

Questions to Ask School District Representatives

Orientation/ Training

What is your method of training new employees?

What type of orientation would I receive?

Is there a new teacher mentoring program?

What are some of the common denominators among the district's successful employees?

How can I become familiar with the district's policies and procedures?

How does the organization define a successful individual?

Instructional Strategies

What grade levels are responsible for what subjects?

Who has the responsibility for a particular subject?

How does the administration work with teachers to improve instruction?

Are there school psychologists, counselors, or public agencies that help students and teachers?

What types of media resources are available?

How is the budget for this academic program developed?

What textbooks do you use in this subject area?

Describe the district's textbook adoption policies.

Performance Evaluation

Tell me about supervision visits.

How often are performance reviews done?

How is performance evaluated and how often? What measures of success are used?

Staff, Students, and Community

How would you describe the typical professional staff member in this district?

In what area does the school district excel, or in what area does it have limitations?

Does the staff spend time together outside normal school hours?

How does the staff feel about new teachers?

How active are teachers working with community organizations?

Tell me about the students who attend this school?

How involved are parents in school activities?

What do parents expect of teachers in the district?

The District

What are some of the major short and long-range goals that the district has?

What are some of the characteristics that the district considers to be unique?

How has the district changed over the past five or ten years?

What new projects or ventures are contemplated in the near future? What future challenges does this department face?

What is your biggest departmental problem?

In reviewing your organizational literature, I noticed that you recently _____. How is that progressing?

What is it about the organization that attracted you in the first place and kept you there?

What types of school activities promote parent-teacher-student interaction?

Tell me about the students that attend the school.

What discipline procedures does the district use?

To what extent do staff members work collaboratively to solve problems and respond to the needs of the students?

What technology resources will be available to me in the classroom?

The Position

Can you tell me what kind of person you hope to hire for this position? What types of skills and attributes would be the most beneficial in the short/long run for an effective career here?

Based on what you have seen of me so far, where do you think I could contribute most effectively?

What professional skills do you expect of the person you hire?

What characteristics do you think are important for this position?

Professional Development

Are the employees encouraged to take courses of graduate study? Is tuition reimbursed?

Do employees of the department participate in professional associations? Conferences? Are employees encouraged to do so?

Extra Curricular Activities

What is the budget for this activity?

What does the community expect of activity sponsors?

Are there auxiliary groups involved in the activity?

Are there fundraising requirements that are a part of this activity?

May I have a copy of this year's activity calendar?

Are other faculty members also assigned to this activity?

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