

PANEL: THE INTERVIEW & HIRING PROCESS

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WANTED!!!

INTERESTED? EMAIL US AT: GRADSTUDENT@WSCAWEB.ORG

QUESTION

Describe your experience with
the interview/hiring process

(length, # of people on the hiring committee, etc.)

QUESTION

What are some challenges you
overcame in your
interview/hiring process?

QUESTION

How can one stand out during the interview/hiring process?

QUESTION

What kinds of questions should
the interviewee ask the
interviewer?

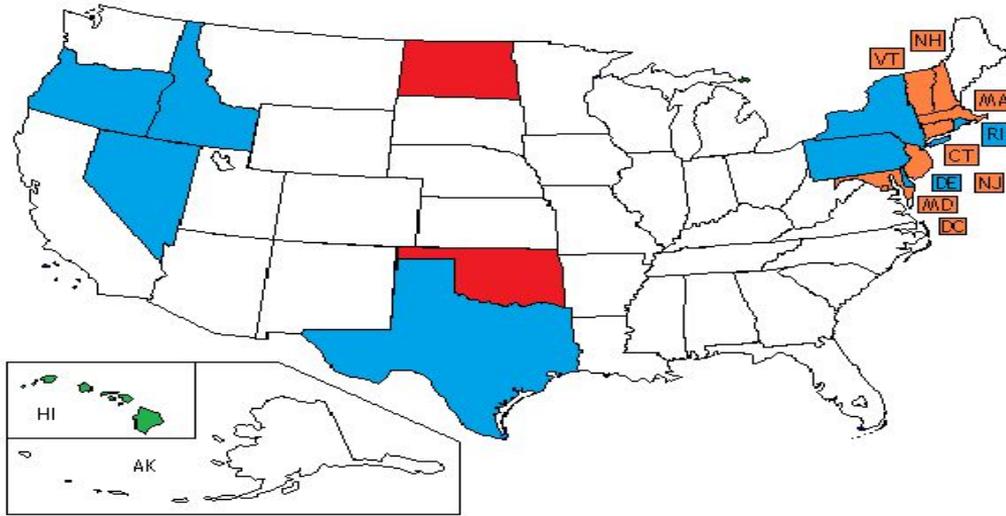
OPEN FORUM

Feel free to ask any questions
you may have

HOW TO FIND A JOB POSTING

- Wecan Website
- ASCA
 - ASCA is working with Teachers-Teachers.com to provide a job search resource to members. This free job search resource that is targeted to education job seekers and recruiters. Must create a free account. Look in ASCA SCENE for job postings.
- Map (see next slide)
 - Most school counselor positions are coordinated by the state Department of Education. In many cases, the state does not coordinate the openings directly, rather an outside organization approved by the state runs education job boards. In each case, the state sanctioned option is provided.
 - Delaware, Idaho, Michigan, Nevada, New York, Oregon, Rhode Island, and Texas (in blue) do not coordinate on a state level. The individual school districts handle all job openings. New Jersey and Pennsylvania follow this pattern, but sanction other resources for job seekers in schools in addition to the district coordination.
 - Hawai'i (green) does not allow individual applications. They maintain a job pool for education, and as positions open, they contact candidates from the pool. Decisions are made at the district level, but district information is not available to the public.
 - Oklahoma (in red) and Utah refer educators to the national site <http://www.teachers-teachers.com/>. In Utah, the site is mandatory for all school districts. In Oklahoma, it's used by "most" districts.
 - North Dakota (in red) does not have a unified system for teaching jobs. The state Department of Instruction refers to North Dakota Job Services. However, North Dakota Job Services does not take all positions from all school districts.

JOB SEARCH CONTINUED...



Link to site: <https://www.counseling.org/sub/jobs/schoolcounseling.aspx>

WHAT TO WEAR TO AN INTERVIEW

- It is certainly your safest bet to wear a suit (women choose a skirt or pants suit, men a standard business suit). Investing in one nice, well-fitted suit is a good idea, even if (like most of us) you have spent your school years in jeans and t-shirts! It is likely that a more casual sort of dress is acceptable at your potential new employer's location, but an interview calls for a more substantial effort
- Some interviewers may be sensitive to fragrance, avoid excessive perfume/cologne that day
- May feel like you're compromising your style during this time, but professionalism takes precedence during an interview - you can show your style after you get the job!

{ACA counsleing.org}

If you are unsure, just ask!

WHAT TO WEAR TO AN INTERVIEW CONT...

TIP: Iron Your Clothes

This should be common sense. It's a simple but important part of a professional experience.

TIP: Wear A Complete Outfit

Women should wear hosiery with conservative length skirts. Men should wear a sports jacket paired with slacks if a suit is not an available option.

TIP: Shoes Are Important

Men should wear polished shoes, and women's heels should be a moderate height.



TIP: Hair Should Be Out Of Your Face

Its disrupts eye contact, and the constant readjustment will be distracting.

TIP: Jewelry, Makeup, and Perfume Should Be Subtle

Your accessories shouldn't take the attention away from you, and you never know if the interviewer will be allergic to perfume.

