

SCHOOL SOCIAL WORKER

Position Specific Interview

QUESTIONS:

1. What is your educational background, prior experiences working with children and families, and internship/work experience in school social work? Tell us how it has prepared you for this position. (*Looking for training, internship/work experience working with children and families and the understanding and experience with school social work.*)
2. Why have you selected a career in social work? Why have you selected to do social work in schools vs. another setting? How do you see Volusia County schools meeting these goals? (*Looking for a social worker with a great understanding of social work practice in schools.*)
3. What experience do you have with demanding work environments where every responsibility and task seems to be a priority? (*Looking for a system that is organized, flexible, prioritized and followed; ability to cope and function within the system.*)
4. What is your experience with and how would you rate your presentation skills, interviewing/informational gathering skills, report writing skills, typing/computer skills, and documentation style? (*Looking for good written and oral skills, etc.*)
5. How do you feel about making home visits? (*Looking for comfortability with varying neighborhoods, utilization of safety techniques, dealing with the unknown or unexpected, and knowledge of area and resources, etc.*)
6. What is your experience working with a team? What is your natural response to conflict and differing opinions? (*Looking for good communication and collaboration skills, ability to receive and accept constructive feedback, works harmoniously with others, ability to problem solve, advocating skills, act as a liaison, etc.*)
7. Most of us become more astute decision-makers as the base of our experience broadens. In what respects do you feel you have improved as a decision-maker? (*Looking for sound judgment skills, maintain professionalism, behavior free from bias or pre-conceived attitudes, avoids criticism of students or others, confidentiality, etc.*)

8. Describe your experience with uncooperative and/or hostile clients? (*Looking for effective communication techniques, maintenance of rapport and mutual respect, de-escalation/reframing techniques, maintaining professionalism and adhering to code of ethics, etc.*)

9. When working with students and families, what is your feeling about having to transition from or between the “helping” professional to an “enforcer.” (i.e., providing support and services then filing an attendance violation or making a DCF call)? (*Looking for ability to maintain respect and rapport while enforcing and adhering to law or mandates.*)

10. Do you have experience making DCF calls and responding to crisis situations? What is your comfort level with these? (*Looking for experience with abuse/neglect reporting, crisis intervention and trauma techniques, etc.*)

11. Describe your experience with a former supervisor and former colleagues? (*Looking for professionalism, team player, ability to follow procedures, etc.*)

12. Why do you think you are the best candidate for this position? (*Looking for a highly qualified professional with experience in social work, preferably those who have worked with children and families, flexibility, excellent time management skills, good communication skills, good writing skills, MSW degree.*)