

Candidate's Name Lariza Gregory

Date July 17, 2021

Grade/Content/Level District - Compliance Coordinator

Interviewer's Name Shawn Weisser

Instructional Compliance Coordinator Interview Questions & Evaluation

1. What do you foresee to be the biggest challenge in the implementation of your duties as a Compliance Coordinator?		
Comments/Notes:		
<ul style="list-style-type: none"> - Understands the role and responsibilities of the compliance coordinator - Communicates specific ways to ensure all students have equal access to curriculum and services - Shares specific ways the candidate will contribute to the school culture and climate to foster collaboration <p style="text-align: right;"><input type="checkbox"/> Rating: A</p>	<ul style="list-style-type: none"> - Discusses how effective leadership impacts Exceptional student achievement - Shares interest in working with exceptional students in an urban setting - Displays the basic level of knowledge in the provision of services <p style="text-align: right;"><input type="checkbox"/> Rating: B</p>	<ul style="list-style-type: none"> - Answers questions in a general manner - Does not answer the question - Provides a response that causes the interviewer to question the knowledge, skill, or ability of the candidate <p style="text-align: right;"><input type="checkbox"/> Rating: C</p>
2. What is your philosophy on discipline?		
Comments/Notes:		
<ul style="list-style-type: none"> - Addresses differences between behavior and cultural norms - Consistency in implementation of S.C.O.R.E. in accordance with IDEA/ESSA regulations - Provides methods of behavior intervention <p style="text-align: right;"><input type="checkbox"/> Rating: A</p>	<ul style="list-style-type: none"> - Familiarity with some system of district-wide discipline procedures/policies. - Familiarity with some strategies for behavior intervention <p style="text-align: right;"><input type="checkbox"/> Rating: B</p>	<ul style="list-style-type: none"> - Answers questions in a general manner <p style="text-align: right;"><input type="checkbox"/> Rating: C</p>
3. What do you see as the challenges, as well as benefits, of working for an urban school district like Richmond Public Schools? How will you meet these challenges?		
Comments/Notes:		
<ul style="list-style-type: none"> - States specific interest to work in urban school settings 	<ul style="list-style-type: none"> - Familiarity with the City of Richmond - Awareness of urban school challenges 	<ul style="list-style-type: none"> - Answers questions in a general manner - Does not answer the question

<ul style="list-style-type: none"> - Expresses respect for and acknowledgment of a diverse demographic and economic setting - Knowledge of Due Process - Familiarity with advocacy groups <p style="text-align: center;"><input type="checkbox"/> Rating: A</p>	<ul style="list-style-type: none"> - Desire to work in an urban setting - General actions to meet the challenges of urban Exceptional Education students <p style="text-align: center;"><input type="checkbox"/> Rating: B</p>	<ul style="list-style-type: none"> - Provides a response that causes the interviewer to question the knowledge, skill, or ability of the candidate <p style="text-align: center;"><input type="checkbox"/> Rating: C</p>
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4. Describe the strategies you will use to prepare teachers/staff to embrace exceptional education students in a collaborative (inclusive) setting.

Comments/Notes:

<ul style="list-style-type: none"> - Discusses multiple strategies – different approaches for different disabilities. - Includes communication with parents, teachers, counselors, DIELS, SPED, and staff - Includes PLC to increase awareness of different disabilities, performance challenges, and strategies to address them. <p style="text-align: center;"><input type="checkbox"/> Rating: A</p>	<ul style="list-style-type: none"> - Has a working definition of an exceptional education student - Shares academic, behavioral, or social needs with other staff members as needed - Provides additional support (referenced in a general manner) <p style="text-align: center;"><input type="checkbox"/> Rating: B</p>	<ul style="list-style-type: none"> - Answers questions in a general manner - Does not answer the question - Provides a response that causes the interviewer to question the knowledge, skill, or ability of the candidate <p style="text-align: center;"><input type="checkbox"/> Rating: C</p>
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5. How do you foster a healthy culture and climate for exceptional students and staff? Provide examples.

Comments/Notes:

<ul style="list-style-type: none"> - Describes how the culture and climate is tied to learning and knowledge acquisition - Defines numerous strategies to maintain highly engaged students and staff - Expands the strategies to motivate students and staff beyond the classroom - Create opportunities for inclusion - Plan for least to most restrictive students <p style="text-align: center;"><input type="checkbox"/> Rating: A</p>	<ul style="list-style-type: none"> - Provides strategies that are meaningful and applicable to an urban setting - Discuss student engagement and involvement - Uses technology to enhance communication <p style="text-align: center;"><input type="checkbox"/> Rating: B</p>	<ul style="list-style-type: none"> - Answers questions in a general manner - Does not answer the question - Provides a response that causes the interviewer to question the knowledge, skill, or ability of the candidate <p style="text-align: center;"><input type="checkbox"/> Rating: C</p>
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6. A parent calls to complain that their child feels that he/she is not receiving accommodations. How will you address the situation?

Comments/Notes:

- Listen to the parent and ask clarifying questions
- Ask the parent why he/she believes this is occurring
- Speak with the student if applicable
- Discuss the implementation process in the classroom with the teacher
- Work to provide specific solutions to resolve the issue

Rating: A

- Meet with the parent
- Ask for student input
- Reference in a general manner how the teacher will improve the situation
- Depending upon the outcome of the above actions: Take action to solve the situation (either student issue or teacher issue).

Rating: B

- Answers questions in a general manner
- Does not answer the question
- Provides a response that causes the interviewer to question the knowledge, skill, or ability of the candidate

Rating: C

7. How will monitoring data ensure student achievement and compliance? What data should be included in goal achievement as it pertains to the IEPs?

Comments/Notes:

- Understands and relates necessary data for the development of IEPs.
- Defines numerous strategies to ensure valid data is collected and maintained, including goal progression and standards.
- Discusses curriculum implementation and evaluation of goals and standards.

Rating: A

- Discusses information needed to develop an IEP.
- Provides examples of data collection strategies
- Understands the need for differentiation and scaffolding for academic achievement.

Rating: B

- Speaks generally about data
- Has a general knowledge of IEP writing
- General knowledge of curriculum implementation

Rating: C

<p>1. Scenario 1: Bobby has a learning disability in reading. He is overwhelmed by long reading passages because he cannot read on grade level. Bobby needs to learn about the main idea and supporting details. The teacher provides Bobby a story on his reading level. Bobby only has to identify the main idea while the rest of the class must identify the main idea and supporting details.</p> <p>Is this an example of an accommodation or modification?</p> <p>Are there other ways to address this student's need? _____</p>
<p>2. Scenario 2: Steven is an eleventh-grade exceptional education student who exhibits anger frequently. He talks back to teachers and often misses class, causing him to be behind in his work. Steven's favorite class (when he attends) is History class with Mr. Michaels.</p> <p>Due to the accumulation of discipline referrals, can a manifestation hearing be held?</p>
<p>3. Scenario 3: Jamie was placed in the gifted program for elementary and middle school, at 16, he knows everything about the Civil War, writes beautifully, and can talk endlessly about politics. Yet he needs a calculator to help him with even the most basic math.</p> <p>What data would support the Least Restrictive Environment for Jamie?</p>

What questions do you have for me?

Administrator's Recommendation

_____A. Recommend Hire _____B. Considered to be hired C. _____ DO NOT consider for hire

Notes/Comments: