

Science of Reading

INTERVIEW QUESTIONS



Note: These questions are meant to support leaders as they seek informed educators to teach literacy in classrooms. Strong response examples and links to references are included. If leaders themselves are unfamiliar with the vocabulary of the strong responses, clicking on “learn more here” is recommended prior to conducting interviews.

Interview Questions

1. What is your experience with teaching using a structured literacy approach?

Strong responses might include: references to explicit instruction, following a systematic scope and sequence, and teaching both foundational skills and comprehension.

Leaders can [learn more about structured literacy here.](#)

2. Describe what explicit instruction looks like in your classroom.

Strong responses might include: "I do, we do, you do", chunking information, modeling, opportunities to practice, provide student feedback, clear and concise language, and clear learning goals.

Leaders can [learn more about explicit instruction here.](#)

Interview Questions

3. Describe your experience or understanding of multi-tiered systems of support.

Strong responses might include: tiered instruction, intensifying supports, small group instruction, progress monitoring, data-based decision-making or instruction, and prevention.

Leaders can [learn more about MTSS here](#) and [here](#).

4. Describe your experience with using a curriculum for instruction.

Strong responses might include: planning for instruction by reading through curriculum lesson plans, annotating curriculum resources, using student data to adjust curriculum lesson plans, and identifying how provided lessons work within timeframes.

Leaders can learn more about [implementation here](#) and [curriculum misconceptions here](#).

Interview Questions

5. Describe a time you supported a child's literacy progress. What did you do? How did you know the child made progress?

Strong responses might include: use of diagnostic assessment, evidence-based practices, considering the quadrant model of literacy to identify needs, using decodable texts for foundational skills, and references to previous questions.

Leaders can learn more about the [Quadrant Model here](#).

6. Describe a story that explains why you believe all children can read.

Strong responses might include: references to Nancy Young's Ladder of Reading and Writing, a story about being on a journey with the Science of Reading or something that explains their mindset about serving all children.

Leaders can learn more about [The Ladder of Reading and Writing here](#).

Additional Notes

What if the candidate fails to provide strong responses but still seems to be a good fit for our school?

Ultimately, hiring decisions are that of the leadership and hiring team of a school. If someone seems like they are a good fit, the system will need to prepare for a solid professional development plan to support the teacher's knowledge and skills with instructional practices aligned to evidence (or science of reading).

How were these questions developed?

These questions were developed using the People and Culture sections of our Literacy System Assessment.



Download a copy of this assessment [here](#).