



# School Leader Paradigm Sample Interview Questions

## GENERAL

- Tell us about you, your education and experiences and how they relate to this position.
- Please describe your experiences and personal strengths that qualify you for this position. What particular skills, knowledge and abilities would you bring to our district and school programs?
- What kinds of recent training experiences have you had that make you a strong candidate for this position?
- Should you be selected for this position, please tell us about the person who will be joining our leadership team.
- What do you see as your role in working with the superintendent and administrative team?
- Please describe your learning style and your leadership style.
- Tell us why you are interested in making a change from your current position.
- Tell us why you are interested in this school.
- What accomplishment are you most proud of?
- What is the hardest decision you have had to make in your career?
- Tell us about your current school. What were particular challenges the school faced?
- If you were to be selected as the principal, what are three specific areas where you will need support as a new principal in order to be successful and effective?
- Where do you see yourself in five years?
- You know some principals are more successful than others. What are the key characteristics of a successful principal?
- Specifically, what do you define as your three most important responsibilities as the (elementary, middle school, high school, etc.) principal? How would you ensure that each of the three was achieved? What other responsibilities beyond the three identified would be important to you?
- What is an emerging issue in education that will impact your role as a building leader? How will you prepare yourself to meet this issue?
- What are your three best leadership qualities? Describe at least one situation in which one of these qualities was exemplified.
- What do you feel are your greatest assets, skills, and talents that you would personally bring to this school to enhance its academic program and school community?
- What do you consider to be the essence of good leadership?

## SITUATIONAL QUESTIONS

- Please discuss the strategies you would use when:
  - A parent you are meeting with begins to exhibit a great deal of anger.
  - A teacher has clearly violated a policy or procedure.
  - Two teachers share with you a concern about another teacher's classroom management practices.
  - Planning your opening day staff meeting as a new building leader.
  - A student reports to you that another student is harassing her.
  - The athletic director reports to you that several starting basketball players were at a party last weekend (and the state tournament is this weekend.)
  - A teacher shares with you she has evidence a student cheated on an assignment.
- Tell us about a difficult conflict-resolution situation that you had to deal with. Who was involved, and what methods or strategies did you use to resolve the conflict?
- Follow-up question: Ask about conflict-resolution strategies for student, teacher, and parent-teacher conflicts.
- A parent calls and is concerned that their child is in a class "one of those" students (special education) and continues to disrupt the learning opportunities of this child. She wants "that child" removed. Share with us how you would address this situation.
- A parent calls you, extremely angry, to tell you that she has spoken with her son's teacher on several occasions about the instructional

practices in the room. She wants to observe the teacher in the classroom by becoming a volunteer. What do you do?

- A parent calls you, extremely angry, to tell you that he has spoken with his son's teacher on several occasions about the instructional practices in the room. He says the teacher is nice enough on the phone but simply ignores him in practice. He is demanding to have his student moved to another classroom. What do you do?
- The parent of an ESL student comes to school very upset, saying that the bus driver told students they would get a bus ticket if they spoke Spanish on the bus. How would you handle that?
- A natural parent tells you that she and her husband are separated or divorced; she does not want her spouse/ex-spouse to contact the child(ren). Explain your actions under both circumstances.
- After going through several interventions and discipline steps, a student with chronic discipline problems receives short term suspension for fighting on the playground. The parent denies there is a problem and disagrees with the suspension, telling you that you can't discipline the student without parent approval. How would you respond?
- During the day you made a judgment call based on detailed input from a teacher and administered disciplinary action to a student. The next day the child's parent arrives in an extremely hostile mood and wants to discuss the actions of the previous day. During the discussion with this parent, you realize the parent's point is correct. Share with us what actions you would take.
- You've just come back from a holiday and one of your staff has not returned. They are out sick for another week. You find out they are on a ski trip. What do you do?
- It is early May, and a mom is in the lobby with her child. She wants to sit in every 4th grade classroom in order to determine the appropriate teacher for her child for the next school year. What would you do?

## CLOSING QUESTIONS

- Why should we hire you?
- What would you bring to this school/position that is unique?
- What makes you stand out as a candidate for this position?
- What interests you in this position?
- What information did we not hear from you during this interview you would want us to know as we begin making our decision?
- What else would you like us to know about you as we make our decision?
- How will you make a difference?
- What questions do you have for us?
- Are there any questions that we did not ask you but you wish that we had? If so, what are they?
- Are there any final comments regarding your pursuit of this position that you would like to share with us?

