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| **Interview Configuration** | **What it is** | **Why it is Useful** |
| **Principal Interview** | * One-on-one interview with school leader to assess candidate qualities * Often uses behavioral (Tell me about a time when…) or scenario-based (How would you respond in this situation?) interview questions * Questions can address teacher essays to push candidate thinking | * Allows a school leader to assess if candidates match the criteria that they are looking for * Allows candidates to assess their fit with the school’s vision |
| **Hiring Committee Interview** | * Panel interview with multiple members of existing school team (usually involving principal, assistant principal, at least one teacher/instructional coach, and possibly one or more students/parents) * Often uses behavioral or scenario-based interview questions * Questions can address the online pre-work to push candidate thinking * Interview can be broken into short, focused one-on-one interviews with each member of committee | * Allows for division of responsibility in preparing for and executing interview * Provides multiple perspectives on candidates, including that of potential teammates (important given the level of collaboration at some schools) * Allows candidates to better gauge fit with school due to the presence of the teacher (and possibly student/parent) perspective |
| **Sample Lesson with Feedback and Reteach** | * Sample lesson (5-10 minutes in length) delivered by candidates to demonstrate their instructional practices and content knowledge * Immediate feedback from school leader (and/or student) on successes and areas for growth, followed by immediate reteach to demonstrate implementation of feedback * Process can include candidate reflection before feedback | * Allows for powerful assessment of a candidate’s instructional practices and creativity * Feedback session illuminates candidate’s responsiveness to feedback * Reteach session assesses adaptability, a vital skill |
| **Group Problem Solving Activity** | * Group of candidates (potentially along with current staff members) work together to discuss an issue and/or solve a problem * Content of group interview can focus on necessary mindsets, critical thinking, innovative instructional practices, or some combination thereof | * Requires candidates to collaborate, an important skill to measure * Potentially interacting with existing staff members could allow for multiple viewpoints on a candidate and give candidates the opportunity to gauge their fit with the organization and team * Group activity could be designed to assess a number of different skills and mindsets, such as innovation, technological understanding, data analysis capabilities, etc. |