



National Association for  
Sport and Physical Education

*an association of the American Alliance for Health,  
Physical Education, Recreation and Dance*

**NASPE Sets the Standard**

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## ***FOR USE BY PRINCIPALS***

### ***Suggested Job Interview Questions***

***for***

### ***Prospective Physical Education Teachers***

***A Quality Physical Education Program***

***Will Keep Your School***

***Fit to Achieve***

**Prepared by the National Association for Sport and Physical Education**

***NASPE Sets the Standard***

### ***Make Hiring a Key Aspect of Assuring a Good Program***

***According to NASPE's Physical Activity Guidelines, school children are encouraged to be physically active at least 60 minutes, and up to several hours per day. Assure that your students are taught the joy and reasons for being physically active by a certified physical education professional!***

### **Background**

Hiring high quality professional staff is one of the challenges faced by principals. Another is having a general understanding of the standards, issues and trends relative to all the content areas that make up a comprehensive education including physical education. The National Association for Sport and Physical Education (NASPE), which has been setting the standard for the professions for over 35 years, has developed guidelines and interview questions to help you to hire the best physical education faculty and contribute to the total education of your students.

The preeminent national authority on physical education and a recognized leader in sport and physical activity, NASPE is a non-profit professional membership association that sets the standard for practice in physical education and sport. NASPE's 16,000 members include: K-12 physical education teachers, coaches, athletic directors, athletic trainers, sport management professionals, researchers, and college/university faculty who prepare physical activity professionals. The mission of NASPE is to enhance knowledge, improve professional practice, and increase support for high quality physical education, sport and physical activity programs. It is the largest of the five national associations that make the American Alliance for Health, Physical Education, Recreation & Dance (AAHPERD).

Please share these suggestions with other principals in your school district, as well as with chairs of your departments of physical education. We hope the following will help you better assess your program and prospective faculty members.

### **Suggested Questions for Faculty in Physical Education**

#### **1. What do you believe are the characteristics of an effective physical education teacher?**

-A physical education teacher is someone who is able to integrate knowledge and understanding of human movement and physical fitness, student growth and development, and

current learning theories in order to facilitate student learning so that students become physically fit, competent movers and understand a range of movement forms.

-\***Key concepts:** has comprehensive knowledge about scientific and applied aspects of human movement and physical activity; uses developmentally appropriate activities; models sportsmanship; shows awareness of students' needs; applies effective teaching strategies; accommodates diversity; demonstrates professional commitment through involvement in professional organizations; serves as a positive role model of personal fitness and skill; uses appropriate assessment and evaluation; applies current technology. Students should learn health-related fitness, motor skills, how to be and stay active out of class, sport opportunities, various movement forms.

- *(Key Concepts - the applicant may or may not answer the question in exactly this way, however, the interviewer can focus on the key words related to the concepts involved in the answer.)*

## 2. What is a physically educated person?

- skilled in a variety of physical activities
- physically fit
- participates regularly in physical activity
- knows the implications of and the benefits from the involvement in physical activities
- values physical activity and its contribution to a healthful lifestyle

### 2a. How would you help your children to become physically educated?

\***Key Concepts:** Competence in manipulative locomotor and non-locomotor skills, involvement in life activities and various movement forms (sport, dance, gymnastics, aquatics), assesses, achieves and maintains personal physical fitness; understands how to be safe in physical activity; health-enhancing regular physical activity; variety of physical activity options; motor development; healthy lifestyle decisions; enjoyment.

## 3. What are the appropriate practices or best practices in physical education?

Appropriate instructional practices are those that recognize students' development and changing movement abilities, as well as their individual differences. Teachers plan and implement instruction that maximizes each student's potential to develop in all domains in a safe, motivating environment. The documents are used to ensure that the teachers are implementing programs that are both developmentally and instructionally appropriate for students.

\***Key Concepts:** selection of movement concepts and motor skills; cognitive development; affective development; fitness; fitness assessment; maximum participation; variety of movement forms; management of competition.

## 4. How do you assess students in physical education?

Learning should be systemically assessed based on predetermined goals. Assessments should include a variety of forms that assess understanding and application of concepts and development of skills. Assessment should be ongoing part of learning and reflect authentic application of meaningful skills and knowledge.

**\*Key Concepts:** evaluation of students within psychomotor, cognitive, and affective domains; valid, reliable, and objective; formative evaluation in relation to individualized criteria; guide to instructional planning; criteria-based; focus on individual performance; should assist in grading; indicator of quality instruction.

