

Conducting Stay Interviews

Invite designated staff to sign up in predetermined blocks of time. Provide the questions beforehand for more thoughtful responses.

TIP: Stay Interviews are not on-the-fly conversations or punitive in any way. The goal is to establish a relationship of trust and provide intentional time for the employee's voice to be heard.

Here are 10 questions to consider:

1. What do you enjoy about your current role?
2. What are some good ways to provide feedback/recognition or support for you?
3. What could I do to help you feel respected and valued?
4. What is a big problem you're facing?
5. What is a goal that you have for yourself in this role?
6. What skill or talent would you like to use more often in your current role?
7. What's something that could make this job of your dreams?
8. What's a situation that could make you leave?
9. What's an area of growth you believe I need as a principal?
10. If you could change something about your job (or school or district) with a snap of your fingers, what would it be?