

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ONLINE ENGLISH TEACHER

1	What are your qualifications?	1 2 3 4 5	
2	How much experience do you have teaching English?	1 2 3 4 5	
3	What type of teaching methods do you prefer?	1 2 3 4 5	
4	Do you have a portfolio of student work that I can review?	1 2 3 4 5	
5	What is your availability like?	1 2 3 4 5	
6	Are you comfortable working with students from other countries?	1 2 3 4 5	
7	Can you provide references from previous employers?	1 2 3 4 5	
8	What type of feedback do you provide to your students?	1 2 3 4 5	
9	How would you use technology such as video conferencing or virtual whiteboards in the classroom?	1 2 3 4 5	
10	Are you comfortable teaching a diverse group of students with varying levels of English proficiency?	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.