

Interview Instructions

Dear Candidate,

Welcome! Many of us who are on the hiring committee have vivid memories of what it was like when we interviewed for a full-time position. It can be an overwhelming process, but we invited you to interview today because we feel you have qualities and the experience that will help us better serve our students.

Though we would love for this to be a casual conversation, the structure of the interview is somewhat rigid due to Human Resources' policies. Before going through the questions (listed below), we will begin with a teaching demonstration as outlined here:

Demonstrate 10 minutes of a lesson on a particular reading or writing element addressed in a first-semester composition course keeping in mind a spectrum of previous knowledge your students may possess.

After the teaching demo, you will have 40 minutes to answer the following questions regarding this position. If needed, a committee member may ask you a question to clarify your previous answer. Feel free to make some notes on this sheet to use during the interview.

1. With your teaching demo in mind, explain your lesson goals and the process of designing the lesson and its delivery. How has your understanding of diverse student experiences informed your approach?
2. Equity Vision statement, "SMC is a dynamic and culturally responsive educational community that upholds the values of equity, inclusion and social justice as a pathway to personal and academic excellence."

Equity Mission statement, "SMC is an educational institution dedicated to providing an equitable learning and working environment. We intend to make clear, through our lived values and praxis, our commitment to inclusive excellence, which is reflected in our student outcomes and employee satisfaction."

Some of SMC's most disproportionately impacted groups of students are Latina/o/x and African American. How might you tailor your instruction and methods to address this equity gap?

3. Given a student population that is diverse in terms of gender, nationality, race, ethnicity, religion, sexual orientation and abilities, how do you support individual potential in your classroom?

4. A tenure-track position gives faculty both the opportunity and requirement of service outside of normal teaching duties. How would you take advantage of this opportunity and how would you balance this new responsibility with your teaching requirements?
5. Integrating technology and online support platforms into classroom instruction is a hallmark of Santa Monica College's curricular offerings. What experience do you have in integrating technology in the classroom and what challenges would you address in developing online, hybrid or technology-based instruction for students who are enrolled in English classes?
6. Tell us about a time when you provided students with an innovative opportunity or resource that advanced their progress at the college? What motivated you to do so?
7. What specific ways do you use literature to teach critical thinking and why? If a student were to ask you to explain how studying and writing about literature teaches them critical thinking, how would you answer?
8. Please describe or provide examples of the types of assessments that you use to support student success and explain how they help student achievement.
9. English composition in California community colleges has undergone shifts in course sequences that require eliminating developmental English courses. At SMC, students now begin their composition training in either English 1 or an English 1 co-req course called English 1+28. What specific teaching strategies or interventions would you use to support increased success for your students who may be entering college composition with a diverse range of foundational knowledge?
10. Do you have any questions for the committee regarding the position, the department, or the college? Is there anything additional you would like the committee to know about you, your qualifications, or experience?

Finally, please know that the committee is excited to meet you, and we look forward to our conversation. We are honored to have you here and wish you the best of luck!

Sincerely,
The Hiring Committee