**MCCPS HOS Interview Questions**

**Leadership and Management:**

* Please describe a situation where you had to lead a major change initiative in an educational setting. What challenges did you face, and how did you overcome them?
* Can you share an example of a time when you successfully built and led a diverse and inclusive team within an academic environment?
* Tell us about a situation where you had to make a tough decision that wasn't popular among all stakeholders. How did you handle it, and what was the outcome?
* Can you give us an example of how you've effectively managed a crisis or emergency in a school setting?

**Educational Vision and Innovation:**

* Please share a specific instance when you introduced an innovative educational program or teaching method. What was the rationale behind it, and what were the results?
* What do you do to stay updated on educational trends and incorporate them into the school's curriculum and practices?
* Can you describe a situation when you implemented technology to enhance the learning experience for students? What challenges did you encounter, and how did you address them?

**Community Engagement:**

* Can you give us examples of what you’ve done to successfully engaged with parents, community members, and other stakeholders to build positive relationships and support the school's mission?
* Describe a time when you had to address a conflict or disagreement within the school community. How did you approach resolution, and what was the outcome?
* How have you ensured effective communication between the school and its surrounding community, fostering a positive relationship?

**Student-Centric Approach:**

* Would you share a story with us about a student success initiative you implemented that had a significant impact on student achievement and well-being.
* Describe how you've supported the individualized learning needs of students and created an environment where each student can thrive.
* Can you provide an example of a time when you implemented a program to address student well-being and mental health within the school?

**Professional Development and Collaboration:**

* Discuss your approach to fostering professional development opportunities for teachers and staff. How do you ensure ongoing growth and learning for your staff?
* Can you share some examples of how you’ve promoted a collaborative culture among faculty and staff, encouraging teamwork and shared goals.

**Values and Ethics:**

* Describe a situation where you had to uphold ethical standards in a challenging scenario. How did you navigate it while ensuring the school's values were maintained?
* How do you ensure fairness and equity in disciplinary actions and decision-making within the school?

**Adaptability and Change Management:**

* Please provide an example of how you've managed a significant organizational change in a school environment. How did you address resistance and ensure a smooth transition?
* Can you share a time when you had to pivot quickly in response to unforeseen circumstances? How did you adapt your leadership and decision-making?

**Just generally revealing interview questions:**

* Give me an example of a time when you made a mistake and what you learned from it?
* Can you talk about a time when you had to deliver bad news to someone? What approach did you use?
* Can you describe a time or situation that was overwhelming and stressful. What did you do to get through it?
* Give us an example of a situation when a member of your staff was going through a difficult personal situation and how you handled it?
* Give us an example of how you’ve handled a situation when a teacher or member of your staff was not performing their job well and how you handled that?