

Sample School Nurse Interview Questions:

General Questions:

1. Tell me about your past work experience as a nurse.
2. What are you looking to gain from your next nursing position?
3. Why do you want to work for our school/school district?
4. Why did you leave your last nursing position?
5. Tell me about your relationship with your previous manager.
6. How do you see this position being different from your previous position?
7. What do you believe are the main goals of a school nurse?
8. What would you want in this job that you are not getting now?
9. In what way do you believe your education and training has prepared you for this position?
10. What special training do you have that is relevant to this position?
11. What licenses or certifications do you have that are relevant to this position?
12. What professional affiliations do you have that are relevant to this position?
13. In what way does this position meet your career goals and objectives?
14. If you were hired for this job, in what areas could you contribute immediately, and in what areas would you need additional training?

Motivation:

1. In this position, what is the first thing you want to accomplish?
2. What most excites you about this position?

Ability to Manage Stress:

1. Describe a time when you faced a stressful situation that demonstrated your coping skills.
2. Talk about a time when you were completely overwhelmed by your workload. How did you handle that situation?
3. There are times when school nurses are placed under extreme pressure on the job. Tell us about a time when you were under such pressure and how you handled it.
4. Describe a time in which you were faced with problems or stresses which tested your coping skills. What did you do?
5. How would you describe yourself in an emergency?

Ability to Adapt:

1. Give an example of a time when you had to conform to a policy that you did not agree with.
2. Tell us about a situation in which you had to adjust to changes over which you had no control.
 - a. How did you handle it?
3. Describe a time when your school/department/organization was undergoing some change. How did that impact you, and how did you adapt?
4. (If applicable) The Float Nurse needs to be available to work different shift hours and with different student populations each day. Do you have any concerns with being able to start your day at different times and in different buildings?"

Communication and Conflict Resolution:

1. Tell me about a situation in which your spoken communication skills made a difference in the outcome?
 - a. How did you feel?
 - b. What did you learn?
2. Describe a situation where you felt you had not communicated well.
 - a. How did you correct the situation?
3. Tell us about a time when you had to tell a staff member that you were dissatisfied with his or her work.
4. Give me an example of a situation where you had difficulties with a team member.
 - a. What, if anything, did you do to resolve the difficulties?
5. Tell me about a time someone made a decision you did not agree with. What did you do about it?
6. Give an example of a time when you had to give directions to a co-worker who was not performing well in his or her job.
 - a. How did you communicate the issues?
 - b. What happened?
 - c. How did it impact your relationship with the coworker?
 - d. What would you do differently if you had to do it over?
7. Tell us about a time when you dealt with a difficult patient/student or their family? What did you do to improve their experience?
8. Describe a situation when you had to work closely with a difficult coworker. How did you handle the situation? Were you able to build a relationship with this person?
9. Tell me about a time when a patient's/student's family was dissatisfied with your care. How did you handle that situation?
10. Share a time when you disagreed with a decision made by a health care provider. How did you respond, and what was the outcome?
11. Give an example of when you had to work with someone who was difficult to get along with. How did you handle interactions with that person?
12. Give me an example of a time when you questioned a policy or procedure when it might have been better or easier to go along with it.
13. How would you handle it if your team resisted a new policy or idea that you introduced?

Teamwork/Leadership:

1. Tell us about a job situation where you were a member of a team and had information and resources that would be beneficial to other members of the group.
 - a. How did you communicate it?
 - b. What resulted from your efforts?
2. Have you ever been a member of a group where two of the members did not work well together?
 - a. What did you do to get them to do so?
3. Tell us about a time when you helped improve morale with your teammates.
4. Describe a time when you used your leadership skills to motivate your team or colleagues.
5. Tell me about a time where you had to delegate care or take a leadership role.

6. What did you do in your last job to contribute toward a teamwork environment? Be specific.
7. In this position you will be supervising unlicensed assistive personnel, can you tell us about your experiences managing other people?
8. In previous positions, how much of your work was accomplished alone and how much as part of a team effort?

Professional Development:

1. How do you keep up to date with developments in your area of practice?
2. What have you done to further your own professional development in the past 5 years?
 - a. How did you apply those newly learned skills or knowledge on the job?
3. Tell us about a recent job or experience that you would describe as a real learning experience?
 - a. What did you learn from the job or experience?
4. Share an example of a career goal you had. What steps did you take to achieve it?
5. What job-related conferences, seminars, etc., have you attended recently and what did you learn from them?

Strengths/Weaknesses:

1. What was the most useful criticism you have ever received?
2. What are your biggest strengths/weaknesses?
 - a. Can you give an example of a situation in which you've displayed this strength/weakness?

