

ASCEND

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Becoming Conversant

October 17, 2021

Our Essential Question



How can I talk about my
experience with things I won't
get to do until I get the job?

Questions & Discussion



Comment on Facebook
or text me:

501-222-4415

The Catch-22





The Catch-22

- AP—Teacher evaluations
- Principal—Budget
- Dean—truancy court
- Superintendent—principal firing

It may be *impossible* to gain experience in these areas of practice in advance.

Admin Internship Experiences



- Make the most of your admin internship
- Ask to be as involved as possible, even in difficult issues
- Expect and understand that you won't be fully involved in everything
- Some matters need to remain confidential

Individual vs. Teamwork



- It's easier to gain experience with work typically done by committees—get on these committees now
- Team/committee experience absolutely counts
- Use active verbs + take appropriate credit
- It's impossible to gain real-world experience with certain aspects of any job

What Matters for Interviews



In an interview, you don't need to actually *have* experience with everything...but you DO need to be able to *speak intelligently* about every aspect of the job.

Goal: Become Conversant

Conversant



Familiar with; knowledgeable about; able to speak intelligently and at length about something.

The 5 Minute Test



If you can speak intelligently for five solid minutes, you're in good shape.

What the Interview Team Wants to Hear From You

- You know this is part of the job
- You've thought about it
- You have a solid framework for thinking about it
- You're up to speed on best practice
- You're aware of the central tensions



Central Tensions



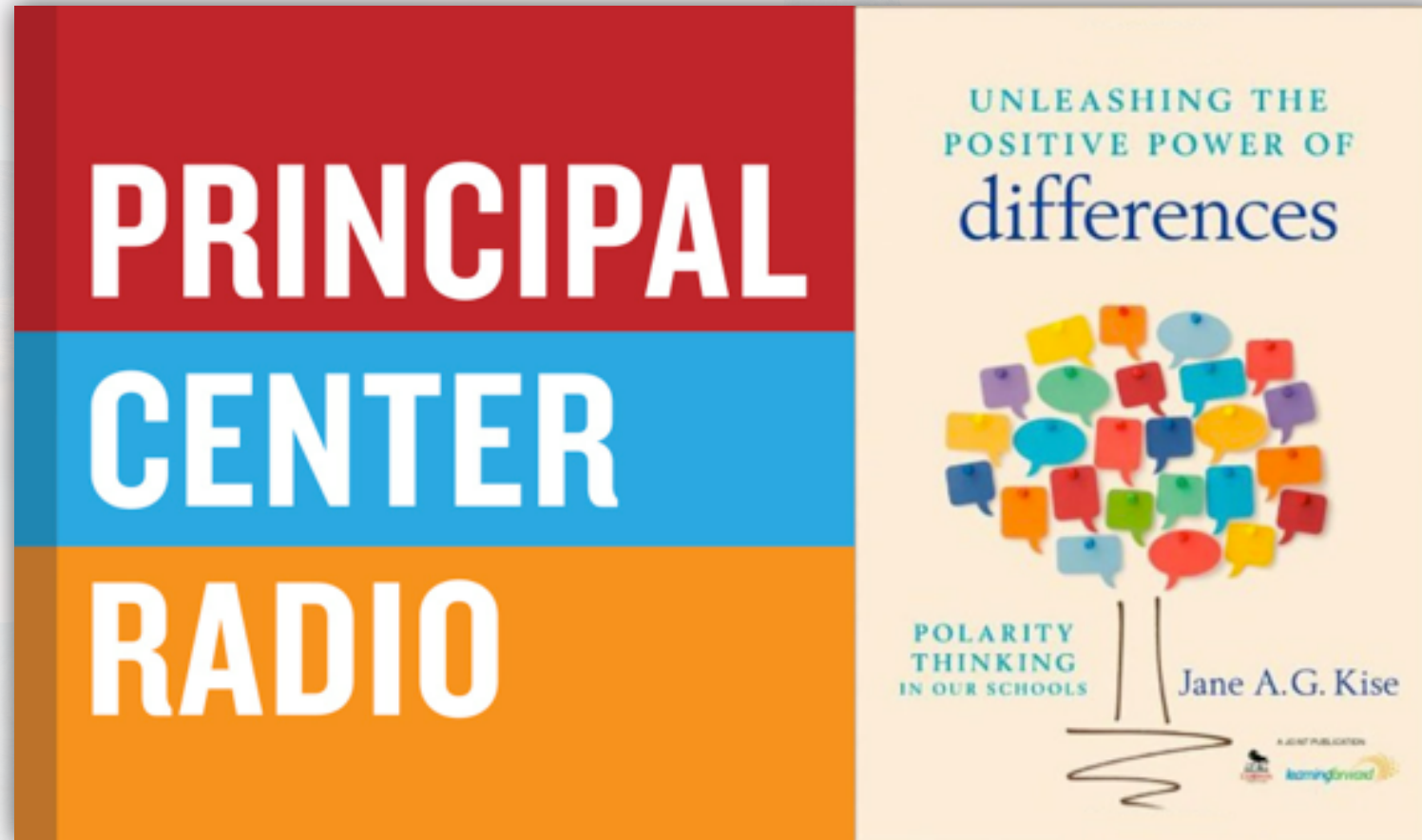
- Simplistic, idealistic answers are a dead giveaway that you're inexperienced
- Be able to speak to the tensions inherent in an issue

