



# Interview Guide

## (Early Childhood Educator – Level III)

Candidate Name	
Position Title	Early Childhood Educator – Level III (Degree)
Interview Panel Name (s)	
Interview Date	

Step	Overview of the Interview
1	<p><b>Open the interview</b></p> <ul style="list-style-type: none"> <li>Welcome the candidate, make them feel at ease, introduce interviewers and their roles, offer something to drink</li> </ul> <p><b>Mention the timeframe for the interview</b></p> <ul style="list-style-type: none"> <li>The interview will take approximately 1.5 hours, if you don't understand a question or need a break let us know</li> </ul> <p><b>Explain goals for the position and the purpose of the interview</b></p> <ul style="list-style-type: none"> <li>The Early Childhood Educator (Level III) is responsible to provide a safe, caring and developmentally appropriate early learning environment for a class of children between the ages of four (4) months and twelve (12) years. The Early Childhood Educator (Level III) uses Centre philosophy, programs and policies to maintain and enhance a standard of care that contributes to the Centre's reputation for excellence.</li> </ul>
2	<p><b>Work-related experience and employment overview</b></p> <ul style="list-style-type: none"> <li>We will start by asking you to spend a few minutes talking about your current and prior work-related experience.</li> </ul>
3	<p><b>Conduct interview</b></p> <ul style="list-style-type: none"> <li>We will ask you about work situations where you played a key role. We would like you to focus on situations that occurred within the past year or two as it is more reflective of how you work today and it will be easier to recall that events in the distant past.</li> </ul>
4	<p><b>Candidate questions</b></p> <ul style="list-style-type: none"> <li>After we have asked questions we will give you an opportunity to your own questions or add additional information that you consider important for us to know.</li> </ul>
5	<p><b>Close the interview</b></p> <ul style="list-style-type: none"> <li>Thank the candidate for their time and interest; tell candidate when you expect to give them an answer, decisions, reference checking, etc.</li> </ul>
6	<p><b>Evaluate the candidate</b></p> <ul style="list-style-type: none"> <li>Evaluate the candidate's response immediately after the interview and complete the scoring summary.</li> </ul>

Candidate Evaluation Summary	0 Not Demon- strated	1 Develop- ing Required Skill	2 Meets Required Skill	3 Exceeds Required Skill
Grade 12 or equivalent; Bachelor Degree in ECE and proof of Level III ECE certification				
Minimum of four (4) years demonstrated proficiency in child care or equivalent				
Current First Aid and CPR Certification; Child Abuse Registry Check; Criminal Record Check				
Child Development and Care				
Record Keeping				
Equipment and Facilities				
Family and Community Relations				
Professional Relationships				
Personal and Professional Development				
Skills, abilities and personal characteristics (two questions)				
Self-confidence, maturity, professional communication and appearance				
Total (add columns to reach a total score __ / 33 or build weighting if preferred)				/33

Do not pursue  
  Pursue to reference checks  
  Place on hold  
  See comments on final page

**1**

Created on 22 February 2012 File: Interview Guide: Early Childhood Educator – Level III  
 Created by Human Resources Shared Services Partnership  
 Acknowledgment to the Child Care Human Resources Sector Council ([www.ccsc-cssge.ca](http://www.ccsc-cssge.ca)) for research materials, and to the Province of Nova Scotia, Department of Community Services, Voluntary Sector Professional Capacity Trust, 2011 for funding the work of the HRSSP.



### Step 3 – Conduct Interview using Behavioural Event Questions

*This step of the interview will ask questions that require the candidate to provide specific examples of situations where he or she used key skills and abilities that are necessary for this position. The Behavioural Event Interview (BEI) is the most reliable form of interview and it is based on the principle that recently demonstrated behaviour in a given situation is most predictive of how a candidate will perform in future.*

**3. Tell us about a specific situation in which you were proactive in identifying and expanding on learning opportunities with a child with special challenges and the steps you took to ensure it was successful?**

**OR Describe a routine based plan that you designed and implemented to address a specific child's need?**

*(Child Development and Care: Listen for and assess developing, implementing, enhancing and evaluating programs that facilitate the development and behaviour of children; supporting the holistic development of children; meeting health welfare and safety needs of children; implementing an inclusion policy, guiding children's behaviour to support development and protecting children from physical and emotional harm)*

---

---

---

---

---

---

---

**4. Describe a time when you needed to use behaviour guidance with a child who was displaying undesirable behaviour. What was the situation and how did you handle it?**

**OR Tell us about a time when a child disclosed information that you felt compelled to act on to ensure the protection or safety of the child?**

*(Child Development and Care: Listen for and assess developing, implementing, enhancing and evaluating programs that facilitate the development and behaviour of children; supporting the holistic development of children; meeting health welfare and safety needs of children; implementing an inclusion policy, guiding children's behaviour to support development and protecting children from physical and emotional harm)*

---

---

---

---

---

---

---

---

---

---

**3** For Step 3: A guideline on how to structure a behavioural interview question is to ask the candidate the interview question and then use the supplementary questions below to gather details:

- Ask the question and listen to the response.
- S – Situation: Briefly describe the situation
- T – Task: What were you trying to achieve?
- A – Action: What did you do to achieve your results?
- R – Result: What were the results?