TIP: No Loud Colors

You do not want to wear something more attention grabbing than you at the interview. You are there to be the focus, not your clothes.



WHERE TO FIND PRACTICE INTERVIEW QUESTIONS

Role of the School Counselor

1. What do you see as the main role of a school counselor?
2. Have you implemented any components of the ASCA National Model for School Counseling?
3. What do you think is the most important characteristic of a school counselor?
4. When considering school counseling ethical standards and school policies, how would you handle a conflict between the two?
5. What do you think the role of the school counselor is in preventing school violence?
6. What can you provide that is different from a social worker, school psychologist, or mental health counselor?
7. What is the difference between a therapist and a school counselor?
8. What does your future comprehensive school counseling program look like? What is your plan for achieving this?

WHERE TO FIND PRACTICE INTERVIEW QUESTIONS

Strengths and Interests

9. What influenced you to be a school counselor?
10. What practical experiences have you had that make you feel capable of being a school counselor?
11. What is your strongest asset?
12. What do you know about our school that you would consider a strength? a weakness?
13. Tell us about a successful (satisfying) case that you have handled? And, one that was not so successful; what would you have done differently?
14. What makes you want to work at _____ School?
15. What is it that you like about working with (grade level) school students?
16. How would you deal with cultural differences in a school setting?
17. What is something new you could bring to our program?
18. How do you handle criticism?
19. How do you handle stress?
20. Are you available to work in the evenings for functions such as parent programs, student programs, etc.?
21. What experiences have you had in working with special education students?
22. What has your experience been in working with students of color & gay, lesbian, bisexual and/or transgendered students?
23. What is your experience with parenting programs?
24. How do you approach writing letters of recommendation (HS)?
25. What does school counseling mean to you?
26. How do you keep yourself organized? Discuss how you multitask.
27. Where do you see yourself in the next five years?
28. Are you proficient in a language other than English?

WHERE TO FIND PRACTICE INTERVIEW QUESTIONS

Foundation of Comprehensive School Counseling Program

- 29. How does a comprehensive school counseling program support the school's academic mission?
- 30. What is your school counseling/educational philosophy?
- 31. What is the counseling theory or approach that you most closely follow?

Delivery of Comprehensive School Counseling Program

- 32. What is your experience with implementation of the school counseling core curriculum?
- 33. How would you approach individual student planning?
- 34. How do you develop a positive relationship with students in individual counseling? Small group counseling?
- 35. How would you handle a large group of students having attendance problems?
- 36. What experiences have you had with developing transition plans?
- 37. Describe how you would implement small group counseling/classroom lessons?
- 38. What might your professional development plan look like?

Management of Comprehensive School Counseling Program

- 39. How do you use data in a school counseling program?
- 40. What type of school counseling activities would you institute to help close the achievement gap at our school?
- 41. What innovative and new ideas would you like to employ as a school counselor?
- 42. How would you divide your time between meeting the immediate needs of the students and keeping up with the paperwork?
- 43. What technology applications do you see being useful in your work?

*All questions were found on the ASCA website: <https://www.schoolcounselor.org/administrators/interviewing-school-counselors>

WHERE TO FIND PRACTICE INTERVIEW QUESTIONS

Accountability of Comprehensive School Counseling Program

44. How will you evaluate your school counseling program?
45. What type of data would demonstrate an effective school counseling program?
46. What do the most recent state standardized test results indicate about this school district and this school; and what is your role regarding standardized testing?

Leadership

47. How do you see the word "leader" fitting in to your role as a school counselor?
48. What leadership experiences have you had?

Advocacy

49. How have you advocated for students?
50. How do school counselors advocate for students differently than other school staff?

Collaboration

51. What is the role of the school counselor in relation to teachers, parents, administrators and other counselors?
52. How would you handle an irate parent?
53. How would you handle a passive or uninvolved parent?
54. How do you see yourself fitting in with school counselors who have many years experience as veteran teachers?
55. What is your view on collaborative consultation in the schools?
56. Describe past interactions with parents in home visits.
57. How do you handle conflict with a colleague, parent, administrator?

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WHERE TO FIND PRACTICE INTERVIEW QUESTIONS

What Would You Do If...

58. One of your students told you she was pregnant?
59. You suspected one of your students is being abused?
60. One of your students talks to you about wanting to kill himself/herself?
61. One of your students tells you they are being abused?
62. A student requests a teacher change because he/she doesn't like them?
63. A parent requests you to switch their child's teacher?
64. A student requests to be in the same lunch period as their friend?
65. You suspect one of your students is abusing drugs/alcohol?
66. One of your students admits to being sexually active?
67. One of your students told you he/she is gay?
68. One of your student's parents is terminally ill?
69. Your student does not get into their number one college choice?
70. One of your students wants to drop out of school?
71. You overhear the makings of a fight that is about to happen?
72. One of your seniors is not going to graduate?
73. A parent asks to meet with you at 5 p.m. because that is the only time he/she can get off of work?
74. You see one of your students (or parents) in town?
75. One of your students continues to fail math (or any subject) each quarter?
76. You have a faculty member's child in your caseload?

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