



The Ultimate Interview Preparation Guide for International Schools



**With 49 sample
interview questions**



"The art of teaching is the art of assisting discovery"

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"Teaching is the greatest act of optimism"



Introduction

A thorough interview process is vital for schools hiring new staff, ensuring alignment with the institution's mission and culture. Candidates must prepare well to demonstrate their qualifications and suitability. Interviews are the first step in fostering mutual understanding and successful educational partnerships.

The hiring interview process is pivotal to a schools' business strategy:

- **Talent Acquisition:** Recruiting educators maintains education quality and school reputation.
- **School Culture:** Identifying candidates who align with values fosters a positive work environment.
- **Student Success:** Effective educators positively impact learning outcomes.
- **Staff Retention:** Hiring the right fit reduces turnover and associated costs.
- **Reputation Management:** Quality staff reflects on the school's reputation.
- **Strategic Goals:** Hiring aligns with long-term objectives.
- **Competitive Advantage:** Top talent attracts stakeholders seeking quality education.

The interview process shapes a school's ability to attract, retain, and develop talent, defining its success and competitiveness.

To support schools and teachers with interview preparation this recruitment season we've prepared this guide of top tips and interview questions. This guide aims to offer comprehensive preparation to ensure thorough readiness.

“Don’t wait for the right opportunity: create it”

George Bernard Shaw



Top tips for schools

Strive to put the candidate at ease. This will enable you to assess their true character and personality.

Highlight the school's mission, values, and culture to help candidates understand what makes your institution unique.

Assess Cultural Fit: Look for candidates whose values align with those of the school and who demonstrate a commitment to its mission.

Ask candidates about their teaching philosophy and how it aligns with the school's approach to education.

Consider incorporating practical components, such as teaching demonstrations or sample lesson plans, to assess candidates' abilities in action.

Top tips for candidates

Research the role, school mission, and values. Review senior members and the interviewer (if known) on LinkedIn to familiarise yourself with the faculty.

Think about your value-add. What you can offer beyond the classroom?

Always present yourself and dress professionally – even if the interview is virtual. It helps create the right impression and mindset.

Highlight your commitment to continuous learning and professional growth. Discuss any relevant training, certifications, or workshops you have completed.

Demonstrate Cultural Sensitivity: Discuss how you incorporate culturally responsive teaching practices and global perspectives

International Teaching Recruitment Questions

We've selected the best questions to assist both candidates and school leaders reflect, consider, and prepare for interview.

Cultural Intelligence (CQ)

- What have you learnt from your life experiences living in the countries you have lived in?
- Talk to us about the cultural challenges you faced when you moved to [previous country] and how you tried to overcome them.
- What does your research suggest the cultural challenges might be for your family in a move to [insert country of job]
- Can you talk about the pedagogy you have used to address cultural differences?
- What causes some experienced candidates who are successful at home to fail when working abroad? What skills are required?

International Teaching Recruitment Questions

Emotional

- Share with us about a time you have been working in a team and there have been challenges coming to decisions based on people's different points of view?
- Share with us a teaching lesson or experience that did not go well and describe how you learnt from that experience.
- Tell us about a time you have experienced a conflict in the workplace. How did you go about resolving the issue?

Hypothetical

- If we were to watch you teach a lesson, what would I expect to see?
- Imagine you caught a student cheating- what would you do?
- You witnessed a student bullying another- what do you do?
- You have an angry parent interrupt your class- what do you do?
- A student comes to school upset and injured at least weekly- what do you do?

International Teaching Recruitment Questions

Educational Knowledge

- How have you value-added to the wider school communities you have served?
- What do you think the key characteristics of a top-tier school might be?
- How do you plan for and design units of instruction?
- What strategies do you use to engage a range of students, based on their individual needs?
- Describe a time where you have had to modify your instruction based on student performance.
- What strategies have you used in managing class behaviour?
- What is your understanding of high-quality teaching and learning?
- Teaching is the major skill you bring to the organisation. What do you see as the additional responsibilities and requirements of being an international teacher?

International Teaching Recruitment Questions

Educational Knowledge

- What are the most effective teaching strategies to use in a classroom? In your subject? Why?
- How can schools prepare students for the future? What is 21st Century Education?
- What is your experience of school improvement – please give examples from your past and explain the role you took.
- What is 'high quality teaching and learning in an (Elementary/ Secondary) School? What does it look like in your subject?
- Tell us about your experience with assessment: Assessment to learn, assessment for learning and assessment of learning when addressing student's needs.
- What is your opinion regarding exams and standardised test?
- Explain how you promote digital citizenship (integration of technology) in your classroom.

International Teaching Recruitment Questions

Teaching Philosophy

- Share with us the philosophy you bring to elementary / secondary education and how this philosophy might be evidenced in your classroom. (What adjustments will you need to make for this role)
- Share with us how you see the classroom teacher's role in student wellbeing and pastoral care.

Professional Standards

- What does professionalism look like to you?
- Do you like change? Why/why not?
- Can you discuss any recent professional development / training you've taken? What difference did it make / not make to your teaching?
- Have you contributed to a project, initiative, or committee? Explain the various steps you took. What problems did you encounter? What would you do differently next time?

Questions you should ask



At the end of the interview, you will often be asked if you have any questions. Here are some questions you might consider asking

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- What is the school's approach to diversity, equity, and inclusion, and how do you ensure all students feel valued and supported?
 - Could you describe the typical student population at the school? How diverse is it in terms of nationality, language, and culture?
 - What opportunities are available for professional development and growth for teachers at the school?
 - How does the school support new teachers in acclimating to the school culture and curriculum?
 - What extracurricular activities or clubs does the school offer for students, and are there opportunities for teachers to get involved?

Questions you should ask

- What assessment methods does the school use to measure student progress and success?
 - How does the school handle student behaviour management and support for students with diverse learning needs?
 - How does the school prioritise teacher wellbeing and work-life balance?
 - What makes this school unique compared to other international schools in the area?
 - What is the parent involvement like at the school, and how do teachers collaborate with parents to support student learning?
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These questions should help you gain a better understanding of the school's culture, values, and support systems, allowing you to make an informed decision about whether it's the right fit for you.

If you need further support or assistance in preparing for your interview, speak to your recruitment specialist at **chk** Education for advice or email info@chkeducation.com

Best of luck!