5. Give us an example of a time when you acted as a resource and contributed to the enhancement of child care curriculum at work?

OR Tell us about the different types of curriculum models you have used? Which one was most effective and why?

*(Child Development and Care: Listen for and assess developing, implementing, enhancing and evaluating programs that facilitate the development and behaviour of children; supporting the holistic development of children; meeting health welfare and safety needs of children; implementing an inclusion policy, guiding children’s behaviour to support development and protecting children from physical and emotional harm)*

---

---

---

---

---

---

---

---

---

---

6. Tell us about a time when you were able to balance a heavy work load which included the required documentation and records for children in your care. What skills or strategies did you use to maintain timely and accurate documents?

*(Record Keeping: Listen for and assess experience participating in maintaining complete and accurate HR files in accordance with licensing requirements to insure successful licensing inspections; tracking all staff training and development and related budgets; supervising ECE records to ensure accurate and timely compliance with legislation and regulation (attendance, accident and incident reports, cleaning procedures, ill health, medical procedures and administration of medicine, children’s records, maintenance, safety checks, child’s daily log, daily communication log and daily program planning book)*

---

---

---

---

---

---

---

---

---

---

4 For Step 3: A guideline on how to structure a behavioural interview question is to ask the candidate the interview question and then use the supplementary questions below to gather details:

- Ask the question and listen to the response.
- S – Situation: Briefly describe the situation
- T – Task: What were you trying to achieve?
- A – Action: What did you do to achieve your results?
- R – Result: What were the results?

7. Tell us about a situation when you purchased or acquired child care play equipment to meet the needs of a child. What safety factors did you consider?  
OR Tell us about a time when you identified a safety concern in the classroom or playground and what steps you took to solve it?

*(Equipment and Facilities: Listen for and assess experience in ensuring a safe and healthy environment; assess risk and develop emergency procedures; respond to facility emergencies; manage health practices; ensure safe food handling; manage facility, site and equipment repair and maintenance; and ensure compliance with building regulations and codes)*

---

---

---

---

---

---

---

---

---

---

8. Tell us about a time when you identified and accessed a family or community resource to improve the childcare program for a child or children in your care?  
OR Tell us about a time when you adapted a program to be family and/or community centered?

*(Family and Community Relations: Listen for and assess experience in creating a family-friendly environment; supporting a culture of respect for families; promoting family involvement; providing resources and referring families to external resources; creating and maintaining community links; advocating on behalf of quality early childhood education and care and establishing partnerships with external resources)*

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

5 For Step 3: A guideline on how to structure a behavioural interview question is to ask the candidate the interview question and then use the supplementary questions below to gather details:

- Ask the question and listen to the response.
- S – Situation: Briefly describe the situation
- T – Task: What were you trying to achieve?
- A – Action: What did you do to achieve your results?
- R – Result: What were the results?



10. Tell us about a time when you were required to coach or mentor an employee on using correct child care practices. How did you approach the problem, what happened and what was the outcome?

OR Tell us about you approached a conflict with a co-worker?

*(Professional Relationships and Personal and Professional Development: Listen for and assess experience in working as a member of a professional team; mentoring others; professional conduct; work/life balance; participation in professional development and advocacy for the profession)*

---

---

---

---

---

11. Tell us about a time when you were required to deal with a difficult and time sensitive problem at work? What happened, how did you approach it and what was the outcome?

OR Tell us about a challenging parent concern and how you approached it?

*(Skills, abilities and personal characteristics: Listen for and assess above-average multi-tasking, time management, organizational abilities, verbal and/or written communications, flexibility, diplomacy, creativity, enthusiasm and patience)*

---

---

---

---

---

12. Tell us about a time when you needed to change your plans at work due to repeated interruptions?

OR Tell us about situation at work where you needed to constantly change your work schedule?

*(Skills, abilities and personal characteristics: Listen for and assess above average multi-tasking, time management, organizational abilities, verbal and/or written communications, flexibility, diplomacy, creativity, enthusiasm and patience)*

---

---

---

---

---

7

For Step 3: A guideline on how to structure a behavioural interview question is to ask the candidate the interview question and then use the supplementary questions below to gather details:

- Ask the question and listen to the response.
- S – Situation: Briefly describe the situation
- T – Task: What were you trying to achieve?
- A – Action: What did you do to achieve your results?
- R – Result: What were the results?

13. What do you believe are the top three strengths that you bring to this position?

---

---

---

---

14. What are your priority development areas?

---

---

---

---

15. The annual salary for this position is \$X. Does this meet your annual salary expectation for this role?

---

---

---

---

16. This position requires the ability to lift up to 60 pounds? Are you able to safely and successfully meet this requirement? \_\_\_\_\_

#### Step 4 – Candidate Opportunity to Ask Questions

Give the candidate an opportunity to ask questions about the job, the child care centre or any other relevant matter. Take notes on the candidate's questions.

---

---

---

---

---

---

---

---

8

*For Step 3: A guideline on how to structure a behavioural interview question is to ask the candidate the interview question and then use the supplementary questions below to gather details:*

- *Ask the question and listen to the response.*
- *S – Situation: Briefly describe the situation*
- *T – Task: What were you trying to achieve?*
- *A – Action: What did you do to achieve your results?*
- *R – Result: What were the results?*