Questions Adapted From:

1. Association of Washington School Principals. (2024). Sample interview questions. Retrieved from <https://awsp.org/docs/default-source/interview-documents/sampleinterviewquestions.pdf?sfvrsn=2>
2. Chicago Public Schools. (2024). Sample principal interview questions. Retrieved from <https://www.cps.edu/globalassets/cps-pages/careers/school-leadership/principal-quality/principalship/schoolprincipalinterviewquestions.pdf>
3. Clifford, M, Baxter-Laufer, H., Warthan, D., Knights, T., Borwn-Sims, M., & Meyer, C. (2018). Guidebook to Competency-Based Leadership Hiring. Retrieved from <https://osse.dc.gov/sites/default/files/dc/sites/osse/publication/attachments/Guidebook%20to%20Competency-Based%20Leadership%20Hiring.pdf>
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# CULTURE DOMAIN

## School Leader Paradigm Sample Interview Questions

Probably nothing is more important to students, staff, and parents than the culture of the school. What are the attributes of school culture that are important to you? How would you as the leader establish or enhance the school culture for faculty and students?

### RELATIONSHIPS

- How do you know you are doing a good job of listening to someone?
- If hired, how will you go about learning about your school, colleagues and community?
- How would you go about establishing positive relationships with students, staff, parents and the community?
- What are the first 3 things you would do as a new principal to engage the community at your school?
- What techniques do you use in developing a rapport with colleagues? With staff? With parents? With students? With community members?
- How do you nurture good relationships with teachers and parents?
- As principal, what might we see you doing to build a relationship of trust with teachers, parents, and the district administrative team?
- If we had a panel of parents, teachers and students here from your current school and they were asked what they like most about you, what would they say? What might they say they like least about you? What would they say are your strengths and weaknesses?
- Our staff is accustomed to an involved and supportive principal. What would “visibility” and involvement mean to you in your school as principal?
- As the leader of our school, what strategies/actions would you employ to keep the school, principal and students visible to the community? What are key messages you would want to promote?
- How will you encourage parents and other community members to become involved and participate in your school? How would you develop and maintain effective working relationships with students, staff and the community?
- Describe the various groups you are responsible to and how you would develop and maintain an effective working relationship with each group.
- Give us examples of how you involved parents in your school or classroom and what you have done to gain community support for your school.
- Our parents often have emotional, social and economic needs. What skills and experiences do you bring that will help them develop more effective parenting skills?
- Engaging parents as meaningful partners in the learning of their child is critical to a high achieving school. How would you effectively engage parents in this important work? How would you modify your efforts to engage parents based on the diversity of the student population?
- What are ways you will use to get to know the patrons of the district?
- What role should parents play in your school?
- How would you deal with conflict between two staff members or a staff member and parent?

- Have you resolved a conflict between adults on campus? What was the conflict and how did you resolve it? If not, how would you resolve a conflict between adults on campus?
- What steps do you take to de-escalate angry parents?
- What could you tell us that would convince us that as a principal you would be a key player in creating a positive school climate? How do you motivate students and staff to take an active role in creating a positive school climate?
- What factors most affect positive school climate in a [grade level] school? How do you motivate students to take an active role in creating a positive school climate?
- How do you ensure an atmosphere of trust and openness to foster risk taking and change? How do you balance transparency and openness with confidentiality?

### STUDENT CENTEREDNESS

- What kinds of interaction would we see between you and our students?
- Tell us about one student in your career that stands out in your mind. Why does this student stand out?
- Can a leader exhibit too much empathy for a student?
- At the end of your career, what do you think your students would say about you as a leader?
- Tell us about a time when you had to resolve a difficult situation with a student. Please tell us the situation, the actions you took and the results.
- What do you believe would make a good teaching and learning environment for teachers and students?
- What are effective strategies of ensuring each student and parent is fully engaged in this school?
- How have you demonstrated advocacy for all students?

### WELLNESS

- How do you balance the many demands and multiple roles of the principal position?
- How would you provide motivation, encouragement and support to a team of hard working and dedicated professionals confronting enormous challenges?
- How do you cultivate and facilitate support for social and emotional wellness for students and staff?

The learning leader's efforts to create, foster, and sustain a student-centered climate and culture where all adults strive to build positive and unconditional relationships with all students, while ensuring equitable access and opportunities to high-quality programs.

