

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CHEMISTRY TEACHER

1	How do you ensure students understand complex chemistry concepts?	1 2 3 4 5	
2	What techniques have you used to help struggling learners in Chemistry class?	1 2 3 4 5	
3	Describe a lesson plan focusing on chemical reactions.	1 2 3 4 5	
4	Can you explain the difference between organic and inorganic chemistry?	1 2 3 4 5	
5	Do you have any experience implementing lab safety procedures for students?	1 2 3 4 5	
6	Have you ever created a new lesson plan or assignment based on student feedback and observations?	1 2 3 4 5	
7	What methods do you use to keep students engaged in Chemistry class?	1 2 3 4 5	
8	How do you make sure students comprehend the material presented during a lesson?	1 2 3 4 5	
9	Are there any technologies or tools that you incorporate into your chemistry lessons?	1 2 3 4 5	
10	Do you have any experience teaching college-level courses in Chemistry?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	
Communication Team building and communication skills.	1 2 3 4 5	
Organizational Fit Would this hire steer the organization the right way?	1 2 3 4 5	
Directional Fit A step forward, or backward, in their career?	1 2 3 4 5	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.