



## Food for Thought

*Leaders should model what they expect*

- Just because you like someone, doesn't make them a good leader or teacher.
  - What makes someone good?
  - What do they have to know or be able to do?
  - What can they learn?

*Performance-based hiring*

- Could you describe your most significant accomplishment? Try to incorporate the skills needed, results obtained, challenges you faced, ability to collaborate, and personal reflection into that one example?

*Some people shouldn't be on the team*

- Have you ever worked with someone who "changed" on you? Did they really change or did you just not ask the right questions in the beginning?

## References & Recommended Resources

Kotter, J. P. (2012). *Leading change*. Boston: Harvard Business Review Press.

Reeves, D. B. (2009). *Leading change in your school: How to conquer myths, build commitment, and get results*. Alexandria, VA: Association for Supervision and Curriculum Development.

Podcast episode: *Powerful Interview Questions for Hiring Educators*.  
Ayers Institute Lunch & Learn Podcast  
<http://podcast.ayersinstitute.org>

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