

## Policy 12 Appendix C: LEADERSHIP PRACTICES INTERVIEW GUIDE



### Perceptions of Principals and Direct Reports

The Director is responsible for the following either personally or through a delegation to a subordinate.

1. What evidence can you cite to support or refute the following:
  - 1.1. The Director communicates clear expectations, priorities, and direction in a way that supports your work. *Please provide examples where possible?*
  - 1.2. The Director provides effective educational leadership?
  - 1.3. The Director establishes and maintains positive, professional working relationships with staff?
  - 1.4. The Director unites people toward common goals and empowers others?
  - 1.5. The Director demonstrates a high commitment to the needs of students?
  - 1.6. The Director demonstrates integrity, fairness, and ethical decision-making in their leadership practices?
  - 1.7. The Director's actions and decisions contribute to a culture of trust and professionalism?
  - 1.8. The Director supports leadership development and professional growth of staff?
  - 1.9. The Director appropriately delegates responsibility and supports accountability?
2. What actions or practices of the Director most support you in doing your work effectively?
3. Are there actions, processes, or practices that create challenges for your work? If so, please describe.
4. What aspects of the Director's leadership are most effective?
5. What opportunities for growth or improvement would you identify?
6. Is there anything else you would like the Board to consider in its evaluation?