avaHR

School Counselor Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · SCHOOL COUNSELOR

1	What is your educational background?	① ② ③ ④ ⑤	
2	How long have you been working as a School Counselor?	① ② ③ ④ ⑤	
3	What experience do you have working with students?	① ② ③ ④ ⑤	
4	What type of counseling approach do you use?	① ② ③ ④ ⑤	
5	What programs or initiatives have you launched in the past?	① ② ③ ④ ⑤	
6	Why are you interested in this position?	① ② ③ ④ ⑤	
7	What do you think are the most important qualities for a successful School Counselor?	① ② ③ ④ ⑤	
8	What are your thoughts on ADHD and other learning disabilities?	① ② ③ ④ ⑤	
9	Have you ever worked with a student who was bullied? How did you handle it?	① ② ③ ④ ⑤	
10	What is your approach to helping students make decisions about their future?	① ② ③ ④ ⑤	
11	What methods do you use to help students manage stress and anxiety?	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.