

**DRAFT: Interview Protocol for K-12 Principals**  
**(target time = 30 minutes)**

*Objective:* To learn (1) how principals define teacher effectiveness (2) whether the perceived effectiveness of Noyce recipients varies from that of other (similar subject area) teachers; (3) how principals make hiring decisions and (4) whether and how Noyce recipients take on leadership roles.

**Section I: Noyce Teachers at Your School**

1. As you may recall from the principal survey you completed, the *Robert Noyce Teacher Scholarship Program* awards grants to teacher certification programs in higher educational institutions, and those grants then support Science, Technology, Engineering and Mathematics (STEM) undergraduates, post-baccalaureates, and/or Master Teachers who commit to teaching in K-12 settings, particularly in high-need districts.

According to NSF records and your survey responses, the following Noyce recipients worked for [SCHOOL] during the most recently completed school year (2009-10): *[Recap information from Principal's survey and ask Recipient to verify that it is accurate]*

*Please note that these teachers will be referred to as "Noyce Teachers" throughout this interview!*

**Section II: Background Information about Principal and School**

2. Please describe the things that work well in your school--what are your school's greatest strengths?
3. Please describe the things that work least well in your school--what are your school's greatest challenges?

**Section III: Teachers at Your School During the 2009-10 School Year**

4. *[Confirm general teacher characteristics from survey:]*
  - a) *Total number of teachers*
  - b) *Number of math/science teachers*
5. Can you describe the specific features that you believe contribute to being an effective teacher in this school? An effective math/science teacher, specifically?
6. How do you measure teacher effectiveness at your school?
7. What role does teacher preparation play in helping teachers become effective in this school?
  - a) How well prepared are this school's Noyce teachers relative to teachers from other teacher-preparation institutions?
8. What role does on-the-job learning play in helping teachers become effective in this school? (and math/science teachers, in particular)
9. *[Recap performance of Noyce teachers relative to other teachers as indicated on the survey.]* Please describe the specific aspects of teaching that make the Noyce teachers *[better or less effective in specified characteristics]* than other math or science teachers in the school.

#### **Section IV: Availability of Effective Teachers**

10. *On your survey, you indicated that the hiring process at your school is structured such that: [Recap hiring process as described in survey].* Please describe this process in greater detail for me.
  - a) How much control do you, as principal, have over hiring decisions? How well does the current hiring process allow you to hire the teachers you believe are likely to succeed in your school?
11. In reviewing teacher candidates for *open teaching positions* at your school, what skills and traits matter most? for math/science positions, specifically?

#### **Section V: Teacher Leadership activities at your school**

12. *On your survey, you indicated that Noyce Teachers are involved in the following leadership activities: [Recap leadership roles indicated on survey].* Please describe these leadership roles in greater detail.
  - a) What do you look for in teachers who assume such leadership roles?
  - b) How effective have the Noyce Teachers been in these leadership positions?

#### **Section VI: Your School's Relationship with Noyce IHEs**

13. Please describe the teacher preparation program at [NOYCE INSTITUTION]—what are your perceptions of that program?
14. Please describe your school's relationship with [NOYCE INSTITUTION]. Please describe your formal agreement, meetings, and on-site supervision.
15. Is the relationship with [NOYCE INSTITUTION] similar or different than relationships with other teacher preparation/certification programs?

Is there anything else we have not yet discussed that would be important for me to know about the Noyce-prepared teachers and your school?