

Teacher interview checklist

Most schools run a short screening with the coordinator, a demo lesson in front of a class or panel, and a final discussion with the principal or management on fit and salary.

10 QUESTIONS TO PRACTISE OUT LOUD

1. How do you plan a lesson for a mixed-ability class?

What it checks: Whether you can set one clear learning objective and still stretch strong students and support weak ones inside the same forty-minute period.

2. Tell me about a difficult conversation you had with a parent.

What it checks: Whether you stay calm, use facts and work with parents as partners when they are upset about marks, behaviour or your teaching.

3. What salary do you expect?

What it checks: Whether you know typical pay for teachers at this type of school and can state a realistic range while staying open to discussion.

4. How will you conduct your demo class if we give you a topic today?

What it checks: Whether you can structure a short lesson under pressure, engage unfamiliar students quickly and finish on time with a check of learning.

5. Describe a lesson that did not go as planned. What did you do?

What it checks: Whether you reflect honestly on your teaching, adapt in the moment and change your planning afterwards.

6. Why do you want to teach at our school?

What it checks: Whether you researched the school's board, values and activities, and whether your reasons go beyond salary and distance.

7. What is the difference between formative and summative assessment, and how do you use each?

What it checks: Whether you understand assessment for learning, not just exams, and use evidence from students to adjust your teaching during the term.

8. Tell me about a time you worked with another teacher to improve something for students.

What it checks: Whether you collaborate with colleagues, share work fairly and focus on student outcomes rather than personal credit.

9. Can you join mid-session, and what is your notice period?

What it checks: Whether you will leave your current school responsibly, especially close to board exams, and whether your joining date fits the school's need.

10. How do you handle a student who keeps disrupting the class?

What it checks: Whether you manage behaviour calmly with clear steps, look for the cause, and involve parents or counsellors without humiliating the child.

TIPS FOR THIS INTERVIEW

- Prepare two demo lessons of twenty minutes each, one for a junior class and one for a senior class, with printed worksheets and a short quiz.

- Bring a file with sample lesson plans, question papers you set, and board or class result analyses with before-and-after marks.
- Read the school's board, recent achievements and co-curricular clubs on its website so you can link your experience to them.
- Practise explaining one tough topic in your subject in three different ways, because panels often ask "How else would you explain this?"

THE DAY BEFORE

- ☐ Confirm the time, venue or video link and the interviewer's name
- ☐ Plan your route and leave time for traffic, or test your camera, microphone and internet
- ☐ Keep copies of your resume, ID proof, certificates and photographs in a folder
- ☐ Iron your clothes and charge your phone and laptop
- ☐ Do one final run-through of your introduction, then stop and rest

ON THE DAY

- ☐ Arrive 15 minutes early, or log in 5-10 minutes early for a video call
- ☐ Greet everyone politely, including the receptionist or coordinator
- ☐ Listen to the full question, pause, then answer in a clear structure
- ☐ Take brief notes of names and key points
- ☐ Ask your prepared questions and confirm the next steps before you leave