

1st Interview Questions and Rating Sheet

Questions	We Hope to Hear	We Don't Want to Hear
<p>Open-Ended Question About Interest In Our School: <i>We are incredibly proud of our school's achievements. We are looking for a dynamic leader. Tell us what lead you to apply for this position.</i></p>	<p>Enthusiasm, good rationale on decisions to choose BHMCS</p>	<p>Rational is to leave something else</p>
<p>Situational Awareness: <i>What are some differences in leading a Charter School versus a traditional public or private school?</i></p>	<p>Aware of details & undercurrents in school and uses to address current & potential problems</p>	
<p>Communications: <i>For a charter school of 1,000 students, provide examples of the types of communication that you find productive and useful?</i></p>	<p>Mention of specific constituents; efficiencies; responsiveness; proactive approaches</p>	<p>Dictatorial, "tell"</p>
<p>Change Agent: <i>Embedded in all organizations is the notion of status quo. How might you actively challenge the status quo around the issue of teaching and learning??</i></p>	<p>Innovative, thinking outside the box; involving others; listens, understands & uses data to inform decisions</p>	
<p>Focus: <i>How do you keep the commitments of our school's accountability plan in the forefront of the school's attention?</i></p>	<p>Accountability plan as the context for decision making and measure of success.</p>	<p>"</p>
<p>Knowledge of Curriculum, Instructional assessment: <i>Tell us a little bit about your background in curriculum, instruction, and assessment practices?</i></p>	<p>Data-driven Technology</p>	
<p>Transition Plan: <i>What actions would you take to ensure a successful transition?</i></p>	<p>2-way: seeks help & offers help in the process; see also focus group data</p>	
<p>Management Style: <i>Now that you have had a chance to share your thoughts, could you describe your leadership style in 3 adjectives?</i></p>	<p>Things consistent with focus group data</p>	

1st Interview Rating Sheet (Search Committee)

Candidate: _____

Rater: _____

Questions	Rating 1= poor, 5 = excellent	Comments
Open-Ended Question About Interest In Our School: <i>We are incredibly proud of our school's achievements. We are looking for a dynamic leader. Tell us what lead you to apply for this position.</i>	1 2 3 4 5	
Situational Awareness: <i>What are some differences in leading a Charter School versus a traditional public or private school?</i>	1 2 3 4 5	
Communications: <i>For a charter school of [x #] students, provide examples of the types of communication that you find productive and useful?</i>	1 2 3 4 5	
Change Agent: <i>Embedded in all organizations is the notion of status quo. How might you actively challenge the status quo around the issue of teaching and learning??</i>	1 2 3 4 5	
Focus: <i>How do you keep the commitments of our school's accountability plan in the forefront of the school's attention?</i>	1 2 3 4 5	
Knowledge of Curriculum, Instructional assessment: <i>Tell us a little bit about your background in curriculum, instruction, and assessment practices?</i>	1 2 3 4 5	
Transition Plan: <i>What actions would you take to ensure a successful transition?</i>	1 2 3 4 5	
Management Style: <i>Now that you have had a chance to share your thoughts, could you describe your leadership style in 3 adjectives?</i>	1 2 3 4 5	

Other Things to Be Asked of this Candidate in 2nd Interview:

1. .
2. .
3. .