Central Tensions—Examples

- Academics & Whole Child
- Accountability & Growth
- Standardization & Personalization
- Consistency & Flexibility
- Task & Relationship
- Tradition & Change



More on Polarities



PrincipalCenter.com/jane-kise-unleashing

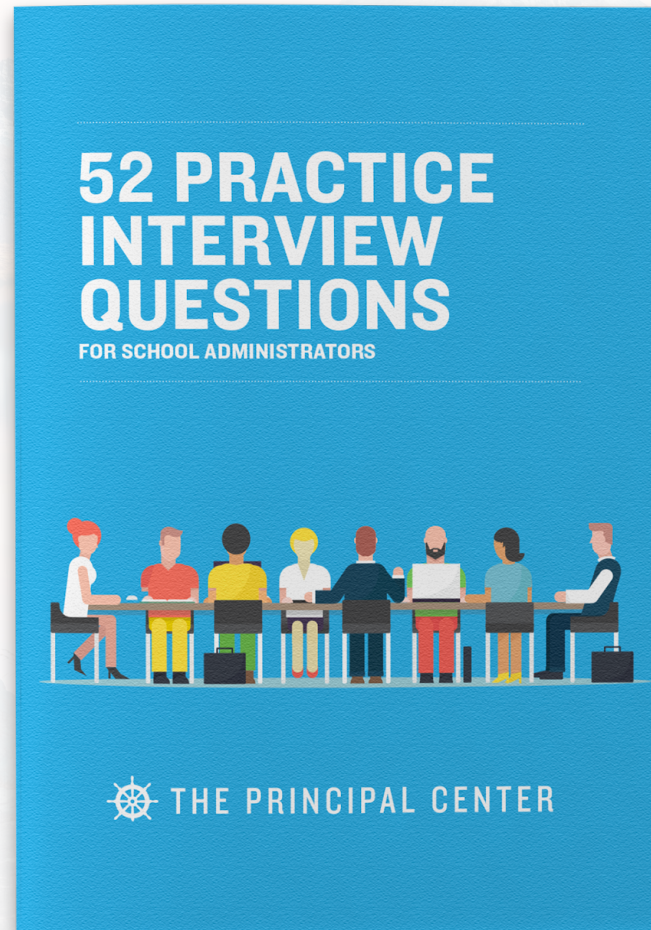
How To Become Conversant

- Read books
- Listen to podcasts about books
- Read research in the Marshall Memo
- Read professional journals
- Attend conferences



Practice Interview Questions

PrincipalCenter.com/interview



Practice Help?



Would you be interested in
practicing 5-minute answers this
Fall?