



K-12 Educator Employment Days - Frequently Asked Questions

Who should attend?

Anyone interested in working in the K-12 environment, including those who want to work as: teachers, school counselors, SLPs, principals, and other school administrators.

Who will be there?

Over 130 school districts from Colorado and additional states (including Texas, Hawaii, Alaska, Kansas, Oklahoma, California, New Mexico, Arizona, and more). You can view all districts on Handshake to research ahead of time.

What should I wear?

We suggest being comfortable as these may be long days for you. If you are looking for specific examples, think about what you wear for student teaching or practicum sites and elevate one step higher than this everyday wear.

Should I plan to attend all day, both days?

We encourage you to attend both days, but if you can only attend one, we suggest Thursday to secure interviews. The length of time attending will be up to you and the number of interviews you are offered and/or decide to accept.

What will the actual event be like?

Districts will have representatives for initial conversations, as well as conducting interviews. Interviews will be held at each table, so please be aware that this could be distracting or overstimulating during your own interview and be prepared for this environment. We suggest taking breaks between interviews and to come and go as needed.

Are these real interviews?

YES! Most will be legitimate first-round interviews and some may be initial conversations with recruiters, but all are steps within the hiring process.

What should I ask employers?

Ask employers what YOU care to know more about. This could include questions such as:

- For hired candidates, what type of environment will they be working in?
- Are there professional development and/or advancement opportunities within your school district?
- Are there support/mentorship/involvement opportunities within your school/school district?
- What are some diversity and equity initiatives that have been put in place within your school(s)?
- How does your school commit to inclusive practices regarding identities?
- What are some of your district's/school's values and how do they show up in day-to-day work?

What can I expect to be asked by employers?

Questions will vary from interview to interview, but we suggest preparing responses (including examples) for:

- Teaching/diversity/inclusion/leadership philosophies
- Times when you adapted, received feedback, solved a program effectively, took initiative
- Planning and teaching modalities, including differentiating lessons to meet the needs of all learners
- Leadership within the classroom and assessment as it relates to planning
- WHY you're interested in the school/district/position

How do I follow up with employers?

Send an email thanking the employer for their time and consideration. This is also when you can ask about timeline if you were not provided this during the fair.

Who can I ask for help if I have questions day-of?

Any Center for Career Readiness staff – you can find us at our information booth or in our blue/navy baseball tees.

As an alumni or community member, how should I navigate potentially seeing my current employer at the fair?

For navigating this scenario, it's up to your comfort, but some ways to do so could include: informing your supervisor/employer ahead of time, don't inform your employer and be comfortable possibly seeing them, utilize the map to know where they will be during the fair, or volunteer and share with employer you are volunteering.