

Mike Fisher: Principal at Hoover

- Started as a Band Director
- Graduated from UNI

Superintendent Trimble

- Hiring is an important process

Q: How did you decide after teaching that you wanted to move up?

MF: I think I want to be a High School principal since before college

- Religious reasons
- Superintendent called him and offered him a job
- Masters in Educational Leadership
- School Leader
 - Honorable role
- Relish every moment of being a teacher

Q: When should you start applying for jobs?

DT: You cannot start applying too soon; look on TEACHiowa.gov

- Be who you are, can't memorize anything to make you a perfect teacher

Q: What is a moment that you know you will not be hired?

DT: Put down their writing utensil

MF: Don't say anything racist when you are applying (duh!)

- do school research (ask about school's morals/mission/vision)
- There is always a correct answer to an interview question
- You are interviewing them too!
 - Speed Dating..Could you see yourself there for a long time?

Q: What wow's you in an interview?

MF: What's the best day you had?

- Give a good story that tells that you learn about students and how to be a better teacher
- Reflective, Growth Mindset, Be yourself!

Q: Activities and Organizations

DT: Not specific, more level of involvement about experiences with students

- Need to connect with administrators
- Make connections!!

MF: Resumes look all the same, part of life

- What have you done to work with kids?
 - Camps, Tutoring, etc stands out
- When have you sent a student
 - What have you learn what you would have done differently

- 30 seconds of resume time
 - Pre-Service
 - Student Taught
 - Know them
 - Not what you know, it's who knows you.

Q: Can you be overqualified?

MF: No, want to know who you are, what you've done, etc

- Need to have wealth of examples of what you've done and how it has impacted you as a teacher
- Need to take every question as an opportunity

DT: Never overqualified, Don't care about high school experiences

- Have experiences with kids!!
- Don't put fluff on there!

Q: What's appropriate for references? Personal References okay?

MF: Won't call family members

- Will try to get off your list, leave a good impression!
 - Call one off your sheet, then ask them for someone else to talk to
 - Want to find people that are not on your reference
 - 3-4 people off the page = not a good person, red flag
 - 5-6 = okay
- Looks at 30+ applicants
 - 2 week turnaround
 - 30 Apply,
- Reference letters can only hurt you, not help you
- References (hesitate = Iowa Nice)
 - List how many student teachers you have had in the last 10 years
 - Where do they fall 1-10?
 - If you took a job tomorrow, would you take them with you?

DT: Reading for references I know..helps to screen resumes, Want to read letters from Supervising teacher, hiring is the most important thing that a school does

Q: How do you form a solid relationship without taking time away from your daily activities?

MF: not a deep relationship..get noticed for something good!

- Principals will notice you!
 - Not so much you working hard, but getting well known in the building
- Ask the principal to give a mock interview
 - Especially if you are their student teacher!
 - Do something that makes you stand out
- Cold email to a Principal asking for a Walk through
 - Pick their brain, find out more about them
- Reach out to them, observe classrooms

DT:

Q: What should you bring to an interview?

MF: Anybody can put together a portfolio

- Use rubrics - you do a lesson, classroom management
- Be good with adults and kids
- Talk about children, kids, champions of success, students!

DT: Bring a Notepad! (Not a portfolio!), you are there to make a match with a school

- Research!
 - How they operate
 - What they stand for
 - Every district is different
- Hiring people
 - Characteristics of a good teacher
 - Can't fix interpersonal skills
- Don't get too far off from a traditional resume
 - Experiences are key!

Q: Resume Tips?

MF: Anybody can put together a portfolio

- Talk about children, kids, champions of success, students!
- Wordle
 - We, family, students, kids, children, learning, growth mindset (Key words!)
- Tim Gllson - Ed Leadership
 - Organize Resume like Iowa Teaching Standards
 - Stands out!, Concise!
- Bring notes of key experiences that fit with questions they may ask
- Patel for Kids - Des Moines Area
 - Scientific
 - Graded
- Play your audience, lets yourself shine through
 - Access their prior knowledge

DT: You are there to make a match with a school

- Research!
 - How they operate
 - What they stand for
 - Every district is different
- Hiring people
 - Characteristics of a good teacher
 - Can't fix interpersonal skills
- Don't get too far off from a traditional resume
 - Experiences are key!
- Bring notes!

- Organized around Iowa Teaching Standards

Q: Teach Iowa

MF: Don't make a form letter

- Don't
- Read up on the school
 - Read Blogs, Tweets, Superintendent's Message

DT: Don't use the same letter within a system

Q: Pre-service vs. Veteran

DT: Quality experiences are key!

- Experiences can help
- Don't sell yourself short

MT: Pre-service can put you down

- Stand out!
- Let yourself shine!
- Be passionate, growth mindset!
- Learning Curve in Pre-service
 - Return on Investment

Q: Jobs in January?

MF: Lots of long term sub opportunities

- If you are good you are good!

DT:

Q: What extent is it polite for you to ask about Professional Development or opportunities?

MF: Ask a Question! Humanize yourself

- I'd love to live here...invest yourself in the community
 - What daycares do you recommend

DT: Should ask!, Tells us that you are willing to learn

- Continuous Learner
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Q: How do you support your teachers if conflict arises with parents?

MF: Need written approval from parents about

- They will have to fire me to get to you!
 - Unless you did something illegal
 - Let them know about book
 - Be transparent with Principal
 - Want to be where the missile launched, not landed
- Show parents options during conferences
 - Don't make it curriculum in the schools
- Play to your community

- Conservative: DUI = fired
- Diverse School

DT:

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Q: Rewarding part of being an educator

MF: Serve others, Save others

- Want to know about students and their graduation potential
- There is a fit out there for everyone

DT: Everyday is part of making a difference

- Unlocking potential
- No paperwork matter, the growing and learning matters!

Q: Master's Recommendations

MF: Contextual to you

- More meaningful later on as you can apply experiences to work
- What is gonna make you a better teacher?
 - Gives opportunities
 - Educational Leadership: Principal & Administration

DT: Individual Questions

- What you do with it is what matters
- What are you better at because of it?

Mike Fisher - Contact Information

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Extra Notes:

Next Meeting is November 28th (SEC 133)

Make sure to let us know if you want to run on the election board!

Email davisbar@uni.edu or carolyn.weber@uni.edu by the end of break if you are interested!