



Oak and Orca Interview Questions

Bioregional Education Association | 2738 Higgins Street | Victoria BC | oakandorca.ca

For All Positions

Candidates are expected to come fully prepared with a good understanding of the teaching philosophy and values of the school.

Some or all of the following interview questions will be used for the formal interview. While these questions are geared toward teachers, the gist of them applies to all roles in our organization. Additional questions related to the specific position or your experiences may also be part of the conversation..

1. Bioregionalism is often a new term for applicants. What does it mean to you? How do you embody and model this in your lifestyle and educational practice?
2. What is your own teaching/learning philosophy? What challenges do you see for yourself with respect to philosophy if you were to work here?
3. Given the complex nature of this work environment¹ and the responsibility of each educator to work collaboratively to meet the needs of the children, parents, and other staff, what challenges do you see for yourself working here? What strategies would you use to make sure your own needs and responsibilities are met?
4. What is your understanding of our home-learning program? What would you hope to get out of working in this program?
5. What are your preferred methods of discipline with children?
6. What are your goals as an educator? How does Oak and Orca school fit into your own goals?
7. Do you have any questions about the job or school?

¹ This is a complex work environment that can sometimes be difficult and stressful. Things to be aware of include:

- each educator must make a commitment to use alternative approaches to teaching and learning in order to best meet the needs of every student;
- being in a converted house means we are sometimes short of space, and thus teachers may at times have little personal space, and reduced storage space;
- we strive to be a cooperative and cohesive teaching team, and teachers do not have complete autonomy in their teaching practice, nor 100% access to them at all times (they are shared amongst staff to different degrees);
- we are a non-profit and must be diligent with our money allocation, we use older technology that, while it can be slower and can need repair, is still very capable of meeting our software needs;
- because we strive to ensure our environmental and educational philosophies underlie all our decisions, educators and staff collaborate on many decisions which means consensus must be reached before we can move forward with big changes - while we feel that this sort of decision making is essential to school cohesion, we understand that it may at times feel time-consuming and frustrating.