



SCHOOL COUNSELOR INTERVIEW QUESTIONS

1. How do you see the word "leader" fitting in to your role as a counselor?
2. What is the role of the school counselor in relation to teachers, parents, administrators and other counselors?
3. What do you see as the main role of a school counselor?
4. What influenced you to be a school counselor?
5. What is the counseling theory or approach that you most closely follow?
6. What is the most creative and innovative counseling technique you have used?
7. What innovative and new ideas would you like to employ as a school counselor?
8. How would you manage time between meeting the needs of the students and maintaining paperwork?
9. How will you evaluate your programs to meet (a) current state standards; (b) standards of best practice for a comprehensive guidance and counseling program; and (c) the ASCA National Model for School Counseling Programs?
10. How would you handle an irate parent? A passive (perhaps irresponsible) parent?
11. How would you handle a large group of students having attendance problems?
12. How do you see yourself fitting in with counselors who have many years experience as veteran teachers?
13. What do you think is the most important characteristic of a counselor?
14. What do you see as the role of a counselor in a school this large?
15. What do you know about our school that you would consider a strength? A weakness?
16. What makes you want to work at _____ School?
17. What is something new you could bring to our program?
18. How do you handle criticism? Stress?
19. What is your experience with 504 accommodation plans?
20. What experiences have you had with transition plans?
21. How would you deal with cultural differences in a school setting?
22. Does your principal know you're applying for this job and how does he/she feel about it?
23. What technology applications do you see being useful in your work?
24. What does your professional development plan look like?
25. What do you think the role of the counselor is in preventing school violence?
26. What practical experiences have you had that make you feel capable of being a counselor?
27. What experiences have you had in working with special education students?
28. What can you provide that is different from a social worker, school psychologist, or mental health counselor?
29. When considering ethical standards and school policies, how would you handle a conflict between the two?
30. What do the most recent state standardized test results indicate about this school district and this school; and what is your role regarding standardized testing?
31. How does a school counselor assist with the implementation of ESL (English as Second Language) in-building programming?
32. Describe how you would implement small group counseling/guidance lessons?
33. What has your experience been in working with students of color & GLBT students?
34. What is the difference between a therapist and a school counselor?
35. What is your view on collaborative consultation in the schools?
36. Tell us about a successful case that you have handled, and, one that was not so successful; what would you have done differently?
37. What is your experience with parenting programs?
38. Describe past interactions with parents in home visits.
39. What does your future comprehensive program look like? What is your plan for achieving this?
40. How do you handle conflict with a colleague, parent, and/or administrator?
41. How do you feel about writing letters of recommendation (HS)?
42. Where do you see yourself in the next five years?

WHAT WOULD YOU DO IF...

- One of your students told you she was pregnant?
- You suspected one of your students is being abused?
- One of your students tells you they are being abused?
- Student requests a teacher change because he/she doesn't like them? Parent requests teacher change?
- You suspect one of your students is abusing drugs/alcohol?
- One of your students admits to being sexually active?
- One of your student's parents is terminally ill?
- One of your students wants to drop out of high school?
- You overhear the makings of a fight that is about to happen?
- One of your seniors is not going to graduate?
- A parent asks to meet with you at 5:00 because that is the only time they can get off of work?
- You see one of your students (or parents) in town?
- One of your students continues to fail math (or any subject) each quarter?
- You have a faculty member's child in your caseload?
- One of your students becomes suicidal?
- One of your students told you he/she is gay?

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