



Sample LDOE Interview Guide

Agenda/ questions (blue = highest priority)

- Frame (< 2 min)
 - Introduce yourself; briefly share your background/experience;
 - Briefly share background on the strategic planning effort, and the purpose of this conversation;
 - Note that you will share back themes and quotes with system leaders, without attribution.
- Tell me about your role, your history with [school system], and what you did before joining [school system].
- What are [school system] 2-3 greatest strengths?
- What are [school system] 2-3 biggest challenges?
- What do you think should be the top 2-3 strategic priorities for the system over the next 3-5 years?
- [Instructional only] Please list all of the special programs and initiatives that you currently have underway in your schools
- [Instructional only] How might you rate academic rigor at your schools on a scale of 1-10? Why?
- [Instructional only] What curriculum and assessments do you use for math and ELA?
 - What's working well and not working well with those program elements?
- [Instructional only] How are teachers coached and developed?
 - What's working well and not working well with those structures?
- [Instructional only] How might you rate the student culture from 1-10 and why?
- How might you rate the adult culture from 1-10 and why?
- What else do you think would be helpful for me to know?