

### INTERVIEW RATING SCALE

NAME OF APPLICANT \_\_\_\_\_ YEARS OF EXPERIENCE \_\_\_\_\_

POSITION VACANCY \_\_\_\_\_ DATE OF INTERVIEW \_\_\_\_\_

RATER'S SIGNATURE \_\_\_\_\_



Key: 1 – Strongly Agree  
2 – Agree  
3 – No Opinion – Did Not Observe  
4 – Disagree  
5 – Strongly Disagree

Circle One:

- 1 2 3 4 5 1. Applicant is at ease with the interview.
- 1 2 3 4 5 2. Dress and grooming were appropriate.
- 1 2 3 4 5 3. Expressed educational philosophy congruent with the district's philosophy.
- 1 2 3 4 5 4. Concern is expressed for students of all abilities and their learning.
- 1 2 3 4 5 5. High standards of achievement are important.
- 1 2 3 4 5 6. Applicant is realistic in allocating resources.
- 1 2 3 4 5 7. Effective class management techniques are expressed.
- 1 2 3 4 5 8. Willingness to implement school policies is evident.
- 1 2 3 4 5 9. Applicant expresses an ACTIVE role in instructing students.
- 1 2 3 4 5 10. Applicant demonstrates thorough knowledge of subject.
- 1 2 3 4 5 11. Applicant understands and can apply learning theories.
- 1 2 3 4 5 12. Curriculum development capabilities are evident.
- 1 2 3 4 5 13. Applicant demonstrates spontaneity and creativity.
- 1 2 3 4 5 14. Performance-based assessment strategies will be used.

- 1 2 3 4 5 15. A variety of instructional techniques will be utilized.
- 1 2 3 4 5 16. Applicant expresses a willingness to extend the school day to accommodate learning.
- 1 2 3 4 5 17. Strategies are evident for involving parents and community learning.
- 1 2 3 4 5 18. Applicant will persevere to ensure each student's continuous improvement.
- 1 2 3 4 5 19. Applicant is facile in dealing with students' diversity.
- 1 2 3 4 5 20. Applicant expresses flexibility with scheduling and willingness to accept additional responsibilities and assignments.
- 1 2 3 4 5 21. Applicant communicates well.
- 1 2 3 4 5 22. Applicant possesses a personality appealing to students and co-workers.
- 1 2 3 4 5 23. Applicant embraces interdisciplinary instructional opportunities.
- 1 2 3 4 5 24. Care of school equipment and property are important to applicant.
- 1 2 3 4 5 25. Punctuality is a hallmark of the applicant.

ADDITIONAL COMMENTS OR CONSIDERATIONS:

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_

CHECK ONE:

- I recommend this candidate for employment.
- I do not recommend this candidate for employment.

\_\_\_\_\_ TOTAL POINTS

\_\_\_\_\_ ITEM INDEX (Ave./Item)