FIT Questions (Preferences)

13. Why would you choose to teach in this school as opposed to another?*

14. How important is it to you that your co-workers be your friends?*

15. What kind of support do you need from your principal? What are your expectations of your principal?*

16. What “specialty” do you have as a teacher? What do you do really well?*

17. What type of students do you like to work with? Tell me what type of students you believe you can teach most effectively.*

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Recruiting this Person

Review what the teacher has shared with you. What would you say to this person that would help recruit him or her?

Purpose:
The FIT interview will be a helpful tool for you in many ways — it will allow you to listen to an applicant who has demonstrated teacher talent on the TeacherInsight Instrument. It allows you to further consider if this person fits your needs, the needs of your team, and the culture of your school. The TeacherInsight Instrument gives you predictive information, while the FIT interview gives you descriptive information.

Instructions:
• Ask each question using the exact wording.
• Each applicant’s responses to these same questions will give you helpful information, so you can repeat a question when necessary, but you should refrain from explaining questions.
• Pause at each asterisk (*) and wait for a response before going on to the next question.
• It is better to jot down key points you want to remember about an applicant rather than trying to script everything that person says.

Introduction to applicant: “I am interested in learning as much as I can about you as a teacher. This interview includes some questions that will give you an opportunity to tell me about yourself and what you think and believe about teaching. Please be honest and open with your thoughts. I really want to hear what you think. If you are ready, we can get started.”

APPLICANT: __________________________

PREPARED BY: _______________________

DATE: _______________________________

GALLUP UNIVERSITY
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<thead>
<tr>
<th>Motivation</th>
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<th>Instructional Approaches</th>
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</thead>
<tbody>
<tr>
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<td>3. What teaching approaches, techniques, or methods are most effective for you?**</td>
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<td>12. (Once you are in a classroom) What can you do to become an even more effective teacher?**</td>
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<td>5. What are the most important things a teacher must accomplish during the first few days of school?*</td>
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