

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · STEM TEACHER

1	What experience do you have teaching science, technology, engineering, and mathematics?	1 2 3 4 5	
2	In what ways do you think your teaching style could benefit our students?	1 2 3 4 5	
3	How would you design a lesson plan for a class or individual student?	1 2 3 4 5	
4	Do you have any examples of projects or assignments that you have given your students in the past?	1 2 3 4 5	
5	Are there any particular areas of science, technology, engineering, or mathematics that interest you the most?	1 2 3 4 5	
6	What do you think are the most critical skills for a STEM teacher to possess?	1 2 3 4 5	
7	Have you had any recent professional development related to your teaching practice?	1 2 3 4 5	
8	What innovative methods do you use to engage students in learning STEM subjects?	1 2 3 4 5	
9	How have you helped students achieve success in their academic careers?	1 2 3 4 5	
10	What resources or tools do you use to support your teaching?	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.