

\* = examples to help understand question

## School Social Work Interview Questions

**Interviewee Name & Title:**

**Date of Interview:** July 31, 2019 @ 4:30pm

**1. What issues/group work/projects would you like to implement but do not have the time or support to complete?** (i.e. anger management, crisis intervention, peer to peer mentoring/tutoring, parent programs to increase involvement, character building, diversity training for staff)

school-wide attendance intervention – requires leadership from teachers and administrators. Attendance as a priority. Teachers and parents know about attendance policy and consequences. Have incentives. SSW job to send letters and do visits to see whats going on. If there is no referral until 15 days later then its too late and the child is falling behind academically. Interventions needs to happen early on.

**2. What personal bias/belief have you encountered or was challenged and how did you handle that situation?**

Law enforcement and policing in school. Certain issues are under school's discretion. Principal makes the call but once police are involved then the school doesn't have any more control. Rather handle in house. Example: for graduation student said he wasn't going to shoot the school up. Was talking to friends jokingly. Taken seriously by school to assess the situation and student. Student didn't understand severity and he was arrested.

**3. Tell about a situation when self-disclosure was done to help a client**

student with troubled home life and was living between parents. Really involved and boundaries were on the brink of being crossed.

**4. What is an ethical dilemma you have experienced?**

- What action did you take and how did you come to that solution?
- What was the end result or outcome?

Ethically required to serve client and advocate for them. Have to operate in a way that protect employer. Some things should not be disclosed to protect client. In charter system director and boss is principal so they are operating from a different perspective. Might have to inform them of what the ethics are for a social worker. Have to be assertive and advocate for client and self if violates what you're supposed to do.

**5. How have you or how could you encourage parental involvement in the academic success of the students?**

HS: parents are involved and those that are heavily involved. In New Orleans you can go to school anywhere so a family can live across down to go to school. Give bus passes. Some parents don't know that their kids are not going to school regularly. SCLC school building leveling committee - meetings for students under performing or behavior is becoming problematic. Parent, students, and other team to discuss for parent updated and input. Some parents are engaged and updated but not as involved.

**6. Have the schools you're assigned to taken any action to make the overall school appearance or classroom atmosphere more conducive for learning and to accommodate various learning styles? (i.e. paint color, lamps or flexible seating chairs, brain break activities)**  
culturally competent and ready – representation of all students shown in the school with teachers – connect with students of diverse background. Directions posted. Certain aspects are to be implemented. Moving to a new school because current one is old. Posters about colleges and clubs to keep kids engaged.

**7. Does the school facilitate self-care or stress relief for staff to prevent burnout? If not, what do you think are doable things that can be done to help teachers, administrators, and staff decompressed and strengthen relationship? (i.e. this also builds collaboration and acceptance of seasoned and first-year teachers)**  
not really self-care activities or resources. 2019-2020 going to implement 30 minute break for teachers. End of the year is hectic with testing, upcoming graduation so self-care is not main priority.

**8. What is your self-care routine/practice?**

- **How do you regulate yourself during a busy and high stress workday? (i.e. When you have a high caseload and many demands you might not be able to take a break or a scheduled break time is not taken because of an unexpected problem)**

go to school to work. When have a break then go on vacation. Like to cook.

Have to make time to eat and have down time. Remember that you're a person and not machine. Stick to those boundaries. Have to have down time for office work and documentation. There is flexibility. Directors let her do her job and don't bother her as much. Working with people who don't know what we do or the fires putting out. Periods of the school year are very busy and others are more lax – testing not able to pull students for sessions. No set schedule in school social work. Only set schedule are sessions.

**9. What are issues of crisis students are currently dealing with?**

- **What do you foresee future students encountering?**

**10. What theories/therapy modalities/interventions do you utilize the most or have researched to have best practice? (i.e. art or play therapy, CBT, solution focused curriculum, Systems Theory, role-playing, mindfulness, PCIT)**

**11. What are your passions or areas of interest that you could/do incorporate into your work? Using your personal style in practice to engage clients or build rapport. (i.e. art, music, nature, history, comedy)**

**12. What can a School Social Worker do to facilitate continual academic achievement as students' progress to the next grade or transition to a new school? (i.e. To help students continue to have a positive school experience and use skills learned even if they go to a new school or have a teacher they don't get along with)**

**13. An example of a conflict situation with another professional or parent and what problem solving action did you take to de-escalate and resolve the issue? (i.e. Important for Social Work Practitioners to regulate our own emotions so as to not cause further tension, facilitate collaboration of all parties involved to an agreeable compromise, stay committed to client's best interest, and know the hierarchy chain of command)**

**14. With the growing diversity of the U.S.A. what role does a School Social Worker play in eradicating discrimination and ensuring a school accommodates and promotes diversity? (i.e. Staff members of various ethnic backgrounds)**

**15. How do you or should a School Social Worker address/have conversations with their school on current issues such as sexual education or sexual identity who's duty is to advocate and educate?**

**16. What community services have you utilized and what community services are needed but not accessible, lack of funds or other barriers? (i.e. Not just to solve problems but also for educational purposes and to create partnership between the school and community dog visit, zoo/aquarium, tutoring service, cancer, organizations for various ethnic groups to have culture awareness day, after school program, etc.)**

**17. Understanding the impact of school to parent and school to student relationships, how can a School Social Worker best help a school hold parents accountable to address attendance, communication, or involvement?**

**18. How do you prioritize and schedule your day of daily tasks, in the moment crisis, community outreach, home visits, etc.?**

crisis situations are priority (emotional breakdown, abuse, etc). what some consider a priority is not a priority for a School SW. if principal gives a task that needs to be done soon then have conversation about what you're doing and when you'll have it done.

**19. What have you done recently to continue educational and professional growth?**

**20. How does a School Social Worker assist a school with filling academic achievement gaps to improve testing scores, so that students that are excelling are challenged, students doing poorly receive extra help with mastery of content instead of just passed along, and those borderline do not fall through the cracks?**

**21. What do you see as the main role of a School Social Worker?**