Rate each question on a 1-4 scale. Scale scores are defined below.

- 4 – **Outstanding** (eye contact, confident, sells skills, clear, concise, detailed responses supported with effective practices)
- 3 - **Average** (limited: eye contact, experience, detail to responses; generally clear, some confidence)
- 2 – **Needs improvement** (inexperienced, lack confidence, limited eye contact, general responses)
- 1 – **Unsatisfactory** (inexperienced, no confidence, unclear, no detail in responses, off task responses)

1. What are your two key strengths as a leader and what are your two key weaknesses as a leader? How do you manage a school by using your strengths and minimizing your weaknesses?

   Score:____ (out of 4)

2. How do you differentiate among highly effective, effective, developing, and ineffective teachers? Tell me how you conduct an effective teacher observation and provide meaningful, actionable feedback.

   Score:____ (out of 4)

3. Accountability for student achievement outcomes, financial stewardship, services for the whole child, and professional learning experiences are all important. Give an example of how you have held yourself and your staff that you have (or will) accountable for promised outcomes?

   Score:____ (out of 4)
4. Please describe one or two marginalized groups within your community and how you have worked with them to improve their relationship with your school. What strategies have you found most effective in establishing trust and building bridges with these constituents?

   Score: ___ (out of 4)

5. What have you done in your current role to address the persistent achievement gaps, and equity for all students to ensure their academic success and well-being?

   Score: ___ (out of 4)

6. You have just been appointed principal at the most recent board meeting and you will report to your assigned school next week. What are the first three things you will do? Explain your rationale.

   Score: ___ (out of 4)

**Total Score: ____/24**

Identify some areas where the candidate showed promise as well as areas to focus on in the coming months. This feedback will be shared by the leadership coach with each candidate.

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**Office of School Leadership and School Improvement**

**Interview Panel Member:** __________________________