Q: Where does the interview happen?

A: The interview happens on the recruitment portal at t.vipkid.com.cn. After you book an interview, on the day of your interview, you can enter the classroom one hour before the interview to test your equipment. Make sure you test your equipment beforehand, as we are also evaluating your equipment to see if your internet connection is able to maintain a 30-min smooth connection with a server in China.

Q: Why is the interview and demo so important?

A: The interview is very important as it, along with your teaching skills, decides whether or not you will be contracted with VIPKID and it will determine your minimum payment.

Q: Who will I teach in the demo lesson?

A: You will teach a support person who will be acting like a 5-year old with very limited knowledge of English. The supporter might act like a misbehaving student who is not paying attention, but try to be cheerful and use your skills to make the student focus on your lesson again.

Q: In the demo class, am I to assume the student knows no English at all, or will he/she already know a few basic items, such as introductions and greetings?

A: The student will know how to answer questions like “What is your name?” and “How are you?,” the sounds of vowels and some instructions like draw a line, repeat. However, the level of English of the student is almost zero, so it is safer to assume the student knows no English at all. Gestures and TPR (total physical response) are very important.

Q: What is TPR?

A: TPR stands for Total Physical Response learning and teaching. It is a theory that students learn best by doing and seeing actions. For example, when you want your student to speak, act out new vocabulary and instructions, such as when you want a student to speak, you could point to your mouth, cup your ear and make it obvious to the student that you want him/her to speak.

Here is Günter Gerngross demonstrating a TPR sequence with a class of children https://www.youtube.com/watch?v=1Mk6RRf4kKs

Q: How does the technology work?

A: In this platform, you can flip through PowerPoint slides together with the student, and circle and underline letters and pictures with your mouse. You can even tell your student to circle things with their mouse. Whatever you do on the screen, the student can see and vice versa. Please draw, underline and circle on the PPT during the interview as it shows you are familiar with the platform.
Q: Should I have props available for this lesson or only gather them after I have contracted with VIPKID?
A: You can get some basic props from home that might help the student remember sounds, like A for apple or B for ball, etc. You are not required to have them, but it does make the demo class more engaging. Once you are contracted with VIPKID, we will list the things we suggest you to have.

Q: How can I teach phonics?
A: Here is an example of how a VIPKID teacher does it: https://www.youtube.com/watch?v=5os0lvNc3AU
Here is a phonics song designed to help children learn the sounds of the letters in the English Alphabet. https://youtu.be/BELlZKpi1Zs

Q: Is it preferable to follow the directions exactly, or is there room for slight improvisation?
A: For the reward system, you can use the smiley face or another system you think would be fun for the student. You just have to have a way to reward students and to get them encouraged to keep going with the lesson. For the activities, we suggest you to stick to the lesson plan because time is limited and also because lesson plans are built on one another.

Q: How do I use the reward system?
A: The reward system is a way to use positive reinforcement to encourage the student to participate more in class. Here are tips on how a teacher uses it: https://www.youtube.com/watch?v=zvwXS5DWENc

Q: What am I going to display on in the demo lesson?
A: You will display on how well you are able to explain activities to a foundation level student, how you are able to elicit complete answers from the student, your ESL teaching skills and your time management. Also, we will suggest you to be prepared for the slides as it is very obvious if you never looked at them and could result in failing the screening process in some cases.

Q: What are things that I should not do?
A: 1) DO NOT simply repeat the Teacher Directions. A student does not know what you are saying, so break down the instructions given in a way that a 5-year old with limited English knowledge would understand.
2) DO NOT get stuck on one slide. Although not the most important, time management is still something that candidates are evaluated on. Make sure you try your best to have your student understand every slide. If they don’t get one in particular, move on and cover the
remaining ones. In a real classroom, you can leave feedback on areas that the student needs to work on for future classes.

Q: **What type of relationship between me and VIPKID if I contracted with VIPKID?**
A: All VIPKID teachers are independent contractors and VIPKID is always ready and willing to provide full support to our teacher community.