

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · LEAD TODDLER TEACHER

1	What experience do you have working with toddlers?	1 2 3 4 5	
2	How would you handle a challenging situation when dealing with toddler behavior?	1 2 3 4 5	
3	Do you have any experience creating educational plans for toddlers?	1 2 3 4 5	
4	Can you describe ways to engage toddlers, plan lessons that keep them interested, and ensure safety while they explore their environment?	1 2 3 4 5	
5	What strategies do you use to ensure the safety and security of the children in your care?	1 2 3 4 5	
6	How do you encourage developmentally appropriate activities for toddlers?	1 2 3 4 5	
7	Are there any additional skills or certifications that might benefit our toddler program?	1 2 3 4 5	
8	What have you done to create an inclusive learning environment for toddlers from diverse backgrounds?	1 2 3 4 5	
9	Can you describe your experience with developing lesson plans and managing curriculum?	1 2 3 4 5	
10	Do you have any suggestions for introducing technology into the classroom?	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	

CRITERIA

SCORE (1-5) NOTES

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.