Applicant Name: ___________________________________________

1. Briefly describe your educational background and any prior experiences working with children and/or families (work-related or volunteering). Tell us how it has prepared you for this position.

2. Have you had a practicum/internship or related experience in school social work? If so, describe your tasks and responsibilities and what you learned from this experience.

3. Why have you selected a career in social work? Why have you selected to do social work in schools vs. another setting? How do you see Volusia County schools meeting these goals?

4. Describe a situation where you worked with an at-risk student who was resistant to assistance. How did you overcome this resistance? What techniques did you use to establish a connection and rapport with the student? With their family members? What would you have done differently?

5. What techniques do you use to establish trusting relationships with your students and their family members? How do you maintain these relationships? Describe a situation where you were able to establish and maintain this type of relationship.

6. How do you prioritize multiple tasks that include crisis, student support needs, paperwork, telephone messages, etc?
7. What is your experience working with a team? What is your natural response to conflict and differing opinions?

8. Describe a few situations where your work was previously criticized. What is the most useful criticism you have ever received?

9. Part of this position requires educating schools and their faculties about our school social work departmental processes and procedures, etc. What experience do you have designing and developing professional development activities of this sort?

10. Give us an example of a situation where you went above and beyond the call of duty to get something done or to accomplish something.

11. Most of us become more astute decision-makers as the base of our experience broadens. In what respect do you feel you have improved as a decision-maker?

12. A major priority for our district is monitoring academic success and progress monitoring for all students. Describe your understanding of the academic curriculum and requirements for graduation and college-readiness? How do you see the role of a school social worker in preparation for academic success?

13. Describe how you would assess the needs of a child who is being referred by a classroom teacher; a parent.

14. Describe your experience with uncooperative and/or hostile parents?

15. When working with students/families, what is your feeling about having to make a transition from the “helping” professional to a consequential approach (i.e., providing support and services then filing an attendance violation or making a DCF call)?
16. How do you feel about making home visits?

17. What technology skills do you possess? What software programs and platforms are you comfortable with? What software programs and platforms are you an expert at?

18. What do you think the role of the school social worker is in:
   a. An IEP meeting?
   b. Developing a positive school climate?
   c. Reporting abuse and neglect?
   d. Working with children who exhibit social/emotional problems?
   e. Talking to a parent requesting a specific education evaluation?
   f. Providing prevention, assessment, intervention and referral services to the school community at the school-wide, targeted and intensive levels as needed.

19. Describe how you write your case management reports. How do you organize yourself to keep up with reporting requirements?

20. How would you compare your written skills to your oral skills?

21. Do you feel guilty when you cannot do for a person what you told them you would do? (if yes) How do you deal with this?

22. A middle school girl told her teacher that a friend of hers told her she was going to kill herself. The teacher told you. What do you do?

23. A parent of one of your students you work with, who was on an IEP is calling you and the teacher at least weekly, saying that they are upset with their child’s program and bad mouthing the teacher to you. What steps might you take to resolve this conflict?
24. Describe the community and school resources that you have worked with.

25. Why do you think you are the best candidate for this position?

26. If offered this position, would you accept it?

27. Do you have any questions for us?