

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ELEMENTARY SCHOOL TEACHER

1	What experience do you have working with elementary school students?	1 2 3 4 5	
2	How do you handle classroom management and discipline?	1 2 3 4 5	
3	How would you foster a positive learning environment for your students?	1 2 3 4 5	
4	What strategies do you use to engage young learners in the classroom?	1 2 3 4 5	
5	Are there any particular teaching methods that are your favorite or that have had success in past classes?	1 2 3 4 5	
6	Can you provide examples of how you've used technology in the classroom before?	1 2 3 4 5	
7	What strategies do you use for helping students who are struggling?	1 2 3 4 5	
8	How would you differentiate instruction to meet the needs of a diverse student population?	1 2 3 4 5	
9	Are there any ways you incorporate social and emotional learning into your teaching?	1 2 3 4 5	
10	What methods do you use to communicate with parents and guardians?	1 2 3 4 5	
11	Can you provide examples of how you have incorporated student interests into lesson planning?	1 2 3 4 5	
12	What techniques do you use to motivate and challenge your students?	1 2 3 4 5	
13	How do you keep up with current teaching trends and best practices?	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	

CRITERIA	SCORE (1-5)	NOTES
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.