

Program Staff Interview Questions

The after school program staff interview should consist of 8-10 questions. Below you will find suggestions that will guide you in your selection or creation of interview questions appropriate for your program. Provide the candidate with the opportunity to ask questions at the end of the interview. Also, ask the candidate to provide professional references. Refer to licensure policies and school policies regarding background checks for staff working with students.

- Describe your background, education and career experiences.
- Do you have any experiences working with after school programs?
- Why are you interested in this position?
- How do you build relationships with the students you work with?
- What types of classes or activities can you offer?
- What is the maximum number of participants that you can have in your class or activity?
- How do you set behavior expectations with students?
- How would you respond to a student who does not follow directions?
- What techniques do you use to motivate students to learn?
- Describe a time you have taught social skills.
- Describe a time you have worked or volunteered in a team work environment.
- What languages do you speak?
- Are you certified in CPR? First Aid? Other certifications?
- What are your strengths? Weaknesses?
- What is your availability before and after the school day?