## EQUITY

- What would you do to make this school a welcoming and safe environment for students of diverse backgrounds? What strategies would you use to reach out to minority students, especially those from our \_\_\_\_\_ and/or \_\_\_\_\_ communities? How would you shape a sense of community among a diverse group of students?
- Please describe the diverse ethnic populations with whom you have worked. What kinds of challenges and successes have you had in working with diverse populations in your schools?
- Well over \_\_% of our students qualify for free and reduced lunches. Additionally, we possess a significant level of ethnic diversity. What strategies would you implement to ensure that each student and his/her parent are fully engaged in the school?
- What leadership skills and experiences do you bring to our ELL students and their parents?
- What is the impact of inclusion on the school community?
- Traditions/Celebrations
- As a leader, how do you build a culture of mutual respect?
- As the school leader, how would you recognize, celebrate, and honor all students, staff, and community for their achievements and service to others?
- Some traditions and celebrations are often considered "sacred cows" you don't dare touch in schools. If you felt a certain tradition or celebration was no longer a positive experience for some students, how would you go about trying to change it?

## ETHICS

- The most challenging ethical dilemmas you face as a leader are the "right v. right" type -both courses of action have positive and negative elements. What is your framework for deciding these sorts of dilemmas? Please give us an example.
- What is your professional code of ethics?
- What do you value and prioritize?

## GLOBAL MINDEDNESS

- What do you see as the greatest challenges facing [building level] students?
- Technology has made the world smaller through the possibilities it has created for people to interact with each other worldwide creating what has been termed a "global village." As a school leader, how do create an environment that builds, models, and endorses a global-minded perspective?

# SYSTEMS DOMAIN

## School Leader Paradigm Sample Interview Questions

### VISION/MISSION

- How would you, in one sentence, describe the vision for your school?
- How do you currently support that vision as a leader?
- What is the role of a mission statement? What should be the key elements of a good mission statement?
- Tell us about how you strategically communicate the mission and vision to the school staff. How do you ensure that the messages are being received?
- What would be your process for developing the vision of your new school?
- Who would you involve and how?
- How would you involve parents in developing and achieving the vision for your school as the principal?
- What is your vision of this school in five years?
- What are your future career aspirations? What do you see yourself doing in five years? 10 years?
- How would you measure the success of this school?
- What would be your short- and long-term goals for this school?
- Your first 30 days at the start of school — what would be your priorities, areas of focus, things to learn and do?
- What do you hope to accomplish the first year as principal here?
- After your career as a principal, what do you want people to remember most about you? (What do you want to be remembered for?)
- If hired, what would you do between now and the end of June? during the summer? the first six weeks of new school year?
- If hired, what are some immediate steps you would take to insure a smooth and effective transition into this position?
- What would you do to help make a smooth transition to this new position?
- Your first several weeks in this new position will be important to your success. What are some of the things you would pay attention to and do in your first four weeks? Why?
- Tell us about how the teachers in your previous school worked together and collaborated. Have you played a role in this collaboration? If so, tell us about the situation, your role and what happened.
- Have you had to develop a shared vision for a school in which multiple visions existed? How did you go about it? Please describe the process. Follow-up question: Based on your knowledge of this school and district, what changes, if any, should occur to meet this vision for learning?
- If you were to take us on a tour three years from now, what would you say is significant about the educational program and philosophy of the school?
- How would you express your understanding of what our school stands for? How does this idea fit with your personal education philosophy?

### COMMUNICATION

- Effective buildings have effective communication. What communication strategies would you initiate with teachers? classified? students? parents?
- How would you organize your administrative team so as to

ensure effective communication and administration of the school?

- An effective principal maintains excellent communication with the parent community. What have you done to connect with and involve parents in your school? In your answer, please include how you involve parents from low income and minority populations.
- Social media has become a way for schools to communicate with different constituencies (staff, students, parents/guardians, community). Please share your experiences in using social media as a communication tool. How would you use it in your role as [principal, AP]?
- Suppose you have a new idea for parent-school communication that you want to try. How would you go about it?

### COLLABORATIVE LEADERSHIP

- What is your leadership style?
- How would others describe your leadership style?
- How do you communicate your expectations and priorities to your staff?
- Please describe the decision-making process we might see in your school and who would be involved in decision making?
- Give us an example of how you, as a leader, have involved staff in a decision-making process about a complex issue and what your main considerations were in establishing such a process.
- Describe the steps you would take to build and maintain teamwork and collaboration among all staff to ensure a team approach to improving student learning/achievement.
- Tell us about a time when you took responsibility for developing and/or leading a teacher team at your school. Please tell us the situation, the actions you took, and the result. What things did the team do well/not do well? How did you go about building their capacity? What did the teacher team accomplish? What did you learn from leading this team?

