

Abstract

Getting the best – Assessing principal candidates through interview

Paula Kwan

This paper examines the strategies used by recruiting bodies to interview potential principal candidates in order to select the most suitable person for the job. Using a quantitative methodology we worked to identify what recruiters sought in principal applicants and how they went about assessing the applicants in order to choose the best candidate. We believe that job expectations recruiters hold of applicants can be seen as a form of proxy for the elements constituting to a successful principalship.

Data was collected from school supervisors and experienced school principals who had served as selection panel members. Findings confirmed a four-factor set of expectations sought in principal applicants; these were Generic Managerial Skills, Communication and Presentation Skills, Experience and Credence, and Religious Affiliation and External Connection. We believe that the findings can contribute to applicant-focused literature by providing the views of recruiters. Understanding of process and may also inform policy makers and practitioners to improve the selection of potential candidates.