## **5. How do you ensure the safety and well-being of all students?**

The teacher should plan and direct all class activities in an environment that promotes the safety of all students.

**\*Key Concepts:** Physical maturation and skill development levels (size and strength); pertinent student medical information; continuous supervision in all activity areas and in the locker room; appropriate clothing and shoes; safety aspects of physical activities is an integral part of instruction: emergency first-aid procedures; maintenance of all equipment and facilities.

### **5a. How would you accommodate students with a variety of special needs?**

**\*Key Concepts:** All students are not doing the same thing at the same time but a variety of levels, stations, equipment and activities. It is important to extend and adapt tasks to student needs.

## **6. What is your understanding of the National Standards for Physical Education that were developed by the National Association for Sport and Physical Education or of our state's standards for physical education?**

“The purpose of the National Standards was to clearly identify what a student should know and be able to perform as a result of a quality physical education program and to establish teacher-friendly guidelines for assessment.” There are six broad standards with benchmarks for grades K, 2, 4, 6, 8, 10, and 12.

**\*Key Concepts:** the standards address: motor skill competency; varied movement forms; understanding of movement & fitness; physically active lifestyle; health-enhancing level of physical fitness; responsible personal and social behavior in physical activity settings; respect for differences; opportunities for enjoyment, challenge, self-expression, and social interaction.

### **Other Significant Questions**

**7. What are your plans for professional involvement and self-improvement?**

**8. Would you be willing to attend in-service trainings on your own time?**

**9. Give an example of how you have been cooperative and flexible in a professional work environment.**

**10. Give an example of how you have been a part of a decision making process.**

**11. How do you think physical education contributes to the total curriculum?**

**12. Do you have any additional information you would like to share with us?**

### **Resources for You**

Today's school administrator is faced with greater demands on time than ever before. To assist you in your school leadership efforts for quality physical education programs and student achievement, NASPE invites you to visit our website at [www.naspeinfo.org](http://www.naspeinfo.org). There you will find complimentary position papers such as *Recess in Elementary Schools*, and *Physical Education is Critical to a Complete Education*; and valuable resource materials such as *National Standards for Physical Education*, *Opportunity to Learn Standards and Appropriate Instructional Practices*.

The future direction of physical education is clearer than ever thanks to the availability of PE Metrics, a new series of products from NASPE, which provides performance indicators, assessment tasks and rubrics for measuring student achievement in the National Standards for Physical Education. The first product is for standard one (motor skills and movement patterns) elementary school – grades K, 2 and 5.

**To order: Visit our online book store at [www.aahperd.org](http://www.aahperd.org) or call 1-800-321-0789.**

NASPE encourages you to learn more about and develop a greater understanding of the role physical education plays in the overall education of your students. A recent parents opinion survey reported that the majority of adults believe physical education makes children more alert/aware, helps them focus better, increases energy, teaches them how to work with others, reduces stress and helps make children healthier.

### **Professional Conferences:**

The 125<sup>th</sup> Annual Convention of the American Alliance for Health, Physical Education, Recreation & Dance (AAHPERD), to be held on March 16- 20, 2010, Indianapolis, IN, will feature over 200 program sessions related to the latest issues, trends and concerns about physical education and physical activity. For more information, see [www.aahperd.org](http://www.aahperd.org) or call 1-800-213-7193.

**Need some new professional development workshops?** NASPE Professional Services include:

- **PIPELine** (Program Improvement for Physical Education) Workshops are complete one-day workshops developed and presented by specialists in curriculum development K-12, instructional strategies, assessment strategies and integrating technology.
- **Physical Best** workshops where teachers learn about this comprehensive health-related fitness education program and the FITNESSGRAM assessment, and how to incorporate them in their K-12 physical education curriculums.

- **ProLink**, where NASPE can connect you with just the right type of expert you need for workshop presentations, review of physical education programs, or writing curriculum.
- **Teachers of the Year**, nationally recognized professionals, are available for workshops.

Call **NASPE at 1-800-213-7193, ext. 410** or visit our website at [www.naspeinfo.org](http://www.naspeinfo.org) for more information.

Those are just a few of the exciting new programs and resource materials NASPE has to offer your physical education staff. By encouraging your teachers to access all of NASPE's resources, you will be contributing to your students' overall health and well-being. Membership is only \$135 for individuals. NASPE members benefit from discounts for both publications and conferences. Urge your physical educators to enhance their professionalism!

(Revised 9/09)