



international debate education association

International Trainer Interview

Prior to beginning the interview, the assessor should establish a rapport with the applicant and put him or her at ease by demonstrating a very warm and friendly demeanor. The assessor is not a school director or inspector. The goal of the interview is for the applicant to be successful, either at the conclusion of the observation or later, as a result of the advice and counsel provided by the assessor. The assessor should also use the interviews to gather evidence about any standards not documented in the presentation observations and portfolio review.

- I. In interviewing the applicant regarding his or her presentation, the certifier should, at a minimum, ask the following questions:
 - A. What related seminar activities preceded this one? Where would the applicant place it in the seminar?
 - B. What is the purpose or aim of the session?
 - C. What skills/knowledge would the applicant expect participants to gain during the session?
 - D. Did you manage to achieve the goals set before the session?
 - E. Did you think the methods you used during the session worked well with your audience?
 - F. How did you evaluate your own performance during the session? Why?
 - G. What were the strengths of your session? How would you change to make it better?
- II. The certifier may then ask questions about any aspects of the standards for which evidence is unclear or lacking, including but not limited to:
 - A. teaching philosophy
 - B. educational materials
 - C. career plans
 - D. inclusiveness
 - E. handling problems
 - F. training experience

If the applicant requires additional work to prepare for a successful assessment, the assessor should provide clear, unambiguous counsel and coaching about needed changes. Wherever possible, the assessor should elicit a plan for improvement from the applicant.