

Food for Thought

Leaders should model what they expect

- Just because you like someone, doesn't make them a good leader or teacher.
 - What makes someone good?
 - What do they have to know or be able to do?
 - What can they learn?

Performance-based hiring

- Could you describe your most significant accomplishment? Try to incorporate the skills needed, results obtained, challenges you faced, ability to collaborate, and personal reflection into that one example?

Some people shouldn't be on the team

- Have you ever worked with someone who "changed" on you? Did they really change or did you just not ask the right questions in the beginning?

References & Recommended Resources

Kotter, J. P. (2012). *Leading change*. Boston: Harvard Business Review Press.

Reeves, D. B. (2009). *Leading change in your school: How to conquer myths, build commitment, and get results*. Alexandria, VA: Association for Supervision and Curriculum Development.

Podcast episode: *Powerful Interview Questions for Hiring Educators*.
Ayers Institute Lunch & Learn Podcast
<http://podcast.ayersinstitute.org>

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