

## PRINCIPAL INTERVIEW QUESTIONS

What motivates you to want to be the principal of Smithville High School?

As a leader, describe any innovative educational initiatives you have successfully implemented. What barriers did you have to overcome and how did you handle those resistant to change?

Imagine you could design your 'perfect school' where there are not barriers or constraints. What would your school look like? What would we see teachers and students doing?

Describe your level of expertise in the use of technology as a teaching and learning tool.

Describe any specialized training, strengths, or areas of extensive knowledge or skills you may bring to this position.

What is your opinion of ISTEP+ and testing in general?

What professional accomplishment are you most proud of?

If you were to be selected as the principal, what are 2 specific areas where you will need support as a new principal in order to be successful and effective?

Tell us about how the teachers in your current school work together and collaborate. One common statement from HS teachers in general across the country is that they receive too many students who are not prepared for the HS curriculum. Do you agree with this? What are your thoughts on student retention? (*There is NO research that supports retention as effective...*)

What data do you believe is most informative for monitoring progress of students in your school? (*I'm looking for a person who uses BOTH qualitative and quantitative types of info/data*)

Tell us about your experience with creating a master schedule or some other plan of action that includes multiple moving pieces of a puzzle.

Tell us about one student in your career that stands out in your mind. Why does this student stand out? (*I'm trying to see levels of compassion. Does the person value the student for the student's accomplishments or because the student 'loved' them*)

Describe your philosophy of facilitating the needs of special education students. (*try to glean if they have ever even sat in a Case Conference, know the difference between 504/SpEd*)

Financial constraints are always an issue. Describe a time when you used creativity to enhance a program with creativity of resources. (*I'm looking for someone to prompt into their ability to restructure with human &/or programmatic resources-someone who understands efficiency and effectiveness as a whole*)

In today's times where school choice is an option families are using, it is important that we do everything we can to market and brand our school to:

- a. Give the families that live in our district reasons to stay and
- b. Entice families outside the district to put their kids in the Smithville Schools.

What type of strategies can you think of and potentially implement that can help us become a premier school in the area?

Is there anything from your history or past that may come up in a background check or reference checks that could give us pause from offering you this job.?

If I call you tonight and offer you the job, will you accept the position?