

Journal 5.1: The Interview Process

I enjoyed listening to the podcast, and something I picked up on was the running theme of service, despite the interviewer and interviewee not mentioning it. Service, specifically leadership through service, is a key takeaway that I would leverage throughout the interview process if I ever pursued a formal leadership position.

From a leader's perspective, I believe we are best utilized when we understand how to serve others. If I were a principal, I would want to know every professional, and I could serve them or their group to facilitate growth and excellence at my site. If a teacher was struggling significantly in an area, I would allocate resources to figure out ways I could help them. I would see people as human, and I would acknowledge their humanity (e.g., knowing that is *impossible* to wholly compartmentalize), and I would allocate time, effort, and energy into checking in with these people.

Additionally, I would spend time thinking about how to disseminate knowledge from those who are highly effective (accomplished) to those who are effective or want to be highly effective without putting *more* onto the accomplished's plate. In short, I see a problem with teachers being in "silos," to use a business term, creating knowledge and experience reservoirs. I would strategize with my team to figure out ways to create more opportunities for staff to connect with other staff.

Ultimately, my leadership style relies on service. I attempt to answer the question, "How can I be of the best possible use to my team?" Sometimes, this means I have to be the bearer of bad news and other times, it means I deliver fantastic news. Sometimes, it means I have to lean into tough conversations and other times, it means I get to celebrate with my people. Still, the question of service is always at the forefront.