

Teacher Application Questionnaire

(Agricultural, Competency-Based, Multi-Age Program)

Name: _____

Contact Information: _____

Please check the position you are applying for.

Classroom Teacher K-2 ☐

Math Teacher ☐

ELA Teacher ☐

Science Teacher ☐

Social Studies Teacher ☐

Special Educator ☐

Section 1: Background & Teaching Focus

1. Primary teaching subject(s):

Please list your main subject area(s) and grade levels you are qualified or experienced to teach.

2. Your passion subject:

- Which subject are you most passionate about teaching, and why?

- How does this subject connect (or could connect) to agricultural, land-based, or applied learning?

3. Teaching philosophy:

In 200–300 words, describe your overall teaching philosophy.

4. Student engagement:

How do you engage students who struggle or show low motivation, particularly in hands-on, outdoor, or project-based environments?

Section 2: Motivation & School Fit

5. Why this school and program?

What specifically attracted you to our school's agricultural, competency-based, and multi-age model?

6. Alignment with school culture:

How do your personal values and teaching approach align with a school centered on agriculture, sustainability, mastery, and mixed-age learning?

7. Community contribution:

How would you contribute to the wider school and farm community beyond classroom instruction?

Section 3: Competency-Based Education (CBE)

8. Understanding of competency-based education:

In your own words, describe what competency-based or mastery-based education means to you.

9. Philosophical alignment:

What appeals to you about competency-based learning? What challenges do you anticipate in implementing it well?

10. Experience with CBE or related models:

Describe any experience you have with competency-based, mastery-based, standards-based, project-based, or experiential learning models.

11. Assessment and evidence of learning:

How do you typically determine whether a student has truly learned something? If you have experience with competency-based or mastery-based learning, please describe your approach. If not, feel free to draw on other assessment practices you've used or believe are effective.

12. Pacing and differentiation:

How do you support learners who progress at different rates while maintaining high expectations?

13. Feedback and revision:

How do you give students feedback and support them in improving their work over time?

If you have worked in a mastery-based or competency-based setting, please describe that experience. If not, share examples from your current or past teaching practice.

14. Real-world integration:

Provide an example of how you would integrate real-world agricultural or farm-based tasks into a competency-based curriculum.

Section 4: Multi-Age Classroom Experience & Readiness

15. Experience with multi-age or mixed-age classrooms:

Describe any experience you have teaching or supporting students across multiple age groups or grade levels in the same learning environment.

16. Instructional strategies:

What strategies have you used (or would use) to manage differentiation, independence, and collaboration in a multi-age setting?

17. Benefits and challenges:

What do you see as the primary benefits and challenges of multi-age classrooms, particularly in an agricultural or experiential context?

18. Willingness to learn and adapt:

If you have limited experience with multi-age classrooms, how willing are you to learn and adapt your practice?

Please describe how you approach learning new instructional models.

Section 5: Agricultural & Farm Experience

19. Farm or agricultural background:

Please describe any experience you have with farming, agriculture, gardening, animal care, land management, or related fields.

20. Practical competencies:

Which agricultural or land-based skills are you comfortable supporting or supervising?

21. Teaching in outdoor or farm settings:

Describe any experience teaching or supervising students in farm, garden, workshop, or outdoor environments.

22. Health, safety, and risk management:

What experience do you have managing student safety in practical or agricultural contexts?

23. Skill development mindset:

If your farm experience is limited, how do you approach learning new practical skills alongside students?

Section 6: Strengths & Added Value

24. Additional skills or expertise:

What additional skills or experiences would strengthen our agricultural, competency-based, or multi-age program?

25. Extracurricular and farm involvement:

In what ways might you be interested in participating in or supporting learning experiences beyond the classroom, including farm-based, extracurricular, or community activities?

If applicable, please share examples of past involvement or areas you would be interested in exploring.

26. Innovation and initiative:

Describe a time you designed or led a hands-on, interdisciplinary, or mastery-based project. What was the outcome?

Section 7: Reflection & Growth

27. Professional learning:

How do you typically learn and grow as an educator, especially when working in new or unfamiliar instructional models?

You may reference professional development, collaboration, self-directed learning, or experiences learning alongside students.

28. Feedback and adaptability:

How do you respond to feedback from students, colleagues, or supervisors in collaborative and non-traditional learning environments?

Section 8: Final Reflection

29. Fit for this role:

What makes you a strong fit for an agricultural, competency-based, multi-age school?

30. Additional information:

Optional: Please share anything else that supports your application.

Please submit your resume along with this complete application form.

All applications should be emailed to:

Kimberly.morton@bacs.education