ASC Applicant Interview Questions (2013)

1. **Describe the characteristics of an effective school.** (Standard 1: Visionary Leadership)
   Dispositions: Listen to see if the applicant believes in, values, and is committed to:
   - Every student learning
   - Collaboration with all stakeholder groups
   - High expectations for students, staff, and community
   - Reflection on assumptions and beliefs
   - Continuous, evidence-based improvement

2. **What have you and your school done to ensure student learning?** (Standard 2: Focus on Teaching and Learning)
   Dispositions: Listen to see if the applicant believes in, values, and is committed to:
   - Learning as the fundamental purpose of school
   - Affirming diversity
   - Continuous professional learning and growth
   - Collaboration with all stakeholder groups
   - High expectations for students, staff, and community
   - Every student learning

3. **Leaders manage as well as lead in schools; describe what good “management” by a school leader would look like.** (Standard 3: Management for Learning)
   Dispositions: Listen to see if the applicant believes in, values, and is committed to:
   - Creating a safe and supportive learning environment
   - Collaboration with all stakeholder groups
   - Equitable distribution of resources
   - Operating efficiently and effectively
   - Service to student learning and others

4. **What elements of the community should be involved in the education of students, and how would you facilitate that involvement?** (Standard 4: Community Collaboration)
   Dispositions: Listen to see if the applicant believes in, values, and is committed to:
   - High expectations for students, educators, and community
   - Collaboration with all stakeholder groups
   - Affirming diversity
   - Continuous professional learning and growth

5. **Everyone agrees ethics are important. Describe what it means to be an ethical school leader.** (Standard 5: Ethical Leadership)
   Dispositions: Listen to see if the applicant believes in, values, and is committed to:
   - Assumed personal responsibility for actions
   - Ethical principles (fairness, integrity, honesty, etc.) in all relationships and decisions
   - Modeling high expectations for students, staff, and community
   - Continuous professional learning and growth
   - Collaboration with all stakeholder groups

6. **What roles should a school leader fill in the larger political and policy arenas of the school district and the state?** (Standard 6: Systems Leadership)
   Dispositions: Listen to see if the applicant believes in, values, and is committed to:
   - Advocating for students and education
   - Influencing policies
   - Upholding and/or improving laws and regulations
   - Eliminating barriers to achievement
   - Affirming diversity