

UCAPP
Admission Screening
2022

Performance Assessment: Interview

Directions to Assessor:

- 1) Welcome the candidate and introduce yourself. Briefly describe your professional role and connection with the program.
- 2) The candidate will receive a copy of the questions the morning of the screening. Allow the candidate to proceed through the questions at his/her own pace.
- 3) Close by thanking the candidate. Do not provide the candidate specific feedback about their performance. Instead, if time permits, ask them to reflect on what their performance and the activity has made them think about as an aspiring school leader.
- 4) Score the candidate's performance using the provided guidance.

Interview Questions

1. Refer to the leadership artifact you shared with us to respond to the following questions.
 - What was your role in leading this initiative?
 - What leadership skills did you use in leading this initiative?
 - What personal qualities served you well in leading this initiative?
 - What difference did your leadership make in the outcome(s)?
 - Based on this leadership experience, what will you do the same when leading another initiative? What will you do differently?
2. Describe a student or colleague who helped you become a better educator. How will this experience shape you as a school leader?
3. Which qualities that define you as a person can be an asset to you as a school leader? Which qualities that define you can be a liability to you as a school leader?
4. Why is achievement among African American and Latino students in Connecticut (and nationally) persistently lower than their White peers?
5. What are three defining characteristics of your vision of the ideal school?
6. When you think about the responsibility of leading a school, what is the most important thing you hope that you get right from your first day as a school leader until your last?

Scoring Guidance

Below Basic – 1 Point: response does not address the question, seems insincere or rehearsed, reveals a lack of awareness and/or understanding, or raises concern about the candidate's potential to be an administrator or a member of a UCAPP cohort

Developing – 2 Points: response addresses the question, presents as genuine, reveals appropriate awareness and understanding, and affirms the candidate's potential to be an administrator and a contributing member of a UCAPP cohort

Proficient – 3 Points: candidate's response addresses the question, presents as genuine, reveals heightened awareness and understanding, and affirms the candidate's high potential to be an administrator and an asset as a member of a UCAPP cohort