

Sample Principal Interview Questions

- Tell us why are interested in making a change from your current position. Tell us why you are interested in this school.
- What accomplishment are you most proud of?
- What is the hardest decision you have had to make in your career?
- What are the three most critical things you would do in a school to accelerate school growth and ensure that every child is learning?
- Tell us about one student in your career that stands out in your mind. Why does this student stand out?
- At the end of your career, what do you think your students would say about you as a leader?
- Tell us about your current school. What were particular challenges the school faced? What direct impact have you had on your school's results? How has your school improved in terms of student achievement?
- How would you, in one sentence, describe the vision for your school? How do you currently support that vision as a leader? What would be your process for developing the vision of your new school? Who would you involve and how?
- If you were to be selected as the principal, what are 3 specific areas where you will need support as a new principal in order to be successful and effective?
- Tell us about a time when you implemented a strategy to involve parents to improve student achievement. Please tell us what you were trying to improve, the actions you took and the results/outcomes. How would you involve parents in developing and achieving the vision for your school as the principal?
- Tell us about a time when you implemented a new instructional strategy. What was the strategy, the actions you took and the results? Why did you think the strategy was the best solution? How did the strategy align to standards? How was it differentiated to meet the needs of all students, across grade levels? What happened with the strategy?
- Tell us about a specific time when you had to hold teachers and/or staff accountable to improve performance in a specific area. What was the situation you were in, the actions you took and the results? Why was the teacher/staff not performing well? What supports were provided to support the teacher? What happened?
- What experience do you have in managing budgets? What is the most difficult budget decision that you have had to make? Give us an example of how you have allocated resources to your key priorities.
- Tell us about a time when you took responsibility for developing and/or leading a teacher team at your school. Please tell us the situation, the actions you took, and the result. What things did the team do well/not do well? How did you go about building their capacity? What did the teacher team accomplish? What did you learn from leading this team?
- Give us an example of a time when you used data to identify and solve a specific problem or issue related to student achievement. Please tell us what data you used, what the problem was, what actions you took and the results/outcomes. What data do you believe is most informative for monitoring progress of students in your school?
- Tell us about a time when you engaged with a community partner to improve instructional outcomes at your school. Please tell us the situation, the actions you took, and the results.
- Do you have experience with fundraising? Grant writing? Please share specifics and the impact on student achievement and the school community.
- What are the first 3 things you would do as a new principal to engage the community at your school?
- Tell us about a time when you had to juggle multiple priorities and still accomplish a goal. Please tell us the situation, the actions you took, and the results.
- Tell us about a time when you had to resolve a difficult situation with a student. Please tell us the situation, the actions you took and the results.
- Tell us about how the teachers in your school work together and collaborate. Have you played a role in this collaboration? If so, tell us about the situation, your role and what happened.
- How will you go about doing a "needs assessment" for your new school? Who would you involve in doing the needs assessment? What other things will be essential for you to do in your first 90 days at the school?