



Allen Independent School District

Substitute Applicant Questionnaire

The following questions are a very important part of our screening process. Please reflect upon them carefully, and give us your candid responses. Please answer each of the questions below. Responses should be **handwritten** and kept to one page.

- 1. What experiences have you had working with children?**
- 2. If we hired you for this position, what strengths do you bring to the job?**
- 3. As a substitute, how would you respond to a teacher or supervisor who was disappointed in the quality of your work?**
- 4. You have been assigned to substitute for a professional or paraprofessional today. Someone comes to you to cover another class or assignment to be completed immediately. How would you handle the situation?**
- 5. If you were in the community and someone approached you with an issue in the school that they were unhappy about, how would you handle the situation?**
- 6. What would your former employer tell us about your attendance and flexibility?**

I acknowledge that the **ability to comprehend and communicate effectively in English is a legitimate expectation** for a position as a substitute in the Allen Independent School District. This requirement is **necessary** in order to appropriately conduct classes and lead instruction. Failure to comply with this requirement may result in my immediate termination from substitute employment with the Allen Independent School District.

Signature of Applicant

Date

Print Name