Getting a Foot in the Door:

Helping Education Students ‘Kick It’ During Interviews.
Presenters

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Background

▪ Where did this idea come from?
▪ How were school leadership candidates prepared?
▪ How were aspiring teachers prepared?
▪ What was the structural organization of the hiring simulation?
▪ What feedback did participants receive?
▪ What was the feedback process for professors?
Where did this idea come from?

- Departmental structure
  - Educational Leadership
  - Secondary Education
  - Physical Education
- Collaboration among programs
- Building partnerships with area schools
- Interns and leaders needing interview practice.
How were leadership candidates prepared?

- Studied federal, state, and local laws and policies.
- Developed a job description.
- Developed interview protocol.
- Matched intern applicants with leadership teams.
- Planned post-interview feedback process.
How were aspiring teachers prepared?

▪ Developed professional résumés.
▪ Reviewed the mock job postings.
▪ Wrote cover letters specific to their interview assignment.
▪ Submitted an application packet.
▪ Discussed appropriate interview expectations.
How was the hiring simulation structured?

- Physical space
- Room arrangement
- Interview schedule and format
- Participant roles
  - Role of leadership candidates
  - Role of teacher candidates
What feedback did participants receive?

- Teaching interns.
  - Immediate feedback from the panel.
  - Job winners named and recognized.
  - Reflection writing assignment.
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- Leadership candidates.
  - Immediate feedback from observing faculty and performance coaches.
  - Debriefing during next residency seminar.
  - Theory to practice writing assignment.
What was the feedback process for professors?

- All participants completed survey instrument tailored to their role.
- Professors informally debriefed and reviewed event.
- Professors analyzed survey data.
- Began planning for future simulations.
Questions?

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