

Monroe County School District

Understanding the STAR Processing Model

Interview Scoring

We use a rubric based on the STAR (Situation, Task, Action, Result) behavioral analysis protocol. This is a framework that supports how we process the information being shared.

Overall, this is a quantitative analysis that facilitates how we rank targeted behaviors using a standard Likert scale. The scoring range is 1 to 5.

0 = No answer.

1 = STAR missing, answer vague/incomplete or unrelated to the question.

2 = Answer included some STAR elements but there were incomplete or missing components.

3 = Gave complete STAR with two (2) or more vague areas with average relevance or relatedness.

4 = Gave complete STAR with above average response.

5 = Comprehensive response that includes all elements of the STAR with highly skilled and well above average relevance to the job.

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Career Fit Component

Interview Scoring

For each Career Fit question, we score “1” for job match or “0” for a mismatch.

1 = MATCH

Do the candidate’s likes and strengths match the job?

0 = MISMATCH

Are the candidate’s likes and strengths for areas that would not be a part of the job in which they are interviewing?

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Preparing for the Interview

Before the Interview:

1. Draw a line down the center of a piece of paper. On the left side, make a list of what the employer is looking for (based on the job posting). On the right side, make a list of the qualities you possess that fit those requirements.
 - What Do I Bring to the Table?
2. Organize a professional interview portfolio.
3. Research the district, the industry, and the competition. Visit the district's website and put the district name in a search engine to see what pops up.
4. Write at least five success stories to answer behavioral questions (such as "Tell me about a time where you dealt with a difficult student/parent"). Focus on what the situation was, what action you took, and what resulted from your action.
5. Instructional applicants should come to the interviews prepared to share successful classroom management plans. These should be presented to the interview committee.

6. A specific amount of time is allotted for your interview. To give yourself enough time to fully answer each question, it is recommended that you keep your response time to approximately four (4) minutes per question.

7. Think about what questions you might ask the interview committee about the job, the interview process, the Monroe County School District or the industry. There will be a scheduled time when you may extend any questions you have to the committee.

8. Please remember to speak to your references to let them know that the Monroe County School District may be contacting them regarding the position in which you are interviewing.

Above all be positive and confident!

This is your time to shine... good luck!