

TH Elementary Principal Interview Questions

Leadership/Management Style

- 1) Describe in detail your leadership style. Provide the committee with some tangible examples of your style of leadership will work.

- 2) What do you believe are the greatest challenge(s) facing you in your role as the educational leader for an elementary building of 90 students, BD program with 8 students and approximately 20 full or part-time certified/non-certified staff members?

- 3) How do you intend to balance the issue of your building leadership autonomy (independence) within the concept of a management team philosophy and adhering to District policy?

- 4) What do you know about site-based budgeting and how it works? Rate your comfort level with school finance/budgeting on a scale of 1 to 5 (with 5 indicating a strong level of comfort or knowledge).

- 5) What problems or pitfalls do you see with the way the following situations would need to be handled?
 - Wanting to implement a change with a veteran staff whose first response is likely to be “well this is the way we’ve always done it.”

 - Wanting to reward your staff or students with something where the first response from Washington or Lincoln schools will be “why did TH get to do that and we didn’t?”

 - You’re given a directive from either the superintendent, asst. superintendent or administrative team that you know will be unpopular with you staff and that you are not in full agreement with, but are expected to implement. How do you handle this situation?

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Curriculum/Instruction/Scheduling/Evaluation

- 1) What do you believe are some of the most important components in a strong elementary age curriculum? Provide as much detail as you feel comfortable providing.

- 2) On a scale of 1 to 5 (with 5 being the strongest) rate your knowledge of elementary curriculum and its related issues. What do you believe is your strongest area of curriculum expertise? Your weakest?

- 3) Describe in detail the characteristics you believe are commonly found in a highly effective classroom.

- 4) One of the first things that needs to be done by the person who is hired for this position is to build a schedule for TH elementary. Describe how you will approach this task and the type of considerations you will make.

- 5) What purpose(s) do you see staff evaluation serving? How do you intend to use staff evaluation to serve these purpose(s)?

Parent/Student/Community Relations

- 1) What do you see as the role of the Principal as it relates to public relations within the Tower Hill and Pana communities? Do you have any ideas for promoting positive educational PR in both communities?

- 2) Describe how you see yourself handling a parent and/or student that is unreasonable in their behavior, borderline obnoxious and has virtually exhausted your patience with them.

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- 3) Describe your response to the first parent or student that is critical of one of your decisions and ends their critical comments with “well ... I was against the annexation anyway.”

Personal Characteristics

- 1) What do you believe are some of the strongest assets you bring to this position?

- 2) What is one self-admitted weakness that you are presently working to improve?

- 3) If we were to interview your peers within your current building provide us with a description of how they might characterize you as an educator and person.

- 4) Very briefly tell this committee why you believe you are the best person for this particular administrative position.