

Elbert County Charter School Principal Interviews

ECCS is committed to equal employment opportunity for all qualified persons, without regard to race, color, religion, ancestry, national origin, sex, marital status, physical handicap, medical condition, or age, to the extent required by law. This applies to all employment practices, including hiring, promotions, training, disciplinary action, termination and benefits.

*Staff Policies and Procedures
Equality Employment Opportunity, pg. 9*

Candidate Name: _____ Interview Date: _____

Grant Writing:

1. What opportunities have you had in grant writing? How would you go about the process of seeking grant sources and writing proposals for funding?
2. What other sources of funding and/or partnerships could you envision that would assist ECCS in carrying out its mission/vision statement?

Budget:

1. What things do you take into consideration when developing budgets on a yearly basis and for individual academic areas?
2. What do you see as your role in monitoring and revising the budget?
3. What things would you take into consideration in reallocation of funds in terms of established budget lines?

Management:

1. How would you handle competing demands and conflict within a small community environment?
2. How would you inspire staff and students to achieve to the best of their abilities?
3. Describe how you would envision the day-to-day operations of a charter school.
4. What do you perceive as your great challenge(s) as a principal at ECCS?

Governance:

1. How would you describe a positive working relationship between a principal and Board of Directors?
2. Describe your role in relation to balancing the demands of the governing board and the faculty needs.
3. In making critical decisions concerning policies, how would you go about receiving input and advice?

4. How do you handle criticism and how would you advise staff and governing board members to approach you with their concerns?
5. In what ways do you perceive charter schools to be different from traditional public schools?

Administration:

1. Describe your most enjoyable administrative experience and the environment that made this experience memorable.
2. What do you consider as your greatest accomplishment(s) and/or achievement(s) as a principal and why?
3. What would you consider to be the most important qualities of a principal and provide an example of how you have modeled these qualities in your previous administrative experiences.
4. What would an average day as principal of ECCS look like to you?
5. In your opinion, what is the role of the principal in a charter school?
6. Describe your management style and how you personally organize the tasks assigned.

Leadership:

1. What do you consider to be the essence of good leadership?
2. Describe the leadership qualities about yourself you think would be most beneficial to ECCS?
3. How would you incorporate and communicate the mission/vision of ECCS to staff, parents, and the community in your leadership style?
4. How would you balance the demands and concerns of teachers, parents, and students?
5. What are some ways you have practiced effective communications with teachers, parents, and students?

Curriculum:

1. How would you handle controversial content material and/or subjects to be taught in the classroom?
2. How would you describe E.D. Hirsch's Core Knowledge and its importance in education reform?
3. If you were to be presented with curriculum unfamiliar or new to you, how would you go about gaining a better understanding of it?
4. In meeting the needs of students performing below proficiencies, what things do you take into consideration?
5. "Back-to-basics" has a variety of meanings. How would you define this term and what would it look like implemented?
6. Please describe your familiarity with technology and how you would integrate it into the academic program.

Standards and Assessments:

1. What is your understanding of the Colorado Student Assessment Program (CSAP) and its impact upon curriculum and instruction?

2. What experience do you have in assessing curriculum designs, and their strengths and weaknesses?
3. How would you undertake the instituting of change and improvements in the current academic program?
4. What types of assessments are you familiar with and their importance in determining curriculum/instructional changes?

School Climate:

1. What do you believe to be the most important quality(s) for a successful school and how would you seek to implement these qualities into ECCS?
2. What is your philosophy on discipline and what strategies would you use in a K-8 school?
3. How would you describe your style of communication and what means would you institute for good communication with parents, teachers, and students?
4. What would you do to foster a sense of school pride, overall enthusiasm, and school spirit?
5. How would you define a “parent-driven” school?

Supervision:

1. Discuss the elements that you would take into consideration in evaluating teacher performance.
2. How would you regularly monitor a K-8 academic program for consistency and evaluate its effectiveness?
3. How would you assist a mediocre teacher in becoming an excellent asset to ECCS?
4. How would you be accessible to teachers, students, and parents?
5. What do you perceive as your greatest challenge in supervising a K-8 charter school?

General:

1. Describe your knowledge of charter schools and the role they play in education reform.
2. In what ways do you perceive charter schools to be different from traditional public schools?
3. What do you feel are your greatest assets, skills, and/or talents that you would personally bring to ECCS to enhance its academic program and school community.