

What are some important guidelines of which teacher candidates should be aware?

A quality interview that resulted in a job offer to the candidate!

The Candidate arrived in ample time for the appointment, business dress befitting the occasion, with a calm, organized and prepared demeanor. The candidate demonstrated a reassuring hand shake and maintained eye contact with the interviewer. The candidate clarified questions prior to answering and readily admitted if unaware of a given answer. The candidate brought to the interview any credentials or recommendations that were not included in the original application. The candidate was prepared to give examples and anecdotes regarding their potential ability to work with students. The candidate imbued strong people skills and was convincing to the interviewer that they had great potential.

A good interview that did not result in a job offer to the candidate!

The candidate was well prepared for the interview (credentials in order, dressed appropriately, and on time). When selected questions were asked that the candidate did not understand, the candidate attempted explanations that indicated the lack of understanding. The candidate was well versed in their area of academic preparation but did not demonstrate convincing experiences that would indicate a strong potential to relate to young people.

An interview that should be avoided!

The candidate demonstrated behaviors that indicated they were not really serious about the position. The interview was being used as an exploratory experience instead of homework being done by the candidate in advance of the interview. The candidate spoke as if they were unaware of the characteristics that generally looked for in effective teachers (strong people skills, ability to relate to a given student population, and experiences that demonstrate potential ability to work with students).

Respectfully submitted,

Larry Bowers
NIU '62,'66'73'77