

# Competency-Based Interview Questionnaire for Teachers

A **competency-based interview questionnaire** for teachers evaluates specific skills and behaviors essential for effective teaching. This approach ensures candidates demonstrate practical experience and professional qualities relevant to the education sector. It helps schools identify teachers who align well with their instructional goals and student needs.

## Sample Questionnaire

1. **Classroom Management**
  - Describe a time you had to address disruptive behavior in your classroom. What steps did you take, and what was the outcome?
2. **Instructional Strategies**
  - Give an example of a lesson you designed to accommodate students with different learning styles. How did you ensure all students were engaged?
3. **Assessment and Feedback**
  - Tell us about a time you used assessment data to adapt your teaching. What changes did you make, and how did it impact student learning?
4. **Collaboration**
  - Describe a situation where you worked closely with colleagues or parents to support a student. What was your approach, and what was the result?
5. **Professional Development**
  - Can you provide an example of how you have sought to improve your teaching practice? What motivated you, and what was the impact on your students?
6. **Adaptability**
  - Share an experience where you had to quickly adapt to changes in curriculum, technology, or school policy. How did you handle the situation?

## Instructions for Interviewer

- Ask candidates to provide specific examples from their experience.
- Probe further with follow-up questions to clarify details.
- Assess responses based on evidence of competency and alignment with school values.