



15 Interview Questions to Ask Candidates for Instructional Coaches



When interviewing candidates for an instructional coaching position, the assumption is that the school administrator has already selected the candidate based on that person's resume and job application. While it is acceptable to review those qualifications in an interview, the questions should focus on gaining insight into the more intangible qualifications -- such as communication skills, willingness to collaborate, and leadership skills -- to assess potential fit for the role.

1. What does giving constructive, non-evaluative feedback mean to you? Provide examples.
2. What steps do you take to build trust and rapport with teachers you coach?
3. Describe your process for collaborating with teachers to develop and plan lessons.
4. Tell me about a time when the feedback you provided to a teacher directly led to significant improvement in their practice.
5. What is your experience with explicit and systematic reading instruction?
6. What do you feel are the strengths and weaknesses of Core or Tier I reading programs?
7. How do you use student assessment data to inform your coaching practices?
8. Describe a professional development session you have led. What were the goals, and how did you measure its success?
9. What are the most useful instructional strategies that you employ?
10. How do you handle resistance from teachers when introducing new instructional strategies or changes?
11. Describe a professional development initiative you led that resulted in measurable improvements in instructional practices or student outcomes.
12. Have you ever facilitated staff through the change process? If so, what was your approach and what was the outcome?
13. Tell me about a time when colleagues or supervisors have given you feedback that's helped improve your coaching practice.
14. How do you stay current with best practices for instructional coaching?
15. What unique qualities would you bring to our school community that nobody else can?



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