

Questions to ask a Coach-Applicant

Questions for a Principal/Hiring Manager when interviewing a Coach-Applicant

1. Tell us a little about yourself and your background in education.
2. Why do you want to be a coach? Why do you want to be a coach here?
3. What has your experience been with coaching? If you were coached, what worked for you? What didn't work?
4. Which coaching skills do you feel you're strong in?
5. Which coaching skills would you like to develop?
6. What conditions do you think need to be present at a site in order for you to have an impact as a coach?
7. What does a really good classroom look like to you?
8. When you go into a classroom, as an observer, what are you looking for? Or looking at? What catches your attention?
9. What would you do if you were coaching a new teacher who couldn't manage a class?
10. What would you do to get to know a site that you were assigned to coach at?
11. How would you work with a teacher/administrator who didn't seem to want coaching?
12. What experience have you had working in teams?
13. What are your thoughts about how teams develop? What do you see doing as a coach to support team development?
14. What are your thoughts and beliefs about how systems change? As a coach, how do you see yourself impacting system change at a site?
15. How would you measure or evaluate the impact you have as a coach on your client?
16. Tell us about a time when you experienced big change that may have been outside of your sphere of control. How did you manage it?
17. Most teachers and administrators experience significant stress. How have you managed stress and emotional turmoil at work? What ideas do you have for supporting clients in this area?
18. How do you learn best? How do you see yourself developing as a coach?