

HEAD START/EARLY HEAD START PROGRAM

Early Childhood Mental Health Consultant

Interview Questions

APPLICANT _____

DATE _____

REVIEWER _____

Questions

1. How has your education and experience prepared you to work with expectant families, infants, and children between ages birth to three and their families in our home visiting program?
2. How has your education and experience prepared you to work with children ages four and five and their families who are participating in our classroom program?
3. What do you see your role as working with Head Start staff?
4. Tell us more about why you applied for this position.
5. What is your approach to children's mental health?
 - a. What theories, models, values, and/or data guide your work?
 - b. Specifically, promoting social and emotional development, addressing concerns and challenging behavior, and supporting staff and families.
6. Describe how you work within a team.
 - a. What are your strengths?
 - b. What are some challenges in working with a team?
7. Describe how you would begin building relationships with Head Start staff and families.
8. Please describe your experience using observation as part of your developmental and/or clinical formulation. What skills do you have that would enhance your ability to conduct observations of a child in a classroom environment?
9. Head Start families come from a range of backgrounds. What is your experience working with diverse socioeconomic and cultural groups?
10. This position will require a great deal of autonomy in designing your schedule and managing a caseload. Describe your strategies to help keep yourself organized and prioritize the various demands of the work.

11. What kind of experience do you have with collecting and reporting program data for local, state, or federal funding agencies?
12. Is there anything else you would like to share?
13. Do you have any questions about this position or the agency?

Hypothetical Scenarios

1. While observing in a classroom, you noted that the Assistant Teacher was using negative language when redirecting a child. How would you address this?
2. A child has been referred to you because the teacher has expressed concerns that the child is aggressive and cannot successfully enter play with other children. His parents are both native Spanish speakers and the teacher thinks the child understands English pretty well.
 - a. What are some of the things you might address with classroom staff?
 - b. What do you envision your home visit with the parents would look like?
3. A family has reluctantly agreed to home visits but you haven't even been able to complete the first one since the last three times you have scheduled with them, they have called to cancel at the last minute.
 - a. What do you plan to do next?
 - b. How would you approach this situation?
4. Over the past month, you have seen a large increase in the number of challenging behaviors in the classroom and are beginning to have a hard time supporting the intense needs of both teachers and parents.
 - a. What would you do if you started to feel overwhelmed by the job?
 - b. What would you need to feel supported?
5. In the past, the Head Start Program has attempted to provide parent education classes but has not had much luck with attendance. Usually only 2 or 3 parents show up each week. You are beginning to plan for a new parent education group and would like to improve attendance and retention.
 - a. What strategies will you use to recruit parents?
 - b. What will you plan to do to get parents to attend groups?