



## Top Ten Interview Questions when hiring RECEs

### Best Practices

- If you intend to interview an RECE, check the College of Early Childhood Educators Public Register to ensure they are a member in good standing.
- If possible, it is beneficial to interview with two people – one to conduct the interview, and one to take notes.
- Including a scoring mechanism for demonstration of each of the skills, knowledge or experience is helpful to compare the candidates' answers.

### Top Ten Questions (in no particular order)

1. The staff in our centre/organization take pride in working as a team. Please provide an example of strengths that you feel you demonstrate that will contribute to the team atmosphere.
2. How would a past supervisor describe your work ethic?
3. Flexibility is a major asset in this position. Please give us an example through previous work experience where you have demonstrated this.
4. We believe mentorship and role modelling can be very valuable in the learning journey. What would you need/want from your mentor? How could you be a mentor for others?
5. What do you believe parents expect when they register their child/children in our centre/organization?
6. How would you incorporate Ontario's Early Learning Frameworks (i.e. ELECT, the four foundations of *How Does Learning Happen?*) in our centre/organization?
7. Give a specific example of a situation that you could have managed better. What brought you to that conclusion? Were you able to take further steps to improve the outcome later?
8. There is a lot of diversity in our workforce and families. How would you support our inclusive environment with our team and in the learning environment for children?
9. Child care has evolved over the years, moving from theme-based programs to emergent programming. Can you tell me what you know about emergent programming and how it differs from theme-based programming, as well as your personal experiences with this change?
10. What can you tell me about the *Code of Ethics and Standards of Practice*?