### DATA LITERACY

- Do you consider yourself data literate? What are your areas of strength? What are your areas for potential growth?
- What is the purpose of data?
- Give us an example of how you used data in a decision-making process.
- Give us an example of a time when you used data to identify and solve a specific problem or issue related to student achievement. Please tell us what data you used, what the problem was, what actions you took and the results/outcomes.
- What data do you believe is most informative for monitoring the progress of students in your school?
- What data do you believe is most informative for monitoring instructional practices in your school?
- Describe your knowledge and experience in using data to inform decisions. What are the upsides and downsides of data use?

The learning leader's efforts to assess a learning organization's current systems, initiate a cycle of inquiry focused on dismantling historically inequitable systems, and engage stakeholders in a collective effort to establish sustainable student centered systems.

## STRATEGIC MANAGEMENT

- How will you go about doing a "needs assessment" for your new school? Who would you involve in doing the needs assessment?
- What other things will be essential for you to do in your first 90 days at the school?
- What would you do in your first 30 days to assess the school's strengths and weaknesses? From that, how would you establish your priorities for your first year as principal/AP?
- What are the most important first steps that a principal should take in a new district?
- What expectations would you set for your first 100 days?
- Imagine that you receive this position. What will be your initial steps to assume leadership with the staff and with parents between now and the end of August? What would be your key activities during your first year?
- When bringing about a change in your school, what process would you employ? What are vital parts of the change process? Give an example of a change effort you initiated and what did you learn from that effort?
- Tell us about a time when you had to juggle multiple priorities and still accomplish a goal. Please tell us the situation, the actions you took, and the results.
- How would you organize your work time as a school leader between leadership and management responsibilities?
- Every day when you come into your office in the morning, you have 30 emails waiting in your box. How would you prioritize them without losing too much of your day dealing with email?
- How important are deadlines for you? How do you feel when others do not meet deadlines?
- Describe how you organize your workday and week.
- What does a typical day look like?
- If we could shadow you for a day as a principal/AP, what would we be likely to see? How would you/do you typically structure your time, activities and priorities?
- Please describe your experience in developing a schedule of classes for a school. Who or what should be involved, and when should the process begin? How do you address multiple, competing priorities in scheduling?

## SAFETY

- What steps would you take to support a safe learning environment at the campus?
- Give us your vision of a school-wide management/discipline program. Where do you see the assistant principal's/principal's role in this system?
- Please describe the process you have used to manage student discipline from minor infractions to students who have chronic discipline problems.
- What is the role of principal in dealing with student discipline problems in the class, bus, playground, etc.? How do you handle inappropriate behaviors? Give us a specific situation—possibly using a repeat offender with escalating problems as an example.
- How do you investigate and handle an allegation of a rule violation at school?
- What interventions or progressive steps do you use with repeat offenders?

- What is your main goal with student discipline and to what extent do your student discipline procedures involve others? (teachers, parents, counselors)
- What are key points to keep in mind when considering discipline or suspension for a special education student?
- Describe effective efforts to ensure you have a safe and civil school.
- The personal safety of students and staff is very important. What are some key considerations when designing a school safety plan?
- What do you consider to be the key elements of establishing and maintaining a safe and secure learning environment?
- What elements should be in a strong disaster/emergency plan? How will you assure that the process is understood?
- What are some of the most difficult safety problems encountered with extra-curricular activities and how do you address these?
- How do you keep your school, staff, and students safe on social media?
- How would you handle a case involving cyber bullying?
- Part of your job as [principal, AP, AD] is overseeing all aspects of the extra-curricular programs we offer. How do you manage this?
- Tell us about a difficult student-discipline situation that you have dealt with. What lessons do you take from this situation? Would you say that you use this method often?

