps do you take to create this environment?</li> <li>• Do your students consider you to be lenient or strict? Why?</li> <li>• How do you command the respect of your students?</li> <li>• How would you rate yourself as a classroom manager? Why?</li> <li>• What are your academic expectations for your students? How do you convey these expectations to them?</li> <li>• What are your behavioral expectations for your students? How do you convey these expectations to them?</li> <li>• What strategies do you use to work with and manage paraprofessionals and/or volunteers in your classroom?</li> <li>• What is it like to be in your class?</li> </ul>	<b>Score:</b>

<b>Organizing for Instruction</b>	<b>Total Points: 20</b>
<p><b>Sample questions (select and assign point value to each):</b></p> <ul style="list-style-type: none"> <li>• Describe how you develop a lesson plan from start to finish.</li> <li>• Describe how you use your preparation period.</li> <li>• Describe strategies you use for short and long-term instructional planning.</li> <li>• Describe your experience collaborating with others. How has involvement on the team impacted your planning and instruction?</li> <li>• Describe time management strategies you use to ensure you successfully complete all your responsibilities as a teacher.</li> <li>• How do state standards guide your lesson planning? Tell me about a lesson you use that integrates one or more standards.</li> <li>• How do you decide what should be taught in your class?</li> <li>• How do you ensure that you cover all the necessary content in your classroom each school year?</li> <li>• How do you incorporate technology into your lesson plan?</li> <li>• What is differentiated instruction and how is incorporated into your lesson plans?</li> </ul>	<b>Score:</b>

<b>Implementing Instruction</b>	<b>Total Points: 30</b>
<p><b>Sample questions (select and assign point value to each):</b></p> <ul style="list-style-type: none"> <li>• Describe how you make content relevant to students.</li> <li>• Describe one of your assignments or projects, the outcome of which surprised you. Explain why.</li> </ul>	<b>Score:</b>

Implementing Instruction	Total Points: 30
<ul style="list-style-type: none"> <li>• Describe the best lesson that you taught. Why did it work so well?</li> <li>• Describe the worst lesson that you taught. Why didn't it work and what did you learn from it?</li> <li>• Describe three teaching strategies you feel most competent using.</li> <li>• Describe your teaching style.</li> <li>• How do you encourage class participation?</li> <li>• How do you individualize instruction?</li> <li>• How much time do you devote to lecturing?</li> <li>• If your students do not understand a concept, how do you adjust your instructional techniques to respond?</li> <li>• What is cooperative learning, and how have you used it in your classroom?</li> <li>• What was the best question(s) you asked your students during a lesson taught? What was their response?</li> <li>• What would we see if overserving you at work in your classroom?</li> <li>• What would your students say they remember most about your class?</li> <li>• Would you rather try new teaching strategies or try to perfect the approaches which work best for you? Explain.</li> </ul>	

Monitoring Student Progress	Total Points: 10
<p><b>Sample questions (select and assign point value to each):</b></p> <ul style="list-style-type: none"> <li>• Describe your experience and/or training in interpreting state assessment data.</li> <li>• Discuss your philosophies related to grading, assignments, assessments, and extra credit.</li> <li>• Does assessment improve student learning? If so, how?</li> <li>• How do you communicate student progress or lack of progress to students? To parents?</li> <li>• How do you define student success, and how do you know when a student has succeeded?</li> <li>• How have you used student data to inform planning or assessment?</li> <li>• If most of the students in your class failed an assignment, test, or project, how would you respond?</li> <li>• What is the role of homework in your classroom?</li> <li>• What procedures do you use to evaluate student progress besides tests?</li> <li>• What strategies do you use to help students self-assess their progress?</li> <li>• When should a student be considered for remediation?</li> </ul>	<p><b>Score:</b></p>

Aptitude	Total Points: 10
<p><b>Sample questions (select and assign point value to each):</b></p> <ul style="list-style-type: none"> <li>• Describe characteristics of the best/worst teacher you have known.</li> <li>• How do you handle a conflict with: <ul style="list-style-type: none"> <li>○ A student?</li> <li>○ Parent?</li> <li>○ Co-worker?</li> <li>○ Supervisor?</li> </ul> </li> <li>• How would your previous principal describe you?</li> <li>• What are your goals in terms of professional growth?</li> </ul>	<p><b>Score:</b></p>

<b>Aptitude</b>	<b>Total Points: 10</b>
<ul style="list-style-type: none"> <li>• What does it mean to be a professional and ethical educator?</li> <li>• What does it mean to be a student advocate?</li> <li>• What kinds of experiences have you had interacting with people whose backgrounds are different than your own?</li> <li>• When is it appropriate for teachers to use social media to interact with students?</li> <li>• Who do you believe to be most responsible for student learning: the student, the teacher, or the parent?</li> <li>• Why did you choose to become a teacher?</li> </ul>	

<b>Adaptability</b>	<b>Total Points: 10</b>
<ul style="list-style-type: none"> <li>• Are you highly qualified to teach in any other areas?</li> <li>• At which grade levels have you previously taught?</li> <li>• Do you hold any specialty credentials?</li> <li>• Do you have an administrator's credential?</li> <li>• Do you have experience advising or coaching student activities?</li> </ul>	<b>Score:</b>

**Interview total:** .....

<b>Extra points</b>	
Applicant is eligible for Veteran's Preference and is not disabled: <b>Assign five points</b>	
Applicant is eligible for Veteran's Preference and is disabled: <b>Assign 10 points</b>	
Applicants is highly qualified to teach in one or more hard-to-fill area(s) as defined by the Educational Standards and Practices Board: <b>Assign [#] points for each area</b>	

**Total score:** .....

**End of Jamestown Public School District Exhibit DBAC-E1**