

## **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.*

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#### **2. Your passion subject:**

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

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

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**3. Teaching philosophy:**

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

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**4. Student engagement:**

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

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## **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?*

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**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?*

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**7. Community contribution:**

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

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**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.*

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**9. Philosophical alignment:**

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

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**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.*

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**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.*

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**12. Pacing and differentiation:**

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

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**13. Feedback and revision:**

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

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*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.*

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**14. Real-world integration:**

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

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**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.*

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**16. Instructional strategies:**

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

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**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?*

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**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?*

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*Please describe how you approach learning new instructional models.*

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## **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.*

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**20. Practical competencies:**

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

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**21. Teaching in outdoor or farm settings:**

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

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**22. Health, safety, and risk management:**

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

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**23. Skill development mindset:**

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

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**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?*

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**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?*

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

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**26. Innovation and initiative:**

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

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## **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?*

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

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**28. Feedback and adaptability:**

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

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## Section 8: Final Reflection

### 29. Fit for this role:

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

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### 30. Additional information:

*Optional: Please share anything else that supports your application.*

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Please submit your resume along with this complete application form.

All applications should be emailed to:

[Kimberly.morton@bacs.education](mailto:Kimberly.morton@bacs.education)