Interviewing for an APE Position:

Securing an APE Position: What You Need to Know
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Agenda
• About Us
• APE-AA Program Certification
• What we are looking for
• Interview process: resume, portfolio, interview, your questions
• Evaluation
• Processing
• Summary
• Questions

SAN DIEGO UNIFIED
• 131,000 students (PK-12)
• Second largest district in California
• 226 Schools
• 14,787 students with IEP’s
• 40 Adapted Physical Education Teachers
• Lead teacher support
• Itinerant
• Inclusive Model / Collaborative Approach
• Serving Infant – High School
• Central office assessment teams
• Action Based Learning and Unified Sports emphasis
• www.sandiegounified.org

About US
Interviewing for an APE Position:

LOS ANGELES UNIFIED
- 734,000 students (PK-12)
- Second Largest District in United States
- 1,147 Schools
- 72,574 Students with IEP's
- 203 Adapted Physical Education Teachers
- 6,300 Students with APE Services
- 15 Recreation Therapists
- Inclusive Model / Collaborative Approach
- Serving ages 3-22
- Central Office APE Administrators
- Inclusion Based Learning Emphasis
- www.teachinla.com

About US

CTC APEAA Program Certification
- Make application & train in programs that have both SSPE & APEAA credentials
- CSU schools that offer both SSPE & APEAA
  - Pomona
  - Chico
  - Humboldt
  - Long Beach
  - Los Angeles
  - San Bernardino
  - San Francisco
  - San Jose
  - Sonoma

Higher Learning

General Qualities:
- Educational Background & Experience
- Professional Appearance & Demeanor
- Compassionate & Caring Attitude
- Confidence
- Professional Written & Verbal Language
- Leadership Qualities
- Organizational Skills
- Willingness to learn
- Passionate
- Advocacy
- Fun attitude

What We are Looking For ....
Interviewing for an APE Position:

What We are Looking For ....

Content Knowledge
- Teaching philosophy
- Legislation (CA APE guidelines)
- Understanding of various disabilities
- Behavior management
- Paper work: assessment reports, IEP's etc.
- Data Collection Methods
- Curriculum: unit & lesson plans follows CA content standards & behavioral objectives
- Collaboration
- Technology Use
- Advocacy

Professional Presentation (1-2 Pages)
- Include:
  - Contact Information
  - Education
  - Work Experience
  - Professional Development
  - Relevant Experience
  - Community Service
  - Specialized Skills
  - References
- Leave Out:
  - High School

The Resume

The Portfolio
- Bring your University Portfolio (electronic or hard copy)
- Be Prepared to Share Exemplary Work
- Examples include:
  - Assessment Reports
  - Sample IEP's
  - Data Collection Methods
  - Unit & Lesson Plans, Curriculum Map
  - Behavior Management Strategies
  - Use of Technology
  - Collaboration with Other Professionals
  - Unique Teaching & Program Practices
  - References and Letters of Recommendation
Interviewing for an APE Position:

Two Types of Interviews:
(1) Conducted by HR (general)
(2) APE Panel (specific)

Prepare:
• Practice answering questions beforehand
• Study the job description
• Learn all you can about the district
• Don't Fake it. If you do not know the answer, be truthful

The Oral Interview

Be prepared to answer questions such as:
• Standards-based instruction
• Support for student learning
• Behavior management
• Task analysis of skill progression
• IEP experience
• Experience with various disabilities and grade levels
• Assessment tools utilized
• Assessment Report Writing Experience
• Methods of data collection

The Oral Interview

Continued ....
• Instructional equipment and motivational tools
• Use of technology
• Attendance and progress monitoring
• Inclusion techniques
• Collaboration with staff, assistants and parents
• Describe a sample lesson
• Professional development
• What are your strengths, what support would you need

The Oral Interview
Interviewing for an APE Position:

- Tell them anything about yourself that you feel was not covered.
- Portfolio opportunity to show them your work.
- Benefits package & pay scale (HR can help you).
- Value of PE in the District & the support of administrators & other teachers.
- Professional Development opportunities.
- Clearing your Preliminary Credential (BTGDI): Beginning Teacher Growth and Development Induction Program differs among districts.
- District Policy handbook - specific in PE & APE.
- Facilities/Equipment availability.

Your turn . . .

Expect to be asked to write elements essential to the job of an APE teacher such as:
- Present Level of Performance
- Assessment Report
- Grading Systems
- Student Progress
- Goals

The Written Interview

3Ps: Prepared, Professional & Portfolio
- Prepared: study the job description & learn about the district.
- Professional: First impressions are important. Dress professionally. Address everyone in the room, eye contact is important.
- Portfolio: Don’t tell me, show me, let your work speak for you bring your portfolio, paper and electronic samples of your work (i.e., professional vitae, notebook, tablet, lap top, sample teaching clips).

Summary
### Evaluation: Teaching Demonstration

<table>
<thead>
<tr>
<th>Element</th>
<th>Ineffective (1)</th>
<th>Developing (2)</th>
<th>Effective (3)</th>
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<tbody>
<tr>
<td>2d2. Monitoring and Responding to Student Behavior</td>
<td>Teacher does not monitor student behavior. Appropriate behaviors are not acknowledged. Teacher does not respond to misbehavior or the response is inconsistent, overly repressive, or does not respect the student's dignity. Teacher is generally aware of student behavior and occasionally acknowledges appropriate behaviors. Teacher attempts to respond to student misbehavior but with uneven results. Teacher recognizes and appropriately reinforces positive behavior and has a clear and consistent system for addressing negative behavior or rule-breaking. Teacher response to misbehavior is appropriate and successful and respects the student's dignity, or student behavior is generally appropriate.</td>
<td>Teacher recognizes and appropriately reinforces positive behavior and has a clear and consistent system for addressing negative behavior or rule-breaking. Teacher response to misbehavior is appropriate and successful and respects the student's dignity, or student behavior is generally appropriate.</td>
<td></td>
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### Online Application
- Background check & fingerprints
- Reference verifications
- Out of state verification (SDUSD)
- Prepare in advance and have necessary required documents and information:
  - CBEST (or equivalent) & CSET
  - Transcripts
  - Credential(s) i.e., APEAA, SSPE
  - TB Test/Verification & Medical Exam
  - SB 792 Requirements
  - Driver's License & Social Security Card

### Processing - Human Resources

- **Los Angeles Unified**
  - Lindsay Cecil, lindsay.cecil@lausd.net
  - Dale Munn, dale.munn@lausd.net
  - 213-241-6217

- **San Diego Unified**
  - Katrina McClanahan, kmclanahan@sandi.net
  - Becky Paradise, bparadise@sandi.net
  - 858-573-5974

- **CSU, Long Beach**
  - Barry Lavay, blavay@csulb.edu
  - 562-985-4077

### Contact Information

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