Competency/Continued Learning:

1. Describe a time when you were responsible for a task you didn't receive training on and were unsure how to complete. How did you handle it?
2. Tell me about a time you made a mistake at work. How did you resolve the problem, and what did you learn from your mistake?
3. What did you do when you didn't know how to perform a skill?
4. What do you do when you don't know an answer to a patient's/student's question or how to address a situation?
5. Share an example of a time when you were not sure what actions to take, how did you handle that situation?
6. How do you stay current with new developments in your profession?

Ethics:

1. Tell us about a time you experienced something unethical or unprofessional in the workplace. How did you handle it? What was the outcome?
2. Tell us about a time when you saw another RN take a shortcut on a procedure. What did you do?
3. Describe a time when you were asked to do something that was against your better judgment. How did you handle it?

Inclusion:

1. How do you create inclusive and welcoming relationships with your coworkers and colleagues?
2. What is your method of communication with others who represent a diverse range of backgrounds?
3. Tell us about a time when you had to alter your style to work more effectively with a person from a different background.
4. What experiences do you have working with diverse children, be specific?
5. What experiences do you have working with children who have chronic health conditions?

Education, Training and Policy Development:

1. In this position you will be responsible for educating and training school staff on how to respond to potential emergencies such as a student having an asthma attack or a student having a seizure. Can you share with us some examples of when you have provided education and training in your role as a nurse?
2. Can you share with us your experience in developing policies, procedures, and protocols?
3. What kinds of policies and procedures have you created and to whom did you take them to approval?

Possible follow up questions to the above questions to ascertain more details:

- What exactly did you do?
- What was your specific role in this?
- What challenges did you come across?
- Why precisely did you do that?
- Why exactly did you make that decision?

Current Knowledge and Specific Experiences:

1. Please indicate how much knowledge you have about the following:
 - a. FERPA
 - b. 504 Plans
 - c. Individual Education Programs (IEP)
2. Please indicate how much knowledge and experience you have providing case management for a child/adolescent with/who:
 - a. Asthma
 - b. Anaphylaxis
 - c. Attention Deficit Disorder (ADD)/Attention Deficit Hyperactivity Disorder (ADHD)
 - d. Epilepsy
 - e. Diabetes
 - f. Requires intermittent urinary catheterization
 - g. A gastrostomy tube
 - h. Mental health concerns

Possible Scenarios:

1. You call a parent to follow up on a failed vision test and the parent gets upset, curses you and says, "Nothing is wrong with my child's eyes and it's none of your business anyway." How would you respond?
2. A 9th grade student has reported to you that her best friend is having unprotected sex, getting drunk every weekend and might be pregnant. What would you do?
3. How would you assess an 8-year-old girl who has fallen on the playground and hit her head?
4. How would you assess a 15-year-old who steps into your office crying uncontrollably?
5. You have worked to train a new unlicensed assistive personnel (UAP) in one of your schools. Despite the training, you continue to find that the UAP does not follow policies, procedures and guidelines and continues to show poor judgment in handling student health issues. Please describe the steps you would take to resolve this situation. Provide information on how you would proceed if the first steps do not resolve the situation.
6. A student comes to the health room prior to lunch. Their blood glucose level on the Continuous Glucose Monitor (CGM) is 238 mg/dL. The lunch from home includes the following items: bottle of water, 0g carbohydrates; sandwich, 28g carbs; Cutie orange, 8g carbs; a bite sized Snickers candy bar, 8g carbs. The care plan says the parent requests a notification when the BGL is greater than 300. The student has current orders that allow you to use the CGM's BGL reading to dose for insulin. The insulin to carb ratio is 1 unit Novalog per 8g of carbs at meals, rounded to the nearest whole unit and a correction of 1 unit Novalog per 50 over 150 mg/dL at mealtime.
 - a. How many grams of carbs are in the student's lunch?
 - b. What is the total amount of Novalog insulin for this student's lunch meal?
 - c. What route is insulin administered?
 - d. Where on the body would you administer insulin to this student?
 - e. Do you need to notify the parent of any information?
7. You receive a message from the office that a student's father wishes to speak with the nurse about his daughter's stomach issues that are impacting her attendance at school. What elements would be prudent to consider and gather before making the first contact?
8. You overhear two staff members talking in the hallway about a student's medical diagnosis. How would you respond?

References:

Careerbuilder. (n.d.). From Q& A to Z: The hiring manager's complete interviewing guide.
Available at: <https://hr.cofc.edu/supervisor/assets/career-builder-e-book.pdf>

SHRM. (2024). Interviewing candidates for employment. Available at:
<https://www.shrm.org/topics-tools/tools/toolkits/interviewing-candidates-employment>