## OPERATIONS

- What experience have you had with budget allocations and expenditures for the building?
- What experience do you have in managing budgets?
- What is the most difficult budget decision that you have had to make?
- Give us an example of how you have allocated resources to your key priorities.
- Do you have experience with fundraising? Grant writing? Please share specifics and the impact on student achievement and the school community.
- How would you go about supporting curriculum and staff development with a small building budget and little monetary support from the district level?
- If you were given \$50,000 to spend at our school, what priorities would you use to determine how you would spend the money?
- Your school has inadequate resources, and you determine that your students need more. What do you do?
- We are beginning a process to build a new \_\_\_\_\_ school. What do you see as your role in supporting the project?
- How would you go about assigning staff to positions?
- What do you think the purpose of staff evaluations should be?
- What is your role in staff evaluations?
- What would you do if you had a teacher not meeting district instructional expectations?
- How would you handle facility management?
- An unexpected shortfall of 20 percent in the budget has occurred, and you are asked to take a 10 percent cut across the board. What do you do?



# LEARNING DOMAIN

## School Leader Paradigm Sample Interview Questions

### REFLECTION & GROWTH

- How has your school improved in terms of student achievement?
- What are the three most critical things you would do in a school to accelerate school growth and ensure that every child is learning?
- What do you think is the best way to prepare students for reaching proficiency on our state standardized tests, especially those who are not currently meeting this challenge? Cite any relevant research you have read.
- What direct impact have you had on your school's results?
- How would you model your own professional growth to your teachers?
- Tell us about a time you had to make a difficult decision and you knew whatever you decided, some people would be unhappy. What alternative approaches might have been taken, and why was this approach chosen?
- Discuss a time when your leadership approach did not appear to work. What happened and how did you adjust?
- What criteria will you use to judge your success as a principal, and why are these criteria most important?

### RESULT ORIENTATION

- Describe your experience in leading or working with groups of teachers and/or administrators in developing and implementing school improvement plans.
- Discuss your understanding of the school improvement plan. What is it? How do you develop it? What key features are included? How do you assess it? Who is accountable for it? What do you do with it at the end of the year?
- Describe key elements of an effective school improvement plan/process.
- School improvement planning and implementation is a critical activity in the quest to improve learning for all students. As the building leader how would this process work in your school? What are the critical elements which need to be included in a school improvement plan?
- What would you do to increase student achievement for each student?
- In trying to reduce our achievement gap, what would some of the first steps you would want to do?

- What steps would you follow if a student was struggling in your school?
- In your current position, what steps have you taken, or advocated for, to close the achievement gaps? Explain.
- What methods do you use to evaluate your school and its programs?

### CURRICULUM

- What school-wide ideas have you implemented in the area of curriculum?
- What will you do to ensure the curriculum is taught with fidelity across the school and what will you do to help those teachers who are not teaching it?
- What experience have you had with curriculum development?
- How do you determine if the curriculum is meeting not only state requirements but the future needs of our students?
- How responsive should the school be to community pressure on curriculum?
- Outline an inclusion program for special education and second language learners.

### INSTRUCTION

- Tell us about a time when you implemented a new instructional strategy. What was the strategy, the actions you took and the results? Why did you think the strategy was the best solution? How did the strategy align to standards? How was it differentiated to meet the needs of all students, across grade levels?
- Tell us about a time you engaged with a community partner to improve instructional outcomes at your school. Tell us the situation, the actions you took, and the results.
- What does good teaching look like? Mediocre teaching? Poor teaching? How would you work with each?
- Name some best practices in (building level) education. Why are they effective?
- How do you propose to improve "teaching" at our school?
- What elements should be included in a total (building level) instructional program?
- Describe your experiences and skill in promoting school-wide efforts to improve instruction.
- How can you contribute to the improvement of instruction for all staff

- members?
- What are some accommodations you feel are appropriate for ESL learners and how would you propose to deliver them? (language assistance, lesson modification, family assistance, understanding culture, etc.)
- Describe the role of a principal in a (grade level) school in working with special education.
- Students with special (remedial and/or gifted) needs are a part of the regular program. What experiences have you had in this area? What successes and problems have you encountered in this process?
- You are the new principal in the building. The building houses neighborhood students, a gifted program and a classroom of special needs students. This results in diversity both in student population and parent involvement. How would you approach this situation? What would your priorities be and why?
- What community resources have you accessed in working with special education students and parents in the past?
- How would you coordinate with the special services itinerant staff (psychologists, SLP, OT/PT) to ensure the needs of our students and staff are met? You have a parent of a child with special needs who never seems to be satisfied with the special services the school is offering her child, despite many attempts by staff to readjust the program in response to the parent's request. How would you manage this situation?
- Our school has implemented an "integrated class" approach to mainstreaming special education students. What is your philosophy and experience with special education services?
- What are key points to keep in mind when developing and implementing a 504 plan?
- What do you see the role of the principal in the IEP process?
- Tell us about a time when you implemented a strategy to involve parents to improve student achievement. Please tell us what you were trying to improve, the actions you took and the results/outcomes.

