

Interview Questions for an Instructional Coach

1	Are you coachable?
2	What do you do to support your own ongoing learning? Do you regularly reflect on your coaching practice, if it is or is not helping teachers meet goals, and what you could do to improve it? If so, what is your reflection process?
3	What would you do when there is a breakdown in communication at work? How do you prefer to build rapport with others? Describe your communication and listening skills.
4	Have you been in a situation where you had to admit your mistakes to your fellow colleagues, and how did you go about it? Describe a time when you were discouraged with your progress towards meeting a goal that involved others. What did you do to persevere, and how did you motivate others to do the same?
5	How would you go about explaining a complex idea or concept to a teacher who was already frustrated? Describe a time when you had to be careful discussing sensitive feedback or a difficult issue with a teacher. How did you do it?
6	Do you believe all teachers are capable of growth, why or why not? How do you support them when they doubt themselves?
7	<i>For candidates who are currently teachers at the school:</i> How do you anticipate your relationship with your colleagues will change once you start coaching them?
8	How important is it to you to remain updated on the latest instructional strategies, tools, philosophies, and learning science? How do you stay on top of these areas?
9	How comfortable are you with data, and how do you use it to improve your coaching practice and outcomes?
10	What is your ultimate goal with your teachers? How do you intend to help them lead their own ongoing learning? How do you intend also to support them in creating systems to learn from and with each other, especially if you are no longer coaching them directly?