

# LCSD Mentor Position Scoring Rubric and Interview Questions

Applicant Name:	Interviewer:
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Questions and Indicators	Poor (1)	Weak (2)	Average (3)	Strong (4)	Excellent (5)
<p>Tell us about the attributes you think Mentor Teachers should possess and your experiences that you feel qualify you for this role.</p> <p>Professional Qualities and Characteristics: Embraces life-long learning, demonstrates passion, high expectations, initiative, openness, professionalism. Notes:</p>					
<p>Instructional Practice and classroom management are common areas new teachers need assistance in. What strengths do you possess in these areas and how do your colleagues view your skills in these areas?</p> <p>Effective Classroom Practice: Has demonstrated ability to be a respected, exemplary teacher/educator; has a reputation among colleagues as having strong skills in these areas. Notes:</p>					
<p>Please describe your experience in working with an individual to help that person succeed on a particular project or in their daily assignments. Probes:</p> <ul style="list-style-type: none"> <li>• How did you ensure that you gained the individual's input with regard to how they could be successful?</li> <li>• What was the process you used to assist the individual in going from their current situation to one where they were successful in completing projects/daily assignments?</li> <li>• What was the outcome?</li> </ul> <p>Interpersonal Communication: Empathic, exemplary communicator, ability to quickly establish rapport, manages conflict appropriately Notes:</p>					

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<p>Tell us about a time when you needed to collaborate with a colleague(s) on a project and what role you played in it.</p> <p>Probes:</p> <ul style="list-style-type: none"> <li>• How was the process decided on that would be used for working on the project?</li> <li>• Were there obstacles encountered? How were they overcome?</li> <li>• Tell us about the relationships between you and your colleague(s) working on the project.</li> </ul> <p>Team leadership: Leading change, leading people, results driven, building coalitions</p> <p>Notes:</p>					
<p>Tell us about your management, organizational skills and level of being appropriately confidential.</p> <p>Management/Organizational Skills: Ability to independently lead and direct, prioritizes appropriately, flexible, uses good judgement</p> <p>Notes:</p>					
<p>What is your level of comfort in delivering professional development to adults/peers?</p> <p>Probes:</p> <ul style="list-style-type: none"> <li>• Give an example of a professional development activity you have planned and/or conducted.</li> </ul> <p>Experience planning/conducting PD</p> <p>Notes:</p>					

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<p>We use the New Teacher Center Model in our Mentoring Program. How is this model similar to or different from your idea of new teacher support? How will you be able to set aside any preconceived notions of mentoring that may be different?</p> <p>Knowledge of position: Did the candidate take the time to read and understand the requirements? Notes:</p>					
<p>Video Reflection: Tell us about your video and reflection. How might it support your work with beginning teachers?</p> <p>Can clearly explain thinking and decision making regarding classroom practice, is realistic and knows every lesson has strengths and areas for improvements Notes:</p>					
<p>Do you have any questions for us or is there any additional information you would like to add about yourself? Notes:</p>					
<p>Total Score:</p>					

Interviewer Comments: