***Interview questions from the senior teachers to help the junior student teachers.***

***Questions***

1. *How were your first few weeks at your first job as a teacher?*
2. *What was your worse experience with students as a brand new teacher?*
3. *Compare your first year with your current teaching experience? Are you a better teacher now?*
4. *How have you improved as a teacher?*
5. *What new techniques have you learned by the time?*
6. *Which skill took longer to learn as a teacher?( e.g, How to teach? How to manage the class?, How to use the time effectively?)*
7. *Which skill took shorter to learn as a teacher?( e.g, How to teach? How to manage the class?, How to use the time effectively?)*
8. *What will you suggest to a brand new teacher at Sitara School? Which things should she ignore and which should she focus more and learn as early as possible?*
9. *Have you ever thought to quit teaching? If yes, what was the reason? Which worst experience made you to reach that level of disappointment?*
10. *Have you ever thought to quit teaching? If no, what keeps you motivated to continue your teaching profession?*

***Answers from Sitara teachers.***

**Teacher : 1 ( senior section)**

Ans. 1. Tiring job, thought to quit. Need of money is the reason to stay.

Ans. 2. Classroom management. I wasn’t able to control the class. One student was so disturbing that I hit him once.

Ans. 3. I am a better teacher now. Learn different teaching methods to use my time effectively and now I can manage the class well.

Ans. 4.Guidance of the principal helped me a lot or I should say that was the unit cause that I learned how to teach? She was well aware of the students’ psychology that helped me a lot.

Ans. 5. Use of internet and Computer skills.

Ans: 6. The skill that students will not be taught only through the book. Different AVaids will be used. By the time I learn that how to search and integrate different resources in class.

Ans. 7. I learned in a shorter time that how to deal with students copy work. How to check the copy? What should be on student’ copy? etc.

Ans: 8. If all the students are not listening to you ignore some of them. But by the time this should be learned as early as possible to make all the students to listen to you so that all the class could be on the same page at least.

Ans: 9. Yes I thought about and the reason was low salary.

Ans: 10. I am learning myself here at Sitara. It motivates me.

**Teacher : 2 ( senior section)**

Ans 1. My first few weeks were quite tough because, due to some reasons, I had to join immediately and I was pre-occupied with some of the tasks but by the time I learned to manage multiple tasks. Besides this, in the initial days, I found it difficult to adjust in a class where I had students of my own age.

Ans 3. I have certainly improved as a teacher. In the very first year of my teaching experience, my class was more teacher-centered. Now it’s more student centered. I have learned to engage all the students in the class by bringing versatility to my lessons in order to fascinate and make all types of learners interested in the lecture.

Ans 4+5. I have learned to implement the teaching methodologies including mastery learning. Besides this, I have become more patient as I felt the responsibility to value and respect every student’s mental state and perspective. I have learned to engage the sharp and naughty students in a way that they don’t disturb the class.

Ans 6. Writing a well-organized, comprehensive and a complete planner took longer to be learned.

Ans 7. Using technology to plan lessons and quizzes was easier for me.

Ans 8. At first you feel like you won’t be able to polish the best out of the students who are under-privileged. But the more motivation and dedication you have, the more you’ll find it easier to adjust. Having the course/lesson grip is the most important thing. In my view, a teacher needs to focus more on how she teaches than how she looks. So, more of the focus should be on lesson planning, which of course doesn’t mean that you should look unprofessional (with your dressing).

Ans 9 +10. At a moment, I was demotivated because of the burden of online system but the learning and experience I was receiving in return of my efforts kept me motivated and dedicated.

**Teacher: 3( junior section)**

**Q1: How were your few weeks at your first job as a teacher?**

Ans: First few weeks at my first job as a teacher were little bit difficult to manage and organize the discipline of my class. But in those days my learning of new experiences was very fast. I learned a lot in those days.

**Q2: What was your worse experience with students as a brand new teacher?**

Ans: My worse experience was to work and analyze the weak students of the class. They were silent and ignorant it was very hard to move them to the progressive way.

**Q3: Compare your first year with your current teaching experience? Are you a better teacher now?**

Ans: Yes of course, I feel as I was blank at my first exposure to my students, but now I know many tricks and ways to manage my classes and lectures still I am in the process of learning.

**Q4: How have you improved as a teacher?**

Ans: As a teacher, I have improved a lot. I have attended many workshops to learn from international schools, their strategies and methodologies to teach students. Besides, I learned from many educational websites to improve and acquire new method of teachings.

**Q5: *What new techniques have you learned by the time?***

Ans: Using phonics to increase reading skills is very useful. Beside this I used to use activities for most of the lessons to be consolidated projects for many subjects.

**Q6: Which skill took longer to learn as a teacher?( e.g, How to teach? How to manage the class?, How to use the time effectively?)**

Ans: Class management skill took longer even years to make my teachings effective, with the passage of time I tried to learn more about the psyche and home environment of the students to manage their behavior in the class to mange my classes.

**Q7: Which skill took shorter to learn as a teacher?( e.g, How to teach? How to manage the class?, How to use the time effectively?)**

Ans: Student teacher interaction took always short time it always helped me a lot to help students to learn and take interest in learning. This also helped me to manage my period of time effectively to Convey and deliver my lectures.

**Q8: What will you suggest to a brand new teacher at Sitara School? Which things should she ignore and which should she focus more and learn as early as possible?**

Ans: For a brand new teacher at Sitara, I would firstly tell my teachers to have patience in all aspects of teaching , working and dealing. Then have good relationship and effective environment. Focus more on reading and creative learning and use more resources from school to make learning “Fun”. Take help from colleagues and work as a team to teach and learn from each other.

**Q9: Have you ever thought to quit teaching? If yes, what was the reason? Which worst experience made you to reach that level of disappointment?**

Ans: Yes once or twice I thought to quit teaching. It was due to some of my family requirements and secondly on some occasions I thought that maybe I am not capable for this post may be someone else can take over my place to do or show better results.

**Q10: Have you ever thought to quit teaching? If no, what keeps you motivated to continue your teaching profession?**

Ans: Yes I thought to quit teaching for some time due to my personal reason to give more time to my family but later on I thought that Sitara students need me more and by giving time to Sitara and Sitara students, I am preparing myself for the life hereafter.

**Teacher: 4(senior section)**

Ans 1: The first few weeks of my job were really difficult as I didn’t know how to manage the class. Planner writing was also a new thing for me.

Ans 2 In the initial days as I was not able to mange my class so I used harsh language with my students.

Ans 3: Yes I am a better teacher now and I have learnt a lot of new teaching techniques and skills and I try to follow the learnt techniques in my class.

Ans 4: Yes I have improved a lot.

Ans 5: I have learnt computer skills like how to make papers on MS. Word, how to make students results on excel sheet and how to make power point presentations for my students.

Ans 6 Time management took longer.

Ans 7 :Class management took shorter.

Ans 8 For new teachers, I will suggest that salary is not the main things if we are focus on our goal and the fact that in teaching at Sitara we really get chance to learn new things.

Ans 9 : To take combine classes was the bad experience and I want to leave the job because I was not able to manage two classes at the same time.

Ans 10: In teachings profession I am learning many things on daily basis and that the main motivation for me that I am continuing my job.

**Teacher: 5 (Junior Section)**

**Q1: How were your few weeks at your first job as a teacher?**

Ans: My first teaching experience taught me a lot about what it means to be a teacher and a lot about myself, as a future educator, which is my passion to become, I always will have in mind that coming up with lesson plans is not easy specially for a new teacher. So I am glad that I am able to have this experience to prepare myself for the future.

**Q2: What was your worst experience with students as a brand new teacher?**

Ans: My worst experience with students was about classroom management.

**Q3: Compare your first year with your current teaching experience? Are you a better teacher now?**

Ans: If I compare my first year with current teaching then Alhamdulillah I have learnt a lot of new skills every day and every year as a teacher. I am better teacher now.

**Q4: How have you improved as a teacher?**

Ans: Yes I have improved in many as a teacher.

* I have improved my classroom management.
* I have adjusted my mindset.
* Created a support group with other teachers.
* Fresh up my slide presentations.
* Get organized
* Building content area knowledge.

**Q5: *What new techniques have you learned by the time?***

Ans: I have learned new techniques of teaching like

* Collaborative learning
* Spaced learning
* Lesson planning
* Activity based learning
* Learning through the use of games
* Brain storming
* Creative thinking

**Q6: Which skill took longer to learn as a teacher?( e.g, How to teach? How to manage the class?, How to use the time effectively?)**

Ans: The following took longer:

1. Class management skills
2. Model ideal behavior
3. Avoid punishing the class
4. Encourage and take initiative
5. Use of magic words
6. Offer praise
7. Use non-verbal communication
8. How to teach effectively?

**Q7: Which skills took shorter to learn as a teacher?( e.g, How to teach? How to manage the class?, How to use the time effectively?)**

Ans: I think teachers should take shorter to learn all these skills as a teacher as soon as possible.

**Q8: What will you suggest to a brand new teacher at Sitara School? Which things should she ignore and which should she focus more and learn as early as possible?**

Ans: I will suggest new teachers that they should focus on these areas.

* Be a responsible teacher
* Create a knowledge consumption environment
* Be a good listener in the classroom
* Make your teaching flexible
* Use technology to make the class interesting
* Teachers should ignore student’s gossips in the classroom

**Q9: Have you ever thought to quit teaching? If yes, what was the reason? Which worst experience made you to reach that level of disappointment?**

Ans: Yes I quit teaching in my previous school because the director there was not sincere with the pupil’s education. She was only interested to get donations from other countries for poor student’s education.

**Q10: Have you ever thought to quit teaching? If no, what keeps you motivated to continue your teaching profession?**

Ans: No, I thought that my students need me and if I will serve them sincerely then Allah will give me reward for that.

**Teacher 6: (junior section)**

**Q1: How were your few weeks at your first job as a teacher?**

Ans: When I joined my job as a teacher my first weeks were very difficult and hard. Once or twice a day I use to think that “No” I can’t do this.

**Q2: What was your worse experience with students as a brand new teacher?**

Ans: My worst experience with the students, as a brand new teacher was, when one day, I entered the class, I was excited but after some time I couldn’t control the class and can’t engage the student with myself. So that was the worst experience with the students.

**Q3: Compare your first year with your current teaching experience? Are you a better teacher now?**

Ans: I think my first year was very tough but when I compare my first year with my current experience, first of all I thanked Allah that he has given me ability to face the difficulties of my job. Allah increased my knowledge and confidence and Alhamdulillah now I am a confident teacher.

**Q4: How have you improved as a teacher?**

Ans: I improved my teaching skills. As I am an Urdu teacher, I tried to improve the reading skills of students and searched the new ways of teaching.

**Q5: *What new techniques have you learned by the time?***

Ans: By the time I learned how to manage the different level of students and leaned class management skills also.

**Q6: Which skill took longer to learn as a teacher?( e.g, How to teach? How to manage the class?, How to use the time effectively?)**

Ans: Time management skill took me longer to learn as a teacher.

**Q7: Which skill took shorter to learn as a teacher? ( e.g, How to teach? How to manage the class?, How to use the time effectively?)**

Ans: Class management skill took little bit more time to learn as a teacher.

**Q8: What will you suggest to a brand new teacher at Sitara School? Which things should she ignore and which should she focus more and learn as early as possible?**

Ans: I will suggest her that she should develop a passion to learn new things, new activities, computer skills and English language skills. I will suggest her to ignore her teaching mistakes.

**Q9: Have you ever thought to quit teaching? If no, what keeps you motivated to continue your teaching profession?**

Ans: No, I can’t even think about it because teaching is very meaningful profession and it helps me to learn new things every day.

**Teacher 7: ( Junior Section)**

**Q1: How were your few weeks at your first job as a teacher?**

Ans: It was a tough but good experience. I had to adjust myself in the new place and colleagues but with the passage of time I found myself comfortable.

**Q2: What was your worse experience with students as a brand new teacher?**

Ans: Though, there were difficult situations, but I had faced classroom management issues and class control was also a tough job.

**Q3: Compare your first year with your current teaching experience? Are you a better teacher now?**

Ans: At first I was trying to adjust myself in the environment and tried to manage the things but now I am habitual with the process. I have learned the main required procedures and techniques. Now I am a better teacher.

**Q4: How have you improved as a teacher?**

Ans: As a teacher I use to listen to the instructions carefully and try to note down my daily problems and mistakes. Beside I use to sit in the class of senior teachers so that I can learn how do they teach and manage their class.

**Q5: What new techniques have you learned by the time?**

Ans: I have improved my subject knowledge. I have also learned classroom management skills through small group technique engaging students through questions answers and time management.

**Q6: Which skill took longer to learn as a teacher?(e.g, How to teach? How to manage the class?, How to use the time effectively?)**

Ans: Class control and time management took more time.

**Q7: Which skill took shorter to learn as a teacher?( e.g, How to teach? How to manage the class?, How to use the time effectively?)**

Ans: The skill to divide the class into groups and presenting topics made easy to learn in less time.

**Q8: What will you suggest to a brand new teacher at Sitara School? Which things should she ignore and which should she focus more and learn as early as possible?**

Ans: At first a teacher needs to ignore the irritating behavior of students and remain focused she \he needs to work on skills and subject knowledge so that they can easily cope up with difficulties at early stages consulting senior is not a bad things so one must not hesitate to do so.

**Q9: Have you ever thought to quit teaching? If yes, what was the reason? Which worst experience made you to reach that level of disappointment?**

Ans: Not at all, I decided to be a teacher by choice not by chance.

**Q10: Have you ever thought to quit teaching? If no, what keeps you motivated to continue your teaching profession?**

Ans: When I started teaching I thought it is a difficult job. But later on found it easy. I goy motivated after learning new things.

**Teacher 8: ( senior Section)**

1. How were you first few weeks at your first job as a teacher?

l started job in Sitara in 2014. It was good time but I felt some difficulties to adjust in this new environment. The children were too naughty. They were not obedient like other school children as they mostly belong to refugee families. It was difficult to manage the class. I couldn’t understand that how can we teach the class with activities but continuous Guidance of our principal helped me to manage the class and other activities. I was assigned to teach computer to my class as all the teachers were given computer of their own classes. I didn’t had computer skills at that time so I thought it will be really tough. But by the time I learnt basic computer skills and now I can do it without any hesitation.

2. what was your worst experience with students as a brand new teacher?

As already mentioned that the students were very naughty and once in my starting days one boy was hitting with iron scale to his class fellow and one of them got injured. I was so scared that how will I answer about this incident to the admin. But I was so relieved when instead of asking me in particular my principal discussed it in general in a meeting that saved me from real embarrassment. No one except me could understand that this was related to me but it never happened again in my class.

3. Compare your first year with your current teaching experience are you a better teacher now?

Yes I think I am a better teacher now because I understood the basic requirements of this institution.

4. How have you improved as a teacher?

* First of all, by the blessing of Allah Subhan Allah.
* By following the director's & our principal instructions.
* By the cooperation of my colleagues
* By using internet and other resources

1. What new techniques have you learnt by the time?

* I have learnt basic computer skills( MS Word, PowerPoint presentation, work on excel sheet etc.)
* English language skills
* I have learnt new teaching techniques
* I have learnt to integrate syllabus to Islamic perspective
* I have improve the rules of tajweed
* I have learnt making papers and result in software

Alhamdulillah I have learned many other things .As it is teacher training institute and I think every day as a teacher we get an opportunity to learn new things .

6. Which skill took longer to learn as a teacher?

Time management and class management took longer.

7. Which skill took time to learn as a teacher?

lesson planning. I have to improve this skill yet but in start I got it well.

8. What will you suggest as a brand new teacher at Sitara School? Which things should she ignore and which should she focus more and learn as early as possible?

Teaching at Sitara is not an ordinary thing. It is an honor to be the part of Sitara because we are a teacher and a student at the same time. Brand new teacher should come up with open mind to learn new teaching techniques, to get other suggestions and instructions from the admin. Tolerance and patience is also needed for this profession. One more thing, she should ignore the mischievous behavior of the students. Focus more on planning lesson and to apply the planning in the classroom.

9. Have you ever thought to quit teaching ? if yes what was the reason ?which worst experience made you to reach that level of disappointment?

Before giving the answer to this question I want to tell my family background. I got married in a strict family and my in laws don't want me to take part in any activity of learning and teaching. I took gap in my studies for 10 years after the marriage. After 10 years mind of my husband changed and he allow me to teach but after starting teaching when he felt disturbance in household activities he ordered me to not go to the school the next day. I also thought many times to quit teaching because of his harsh attitude, tough routine of the school and household work, but things got normal by the time. The encouragement and corporation of the colleagues also motivated me to continue the teaching profession.