

**Middle School/Upper Elementary
Principal Interview Questions
April, 2015**

1. Could you please tell us a little about your professional background and anything that you feel is important for us to know about you as a candidate for the middle school principalship?
2. What are the traits of an effective principal?
3. If you were offered this position, list your top five priorities for starting a new year with a new staff?
4. What do you think is your most outstanding contribution to your present school District?
5. What programs or projects have you been responsible for implementing? Tell me how you planned and executed the most important of these.
6. Educational leaders effect change with staff through leading by example. What areas of expertise could you offer up as professional development on institute days or as outside professional development?
7. What are five words that your biggest fan (spouse, colleague, friend, etc.) would use to describe you?
8. How will you identify the educational needs and values of the community?
9. Establishing trust and respect is something that a new principal needs to do coming into any new scenario. What types of things will you do to help make connections with parents, students, and staff?
10. When you visit a classroom, what are the first things that you look for as signs that the classroom is an effective learning place?
11. The middle school is currently in a 1:1 environment. What is your technology experience and what leadership could you offer in this area?
12. What is your opinion on how RtI should be run in a 5-8 setting with limited resources and staff? What is your experience with this?
13. Could you talk to us about how you maintain your own personal professional development? What was the last thing you read that has shaped your professional practice?
14. Middle school educators are traditionally grouped into teams. What are the most important characteristics of a strong instructional team?
15. What discipline standards or procedures have you found to be effective when dealing with 5-8 students?
16. What has been the hardest change for you to adopt over the years? How did you handle it at first? What was it that you objected to most?
17. Tell us about a period of time when your works has been the most hectic. What did you do when you were "stretched the thinnest"? What work got placed "on the back burner"?
18. Talk about what the evaluation process means and looks like for you. What experience do you have with writing professional development plans and coaching teachers to improve in the four domains?
19. How do you use data to help lead teachers toward improvement? What is your experience with SMART goal setting?
20. Outside of school, what are your interests?
21. Is there anything else we did not cover that you would like us to know about you as we consider you as a candidate for the middle school /upper elementary principalship?
22. What questions do you have for us?