avaHR

# Principal Candidate Scorecard

Score every candidate against the same questions and criteria

| CANDIDATE | INTERVIEWER | DATE | STAGE |
|---|---|---|---|
| | | | |

## INTERVIEW QUESTIONS · PRINCIPAL

| | | | |
|---|---|---|---|
| 1 | What experience do you have in leading a school? | ① ② ③ ④ ⑤ | |
| 2 | What are your thoughts on differentiation and scaffolding? | ① ② ③ ④ ⑤ | |
| 3 | How would you create a safe and welcoming environment for all students? | ① ② ③ ④ ⑤ | |
| 4 | How would you deal with difficult parents or stakeholders? | ① ② ③ ④ ⑤ | |
| 5 | What are your thoughts on standardized testing? | ① ② ③ ④ ⑤ | |
| 6 | How do you deal with difficult situations or challenges? | ① ② ③ ④ ⑤ | |
| 7 | What methods do you use to assess student learning? | ① ② ③ ④ ⑤ | |
| 8 | How do you differentiate instruction for students with different needs? | ① ② ③ ④ ⑤ | |
| 9 | What do you think are the most critical skills for a teacher to possess? | ① ② ③ ④ ⑤ | |
| 10 | What do you think are the biggest challenges facing teachers today? | ① ② ③ ④ ⑤ | |

## OVERALL ASSESSMENT

| CRITERIA | SCORE (1–5) | NOTES |
|---|---|---|
| **Educational Background**<br>Appropriate qualifications or training for the position. | ① ② ③ ④ ⑤ | |
| **Prior Work Experience**<br>Skills or qualifications acquired through past work. | ① ② ③ ④ ⑤ | |
| **Qualifications / Experience**<br>The technical skills the position actually needs. | ① ② ③ ④ ⑤ | |
| **Problem Solving Abilities**<br>Demonstrated critical problem-solving. | ① ② ③ ④ ⑤ | |
| **Communication**<br>Team building and communication skills. | ① ② ③ ④ ⑤ | |
| **Organizational Fit**<br>Would this hire steer the organization the right way? | ① ② ③ ④ ⑤ | |
| **Directional Fit**<br>A step forward, or backward, in their career? | ① ② ③ ④ ⑤ | |

## RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

**AvaHR** — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.