

Appendix C

Post Interview Questions for Principals

1. When you interview a prospective teacher, exactly what are you looking for?
2. How do you prepare for the interview?
3. Prior to this interview, did you know the interviewee? If yes, under what circumstances did you know this person?
4. If the answer to number 3 is yes, did you formulate different interview questions from those asked of interviewees whom you did not know? Why or why not?
5. What consideration, if any, is given to personality factors and why? Which questions asked give you insight into the interviewee's personality?
6. I believe you focused on _____ during the interview. If this is true, why did you give this area so much attention? What do you think you focused on: Why was this area important to you?
7. What formalized interview training have you had? Do you think training is necessary?
8. As an interviewer, can you reach a decision to recommend to hire or to reject within a few minutes? Why or why not?
9. Should a candidate go through the entire interview if it is obvious that s/he is having difficulty answering initial questions satisfactorily? If no, under what conditions should the interview be curtailed?
10. Do nonverbal interactions during the interview influence your decision to recommend to hire or not to hire? If yes, give examples.
11. Please check one of the following statements to indicate how you would rate the amount of influence given to the interview when making a final decision to recommend to hire an individual? Are you
 - _____ strongly influenced?
 - _____ somewhat influenced?
 - _____ mildly influenced?
 - _____ not influenced at all?
 (Please check one.)
12. Would you select the same person if you were to interview today?