



# *Interview Questions*

for

# Hiring Prospective Paraprofessionals

# INTERVIEW QUESTIONS TO ASK PROSPECTIVE PARAPROFESSIONALS

## BREAK THE ICE

- What is your background with individuals who have special needs?
- What do you feel would be your roles & responsibilities as a paraprofessional?
- What kinds of things would you intentionally do to prove you are part of a team?
- What qualities do you have that would make you effective in this position?
- What makes you the best fit for this position?

## COMMUNICATION

- Are you able to accept feedback on your job performance?
- How do you plan to support your supervising teacher?
- What do you see as your role with regular education teachers in the building?
- Tell about a time you had difficulty with a co-worker and how it was resolved.

## DIFFERENTIATION

- How would you support the needs of multiple students at the same time?
- is it better to allow a student to independently accomplish a task or to assist him in completing the task?
- Are you comfortable running a small group of students? A large group?
- If a teacher is teaching, what is your role?
- Explain how you would be flexible in your role as a paraprofessional.

## DEALING WITH PARENTS

- What do you see as your role when dealing with parents?
- If a parent were to approach you outside of school to voice questions/concerns about the teacher, school or program, how would you respond?

## BEHAVIORS

- What is your philosophy on intentional behaviors vs a behavior as a result of a disability?
- How would you handle a stressful behavior such as biting, kicking, spitting, etc.?
- What would you do if a student began screaming, throwing things or tearing materials up?
- Would you be able to remain calm in stressful situations?

## CONFIDENTIALITY

- What is your definition of confidentiality?
- How would you handle a situation of a teacher wanting to discuss a student at the copy machine?
- How do you feel about posting pictures of students on social media?
- How would you handle a situation where a teacher identified a student as having special needs to another adult who did not have a need to know?

## JOB REQUIREMENTS

- Are you comfortable assisting with toileting needs?
- Are you comfortable assisting with feeding needs?
- What would you do if a child ran from you?
- What would be your reaction to a student having a seizure within the classroom?
- Are you willing to follow schedule and are you willing to be flexible when that schedule changes?
- Are you comfortable with lifting students to aide in mobility?

## MISCELLANEOUS

- If an administrator walked in the classroom where you were scheduled for inclusion, what would they see you doing?
- What are some methods you intend to use to help you stay calm in stressful situations?
- Where do you see yourself in 5 years?