

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · TEACHER ASSISTANT

1	Do you have experience working with children?	1 2 3 4 5	
2	What is your teaching philosophy?	1 2 3 4 5	
3	How do you deal with discipline issues?	1 2 3 4 5	
4	What is the most challenging situation you have encountered as a Teacher Assistant?	1 2 3 4 5	
5	What type of training or education do you have in working with children?	1 2 3 4 5	
6	What would you do if a child was having difficulty learning a concept?	1 2 3 4 5	
7	What methods do you use to keep parents informed of their child's progress?	1 2 3 4 5	
8	Are you comfortable working one-on-one with students?	1 2 3 4 5	
9	Can you tell me about a time when you had to manage a difficult situation with a student?	1 2 3 4 5	
10	How do you create lesson plans?	1 2 3 4 5	
11	Do you have any ideas for engaging students who may be struggling in class?	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.