#### Screener Name: Screener Number:

#### Candidate: Date:

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# ACE Principal

**Interview Questions**

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| 1. KSAO: Overview - Other |
| ***Question:***  Please provide an overview of your professional experiences that you feel have prepared you for success in this role. |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 2. KSAO: Mindset |
| ***Question:***  What motivates you to desire an ACE school?  There will be many new challenges at ACE schools.  What are some you anticipate? What processes do you use to solve challenges and problems? |
| ***Listen for:***    **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 3. KSAO: Mindset |
| ***Question:***  Think about a time when you thought you implemented a viable solution, but it failed to fully address the problem at hand. What happened? What did you do to address the issue? What did you learn from the situation? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 4. KSAO: Building Trust and Relationships |
| ***Question:***  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? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 5. KSAO: Student Culture |
| ***Question:***  Describe a strong successful student culture.  What specific actions steps will you take to create and maintain this culture? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 6. KSAO: Student Culture |
| ***Question:***  How would you handle a student who consistently disrupts the learning environment of others and is a threat to his own learning?   What steps or resources would you utilize to support the student and staff? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 7. KSAO: Leadership |
| ***Question:***  Tell us about a time when you led a group of people to meet an instructional team goal. Describe in detail the action and results. What was one thing that you would have changed about your approach? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 8. KSAO: Leadership |
| ***Question:***  Think of a time when you have received pushback on an idea or initiative from a strong, successful, and well-respected teacher or staff member within your organization. How did you respond and what was the outcome? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 9. KSAO: Leadership |
| ***Question:***  How will you get 100% buy-in from highly successful teachers who may have to change their instructional practice? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 10. KSAO: Leadership |
| ***Question:***  You and your leadership team will be onboarding your entire staff. How will you use the varying degrees of experience to build a unified school culture and climate where ALL means ALL? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 11. KSAO: Outcomes and Strategic Thinking |
| ***Question:***  Describe your theory of action around data. Give some examples of success with data practices.  Give an example of a decision you made based on data as a principal and the outcome. |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 12. KSAO: Feedback |
| ***Question:***  How will you develop a culture of feedback in your building? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

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| 13. KSAO: Human Resoures |
| ***Question:***  What process do you use to hire teaching staff and the instructional leadership team? |
| ***Listen for:***  **Score: \_\_\_\_\_** |
| ***Comments:*** |

5-Point Rating Scale

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| --- | --- |
| **5** | Much more than acceptable; response demonstrates a depth of knowledge and organization of presentation |
| **4** | More than acceptable; response generally exceeds criteria relative to quality and quantity of information required |
| **3** | Acceptable; response meets criteria relative to quality and quantity of information required |
| **2** | Less than Acceptable; response generally does not meet criteria relative to quality and quantity of information required |
| **1** | Much less than Acceptable; response is significantly below criteria required for quality and quantity of information required |

03/2018