The learning leader's efforts, as the learning leader, to create and sustain a culture of ongoing reflective, culturally responsive, and inclusive learning for students, adults, and the entire learning organization as a whole.

- To what extent have you studied the research on effective teaching and student learning in reading? What have you read or received training in?
- What is your level of understanding of the K-12 reading model and reading strategies?
- What instructional strategies would you want new teachers to be sure to employ? How would you ensure this usage?
- What do you expect to see in quality lesson plans? How do you use lesson plans as data about performance?

## ASSESSMENT

- What is the purpose of assessment?
- What is the role of assessment in monitoring student progress?
- What is the role of assessment in monitoring the instructional process?
- What is the role of assessment in monitoring the learning environment?

## INNOVATION

- What are some of the characteristics of effective schools? How will you promote these at school?
- We currently adopted a new [fill in the blank] program. How would you implement an ideal [fill in the blank] program?
- Small schools frequently have split classes. What are some creative solutions to make this practice instructionally sound?
- How do you incorporate innovation into a state-prescribed curriculum?
- Please give us an example of an innovative idea you've been able to implement in your current school. How did you go about doing this? What were the results?

## HUMAN CAPITAL MANAGEMENT

- Tell us about a specific time when you had to hold teachers and/or staff accountable to improve performance in a specific area. What was the situation you were in, the actions you took and the results? Why was the teacher/staff not performing well? What supports were provided to support the teacher? What happened?
- In your school, you have observed several occasions in which a highly

experienced teacher has exhibited poor instructional practices, particularly with students. What is your approach to working with this teacher?

- How would you provide feedback to a teacher who is underperforming?
- Helping teachers improve their practice so they can help students improve their learning is the most important responsibility of the school leader. As the person responsible for the supervision of teaching and learning in your school, how would you help teachers to improve their practice?
- Tell us your experience with using peer coaches to improve teaching?
- What is your opinion about adopting an instructional model for lesson planning and instruction?
- Tell us your views about teacher collaboration.
- How might you create time for teachers to collaborate, and what do you see as your role in guiding collaboration time?
- Describe the steps you would take to build and maintain teamwork and collaboration among all staff to ensure a team approach to improving student learning/achievement.
- What qualities (academic and personal) do you look for in a good teacher?
- How do you observe a teacher's ability to connect with students? What are key skills you look for?
- In supervising and evaluating teachers, what are key skills or strategies you would employ?
- What are you looking for in effective classroom instruction? How would you provide feedback to teachers that will result in professional growth and effective instruction?
- Describe the key teaching strategies and the approaches to learning that are critical to student success in a school with diverse student population.
- How would you work with a teacher who thinks they are doing fine, but you see significant areas of need in their instructional and management practices?
- How would you evaluate teachers and other staff?
- If a teacher was showing definite signs of being ineffective in the classroom, what actions would you take? How has it worked?
- What is the evaluator's responsibility

in working with an ineffective teacher? What process would you use?

- What do you hope to accomplish through classroom observations and teacher evaluations? What do you believe is the purpose of staff evaluation? Describe your evaluation process.
- Hiring is one of the most important jobs of a principal. What qualities do you look for when hiring a teacher? What process do you use to see that you hire teachers who exhibit those qualities?
- How would you recruit teachers to this school?
- How would you support new teachers?
- What have you provided in terms of in-service to teachers regarding reading?
- How would you plan to work with your staff to further improve student skills in writing and mathematics?
- What other kinds of PD would you work on with your staff?
- Your first professional development in your building is coming up. How will you prepare and plan for that in-service day?
- How have you assisted teachers in their first year in the school, whether they are veterans or teachers new to the profession? What is important for the new teachers to know and do? What must be in place to assist them?
- How do you determine the learning needs of teachers and then assign staff to support those needs?
- What steps would you follow if a teacher did not comply with your recommendations?
- What should a principal expect from teachers and staff, and what should teachers and staff expect from the principal?
- What are the major qualities you look for when hiring new teachers? Why are these qualities important to you and the school?
- Discuss the relationship between instructional improvement, teacher evaluation, and staff development.
- Describe how you would improve teaching and learning in our school and indicate why your suggested strategies will make sense for this school and community.
- How do you determine what to do on a staff development day?