



*The ultimate
guide to*
**International
School
interview
questions**

Searchality 



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Congratulations!

Good news

If you're reading this you are either planning well in advance of your next interview, or you've got an interview scheduled and you are thinking about what to say and how to present yourself. That's good!

About this guide

We have collated years of accumulated wisdom, with helpful, challenging and relevant interview questions.

If you are doing the interviewing, we hope some of these questions help you and your colleagues to prioritize the questions that are most important for your school and this position. If you are being interviewed, thinking through your skills, attitudes and accomplishments in advance will help you to present yourself well.

Areas of focus

We have divided this guide into sections based on broad areas that you might be asked about.

To the left of each section we've left a space so you can mark up as you see fit.

If you're a school interviewer, these might be your preferred questions (or even 1, 2, 3 – assigned to different interviewers).

If you're preparing for an interview, these might be the questions you think are most critical for you.

Over to you

If you have any suggestions – of how we could improve this guide, or of questions we should add in – please do let us know [here](#).

Searchality helps international schools and teachers to connect. [Register](#) to find your next teaching job worldwide.

The sections

Interview Questions about:

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Teaching



Let us know:
anything to add?

Describe your ideal classroom? (Why?)

How do you differentiate in your lessons? (Can you give me a recent example)

How do you encourage great learning? (Can you give me a recent example?)

How do you make your students independent learners?

How do you structure your classroom to achieve maximum benefit from teacher/student contact?

I've read your philosophy of education on your Searchality profile. Can you tell me more about that?

If I came into your classroom, what would I see?

What does high-quality teaching and learning look like?

What has been your most negative teaching experience?
What would you change?

What has been your most rewarding teaching experience?

What is your greatest strength as a teacher? (What area do you most need to develop? Why do you say that?)

What things do you consider to be important when setting up your classroom?

Why did you want to be a teacher?

Why do you want to teach this grade level students? What do you like about teaching them? (What frustrates you?)

You've been a teacher now for X years [See Searchality profile]. Have there been times when you've considered changing career?

Relationships and Discipline



Let us know:
anything to add?

Can you give me an example of a time you've had to deal with bullying in your classroom?

Can you tell me about a time when you've had to have a difficult discussion with a parent?

Could you tell me about a time when you've had to deal with disengaged learners in your classroom?

Describe a time when you've had a difficult student to manage. How did you handle the situation?

Describe one or two techniques you use to motivate students. How do you motivate a student to learn a concept they do not do well in?

How do you approach classroom discipline?

How do you communicate student progress to parents?

How do you deal with a student who has a consistent behavioral problem in your class?

How do you deal with conflict? (Can then go into parents/students/colleagues). Can you give me a recent example?

How do you normally communicate with parents?

How do you reward for good behaviour?

How have you involved parents in the learning process?

How would your colleagues describe you?

How would your students describe you?

If your current manager was with us now, how would they describe you?

Personality and 'fit'



Let us know:
anything to add?

Can you tell me about a difficult situation you faced and how you dealt with it?

We're lucky when some of our former students come back to visit us. If you met your students 20 years from now, what would you want them to remember about you?

We're talking to [many/a few/other] candidates for this role. What do you bring to the role that helps you stand out?

What are your main strengths/key achievements as a teacher?

What do you like the most about your current school?

What do you think of your current school? How could it be improved?

What is the most difficult thing about your current school?

What motivates you?

What professional books, blogs, or journals have you read to keep abreast of educational news and best practices?

What types of things do you like to do outside of school?

When you change jobs, what will you miss most about your current school?

Why are you planning to leave your current school?

International



Let us know:
anything to add?

[For first time international teachers] From your CV it looks as though you've not worked overseas before. What do you expect will be the biggest challenges?

Could you give me an example of a time when you've had to work with people from a different culture?

How do you adapt your teaching to an international context? (Can you give me an example?)

How do you plan to help yourself adapt to life in this country?

What do you think the biggest challenges will be in moving to [this country/city]?

Why do you want to live in [this country/city]?

Why do you want to move overseas?

You're moving to a new country. Can you tell me about a time when you've had to fit in in a very different new environment?

Differentiation



Let us know:
anything to add?

How do you handle the different abilities of students in your class? (Can you give me an example of something you've done during the last month)?

How do you use assessment in your classroom? Describe how you used the information you gained from a recent assessment in your teaching.

We have a diverse student body at our school with over X nationalities. How do you address the needs of English language learners?

What provisions do you make for special needs in your classroom? In your current job do you have any special needs children in your classes?

What techniques have you found useful in individualizing learning in your class?

How do you handle the different abilities of students in your class? (Can you give me an example of something you've done during the last month)?

How do you use assessment in your classroom? Describe how you used the information you gained from a recent assessment in your teaching.

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Curricula



Let us know:
anything to add?

Can you give me an example of how you have supported learners who are struggling to meet the demands of the IB?

How do you make cross-curricular links in your lessons?

How do you use the IB style of teaching at the moment?

What do you see as the main challenges of teaching the IB?

[If you use Understanding by Design approaches] What makes a question 'essential' in UbD? What's your favorite essential question?

Which area of the curriculum do you most struggle with teaching?

Which new thinking in subject X has recently inspired you?

What are you passionate about in teaching subject:

Why do you enjoy teaching your subject ?

Planning and Preparation



Let us know:
anything to add?

Can you tell me about a lesson that did not go well in the last few months. What happened?

Could you talk me through a recent lesson in your classroom. [Go through step by step].

Describe a good lesson that you have had recently [and how you knew it went well].

How do you use data to inform your planning?

Can you give me an example of something interesting or innovative that you've done in a class recently?

How do you use technology in your classroom?

This school



Let us know:
anything to add?

What do you know about our school?

What interests you most about this role?

What something something

Why would you like to work at our school? / Why would you like to work with us?

I see on your Searchality profile that you also play/coach [sport/hobby]. Which ones would you be interested in being part of at our school? Have you used some/all of them in your current position?

Do you have any questions for me/us?

Is there anything else you wished I had asked you?

Leadership



Let us know:
anything to add?

[Click to read our guide to being a successful international school leader](#)

A member of your team describes an issue regarding bullying by another member of staff – how do you handle this? (Have you had to handle a situation like this?)

As a school leader how do you ensure that your teachers' professional development needs are being catered for

Describe a situation when you had to handle conflict between a staff member and a parent

Describe your leadership style?

How have you contributed to the development of the total school in your current position?

How many people report directly to you now? What would they say are your strengths and areas for development? (What about other in the school who don't report directly to you?)

How would you describe your relationship with parents?

How would you enhance a learning-focused mind-set amongst our teaching community?

How would you use the international nature of our teaching community to improve the international mindedness of our learning and teaching?

We put great importance on professional development for all of our staff. How could you help to contribute to professional development in our school? [Any particular areas of interest/expertise?]

What areas of your leadership do you need to strengthen?

What can you contribute to this school?

What do you consider to be the key attributes of a successful leader?

What do you think are the major causes of conflict in schools? (Could dive into between students, teachers)

What is the best way to manage [or to lead] change in a school?



”Do you have any questions for us?”

Always ensure you have some intelligent questions to ask the interviewers too. Focus on the job, the culture of the school, leadership, priorities. (Leave salary and benefits till later).

You can note down your preferred questions:

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Video interview?

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Next, you might want to read our guide:

[How to do well in a video interview](#)



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bit.ly/interview-ebook

They can then download the latest version (as we will update it whenever we add a new batch of questions).

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And we'd love to hear from you. What do you like about this guide? How could we improve it? What questions would you add?



Final notes

For your own notes
