

## 10 Questions to Ask

When you interview for a job, there are 10 questions you need to ask. These are in the **Going Beyond** folder for Chapter 3 at [EffectiveTeaching.com](http://EffectiveTeaching.com).

When interviewing for a job, there are ten questions you must ask. These questions address the support you will receive to help you become an effective teacher. Please do not be so naïve to think you can succeed on your own.

If you have worked in the private sector, you know that all good companies have training programs to help you and the company succeed. Likewise, good school districts have organized training programs with the goal of helping new teachers succeed.

These are typically called **INDUCTION** programs; that is, an organized program with a cohesive group of people and a coherent set of activities designed to help participants become effective.

**Mentoring is not induction.** A mentor is but one person in the induction process. You need more than a mentor. You need a coach—someone who can give you assistance, information, feedback, guidance, modeling, and ongoing support.

A successful induction program requires a principal who monitors the process—an instructional leader with a set of goals and standards for achieving student learning. Be wary of a mentor who is available only when you *need* help. Successful induction programs are dynamic, organized, and structured—just as you will have your classroom organized and structured for success.

Teacher induction programs provide beginning teachers with the structured training and support needed during the often difficult transition from preservice education to actual classroom teaching—from students of teaching to teachers of students.

When you interview for a teaching position, ask the following questions to help you identify a school or district that is interested in training, supporting, and retaining their new teachers.

1. Is there a structured induction program for newly hired teachers?
2. How many years does the program run?
3. Who runs the program?
4. What is the course outline?
5. How many years has it been offered?
6. Has the principal of the school been through the induction program?
7. Are there coaches who will help new teachers become more effective?
8. Are there professional learning teams that immediately integrate new teachers?
9. What is the attrition rate of the new teachers over the past two years?
10. What does the school district do to help new teachers who are having difficulty becoming successful in their classrooms?

**The children of the world need you.**

**Find a school that needs you. Find a school that values you and wants to support you in your mission of enhancing the lives of young people.**