

## Warren Township Appreciative Interview Protocol for Instructional Specialists

### Lead In

A team of my colleagues came and visited your district last August and we came away with a great deal of respect for your learning community and its commitment to all adult and student learning. We were impressed with the culture of the district and its schools we visited. We were impressed with the levels of support provided teachers and students, the use of data, technology, and the quality of instruction. Clearly, your results suggest historical success that is continuing.

We have been developing a theory of action with our colleagues at the Center for Appreciative Organizing in Education (AOE) leading to the generation of positive narratives in public education. Key elements of their theory of action include relational leaders using a positive strengthen-based lens to study how school systems evolve and become more internally accountable for their work. We are particularly interested in discovering how leadership at all levels work to co-construct schools where teachers, students, and parents are connected to a clear purpose and set of core values that sustain innovation and the well-being of all members of the school and community.

### Interview Questions

1. Can you tell a story that best describes what you consider to be an example of the key strengths of the district?
  - Why is this story important to you?
  - What happened, when did it occur?
  - What role did you play or have in it?
  - Who else was involved?
2. What do you consider your key leadership strengths?
  - How does the district leadership best use you and your strengths?
  - How does the district support you in your work?
  - Where do you think you have had the greatest influence?

3. Why do you think you have been successful in this district?  
What roles have you played in the district?  
  
What kind of leadership development or support has been provided to you to grow and thrive here?  
  
In what ways do you hold yourself accountable for your work?  
  
How have you deepen the leadership bench in the district? Or your school?
  
4. If you could make three wishes about the future of this district and its ability to sustain its success, what might you wish for?

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Interview

1. Can you tell a story that best describes what you consider to be an example of the key strengths of the district?
  
  
  
  
  
  
  
  
  
  
2. Tell me a little about your role before you came to Warren.
  
  
  
  
  
  
  
  
  
  
3. In your role, what do you consider are your key leadership strengths?
  
  
  
  
  
  
  
  
  
  
4. How does the district support you in this role?
  
  
  
  
  
  
  
  
  
  
5. Where do you think you have been the most successful?
  
  
  
  
  
  
  
  
  
  
6. How do you hold yourself accountable for your work?

7. How have you been able to strengthen the leadership team in your district?
  
8. What do you see as the future of the district?
  
9. Do you have something that you would wish for the next year?