

Questions for a Coach to Ask in an Interview

1. **Goals:** What are your school's overarching goals? Who has set these goals? What was that process like? Where do you see your school in one year? Five years?
2. **Mission/Vision:** What's your school's vision and mission? When was it created? When and where is the vision/mission revisited? What percentage of your staff, students and parents would you guess know the vision/mission well?
3. **Teaching Staff:** What do you see as your teachers' areas of strengths? Areas for growth? How have you gathered this data? How do you communicate your hopes and expectations for teacher growth?
4. **Professional Development:** What does professional development look like at your site? When and where does professional development occur? What role do you play in professional development? What impact does professional development have on your teachers' practice? How do you know?
5. **Prior Coaches:** Have you had coaches working in this school before? What was that experience like? What worked? What would you change?
6. **Teacher Attitude:** How do teachers feel about getting a coach? How do you know what they feel? How do you plan on responding to any negative feelings that might exist about coaching? Do you plan on making coaching mandatory or optional?
7. **Vision for Coach:** What is your vision for the role I'd play? What would you like to see me doing and with whom? How will you assess and evaluate my work? What data will that be based on?
8. **Vision for Partnership:** What is your vision of how you'd like to partner with a coach? What role do you see playing in my coaching work—would you direct it? Would we co-construct it? How would we make decisions? How would we communicate? How often do you see us meeting? How will we give each other feedback?