



Interviewer:

Interviewee: Assistant Principal,

Mandatory Questions

What kind of preparation did you have for this job?

Mr. S received a Masters in Educational Leadership from XXXXX University. At XXXXX, he enrolled in various classes about administration. He was also required to complete an internship which took place at XXXXX High School and XXXXX Middle School in XXXXX; he did all of that while he was still teaching. Later, he had to take a test called the ISLLC test. After completing all of those things, XXXXX earned his license.

What have you learned since becoming an administrator that you didn't know before you took the job?

"I have learned a lot," Mr S said. He has learned how to work with parents and students in difficult situations. The classes that he took prepared him well, but he explained, "The best teacher is experience." He has learned that the manner in which you talk to people is the most important skill needed in handling a difficult situation. He added, "Most people just want to be heard."

What is the best part about being an administrator?

Mr. S likes that he can be a lot of different things at one time. He hopes that he can have a bigger impact on students than he did while he was in the classroom. In the classroom, he taught 150 kids and now he has a lot more to look over. He also likes going into classes and learning new things from students and teachers. He wants to help and he loves to learn. He enjoys attending athletic events and following teams to state tournaments and watching us compete! There are so many aspects of the high school in general and he likes that because he thinks it fits his personality very well!

What is the most challenging aspect of your job?

Mr. S explains: "When a kid makes a very bad decision and I have to give out consequences that are consistent with the discipline book. Talking to parents when their kid commits a serious infraction and having to give them very disappointing news is difficult." When something like this happens, Mr. S hopes that he can build them back up and get them on the right path again. He understands that it is difficult to always fix everything for everyone.

What is your advice to someone considering a career in education administration?

Mr. S shared that "if you don't love kids and are not trying to make a difference, this profession is not for you." He told me to work on my people skills, because without them nothing else matters; if you can not

deal with people you are not going to get very far. I learned that being empathetic and putting myself in others' shoes is very important for an administrator. Mr. S explained, "What you say to people matters; know what your powers can do."

Additional Questions

How do you continue professional learning as an administrator?

There are instructional pathways that one can take in specific areas. Additionally, conferences are a good way to learn more from other people. In Mr. S's opinion, the best way to learn is by *doing*, and collaborating with other people. Other principals are learning things and willing to teach each other. Sharing ideas back and forth is a great way to learn. Mr. S is also pursuing his doctorate, so that is another form of professional learning for him.

Many students think administrators just handle discipline. How do you alter their perception of you as a disciplinarian only?

Mr. S stated: "Getting involved in the classroom is the best way to get to know the students that are not getting in trouble. I enjoy working with Mrs. XXXXX's VTFT classes because I have an invested interest in that area. The VTFT kids want to become teachers and I need to hire good teachers so I have a vested interest in the success of the program. I also enjoy getting involved in activities that go on at the school, like the *Hoops for Hope* Faculty vs. Student basketball game. Having conversations with people is a way to build relationships." Mr. S shared that "when you talk to students, you get to know more about someone, and what they need to be successful." Mr. S is our most involved assistant principal. He is always out and about in the halls, welcoming students and teachers. He is always a willing participant in pep rallies and other student led events.

How do you balance work and family?

Balance is a constant challenge for Mr. S. He is intentional about making sure that when he is home, he is present with his family. It is important that when he is home, he enjoys that time. He shared that "family is the biggest support system, so it is important to make the time with them count." His kids have grown up in the school, attending XXXXX basketball games, and other events that the kids are interested in. He has to be there and the kids want to be there so it works out.

This transcription is polished. The interviewee had answers that were detailed. The student transcribed and made an effort to correct grammar, usage and mechanics. The student used quotes to differentiate between his words and her commentary.