

School Social Worker
Sample Interview Questions
(in no particular order)

1. Tell us a little bit about yourself and why you are interested in a school social work position?
2. How have your experiences and training prepared you to work as a school social worker?
3. Explain your tasks and job responsibilities (in your practicum, in your past positions). May we contact your supervisor/principals?
4. Please tell us about your background in working with children who exhibit social/emotional problems in the school setting, or in other settings
5. What do you see as the main role of a school social worker?
6. How familiar are you with special education law?
7. Summarize the rules for determining if a child meets the criteria for an emotional disturbance.
8. Describe an IEP goal you would write to address a student with a serious emotional disturbance.
9. What is the most creative and innovative counseling technique you have used?
10. Tell us about your experiences working with Problem Solving Teams/multidisciplinary teams?
11. What types of intervention strategies would you use in the school setting for students with: (choose from such examples as emotional problems, behavior problems, school phobia, eating disorders, attention deficit disorder, divorce, etc.)
12. What experience do you have in conducting Functional Behavioral Assessments?
13. Briefly describe what a Positive Behavior Intervention Plan is. Have you written one? Explain.
14. What is your experience with 504 accommodation plans?
15. What attracts you to working with students at grade level?
16. How would you balance your job responsibilities if you are assigned to multiple schools?
17. What experience do you have working with diverse populations? (also gives you insights regarding what a candidate considers “diverse populations”) You can then follow up with other populations may not be mentioned.
18. How are school personnel impacted by working in a rural vs. an urban vs. a suburban setting? Describe your experiences.
19. We often are you confronted with multiple situations at once? How would you prioritize handling an upset parent, a crying student, and 2 peers ready to get into fight who are wishing to see you?
20. Tell us about your experience working collaboratively with other professionals?

21. What do you see as the role of the school social worker in relation to other pupil service staff in the school, such as school counselor, school psychologist, and school nurse?
22. What strategies would you use if you were assigned to a school with a large faculty so they know who you are and what services you provide?
23. Talk to us about how you have handled a time when you were in conflict with another staff person. (How would you deal with a staff member that you do not get along with, agree with or are intimidated by?)
24. How familiar are you with our community's resources such as community mental health, court system, housing, financial assistance, local churches, medical care, support groups?
25. What do you know about this school/district that you consider a strength/weakness?
26. What experiences have you had working with parents? What do you see as the role of parents in the education of their children and the degree of their involvement in the school setting?
27. Occasionally a parent will get upset. How would you respond to an angry parent?
28. What experiences do you have with parenting programs?
29. What are your thoughts about doing home visits?
30. How would you address working in a school with high absentee issues?
31. Explain some ways you might provide service to classroom teachers.
32. How would you use technology in your job to help you be more efficient?
33. Tell us about a case that you felt successful in handling.
34. Tell us about a case that was not successful and what would you do differently?
35. Present the applicant with a case scenario and ask how he/she would handle the situation.
 - a. A 7th grade student comes to you and tells you that a friend is thinking of killing himself. What would you do?
 - b. A 16 year old girl with health concerns tells you that she is planning to get an abortion and requests that you do not tell her parents. How would you respond and why?
 - c. The principal asks you to assist with an angry student who is sitting in the fetal position under his desk.
 - d. The teacher is concerned that a student is always sleeping in class. What information would you want to find out in order to assist this student?
 - e. A middle school student tells you she is pregnant.
 - f. A student tells you he/she is being abused.
 - g. Students report to you that there may be a fight
36. Do you have any experience responding to a traumatic event? Describe.
37. Unfortunately, there are times when the school has to respond to the sudden death of a student/teacher. What do you see as the role of the School Social Worker?

Initially adapted from a form compiled by the Michigan Association of School Social Workers with questions added by others.

38. Are you familiar with FERPA? How might FERPA impact the role of a school social worker?
39. What role do you think the School Social Worker can play in preventing violence?
40. Besides a MSW, do you hold any other credentials? [School Social Worker Certification from another state, Licensed Clinical Social Worker or School Social Work Specialist Credential (national credential)]
41. What do you anticipate will be your biggest challenge?
42. What do you consider to be your biggest strength?
43. What do you see yourself doing 5 years from now?
44. Do you have any experience or interest in getting involved in any extracurricular activities?
45. Outside of work, what are you passionate about?